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Nevada's Workforce Investment System

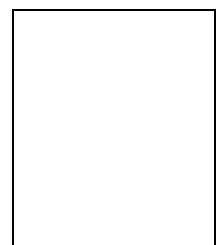
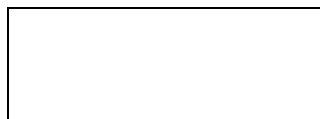
# Annual Report

## July 2004 – June 2005

**Presented by:**  
Nevada's Workforce Investment Boards

**Coordinated by:**  
Nevada Department of Employment,  
Training and Rehabilitation

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**State of Nevada  
Workforce Investment System  
Annual Report – Program Year 2004  
July 1, 2004 through June 30, 2005**

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**State of Nevada**  
**Workforce Investment System**  
**Annual Report – Program Year 2004**

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**Preface**

Nevada's economy continued to prosper during program year 2004, producing jobs at a much faster pace than any other state in the nation. Fueled by a housing boom that has spread from Las Vegas to Reno to the state's rural communities, construction employment growth has been at the forefront of the expansion. The construction industry, which accounts for about 10 percent of total employment in the state, provided 23 percent of the 74,800 new jobs created during the year. Meanwhile, the influx of new residents has created jobs in a wide variety of service industries while creating new pressures on the state's labor market.

Traditionally, hotel-casino construction in Las Vegas has marked the leading edge of Nevada's economic expansions. However, during the current growth phase, the tourism industry expanded at a slower rate than the economy as a whole. Education, health care, financial, and other services have created new jobs at a much faster pace.

The rural areas of the state have seen a resurgence of mining activity. The price of both gold and copper are at multi-year highs, leading to an increase in both mineral exploration and mine production. As a result, nearly 2,000 of the 5,900 jobs that were lost between 1996 and 2003 have been recovered. The return of mine workers to the state's northern counties has led to vibrant housing markets and the demand for new retail stores. Barring a collapse of metal prices such as occurred in the 1990's, the employment prospects for Nevada's mining communities look promising for many years.

The state's rapid increase in population is also expected to continue. Nevada has led the nation in the percentage of population growth for 18 consecutive years and, so far, shows no sign of slowing. Thousands of new homes are planned for both the Reno and Las Vegas areas, while Lyon County (in northern Nevada) is one of the fastest growing counties in the nation. The influx of new residents will create a demand for new stores, schools, and hospitals, thus providing job opportunities across a variety of skill and educational levels.

Nevada's workforce investment system was and continues to be challenged to meet the demands of providing a skilled workforce to support the state's dynamic economy. During program year 2004, the Nevada JobConnect system enhanced its service delivery capacity through the addition of a one-stop office in Pahrump, Nevada, and expansion of the Carson City office from an affiliate site to a comprehensive employment and training center. Upon completion of this remodel, Nevada will have six comprehensive career centers.



## Governance of the Nevada JobConnect System

Nevada's State Workforce Investment Board (SWIB), also known as the Governor's Workforce Investment Board, has continued to expand its role and responsibility for the strategic planning and oversight of the Nevada JobConnect system.

Nevada's 2-year state plan was developed through the collaborative efforts of writing teams representing the Governor, the Governor's Workforce Investment Board, the state's two local workforce investment boards, the Commission on Economic Development, the Department of Education, the Employment Security Division, which administers the Wagner-Peyser program, and other workforce development stakeholders facilitated by the Department of Employment, Training and Rehabilitation as the state workforce agency. The planning process focused on the Governor's vision of a prosperous Nevada with a responsive workforce investment system that supports economic diversification and the state's educational goals.

The SWIB has established seven standing committees, each of which have 51% representation from Nevada businesses. These standing committees are:



- Youth Council Taskforce
- Governor's Reserve Budget Committee
- Marketing and Business Support Committee
- Legislative Committee
- Individual Training Accounts Workgroup
- Employment of Persons with Disabilities Committee
- Workforce Information Committee

Each of these committees holds public meetings and prepares written reports, which are included in the board packets for SWIB meetings. Committee chairmen are asked to provide additional verbal comments to these written reports at the meeting. The SWIB Chair entertains discussion regarding the reports from board members and other interested parties. The Chair then calls for a vote on the Committees' recommendation(s). All SWIB and standing

committee meetings are open to the public and posted according to Nevada's Open Meeting Law (*Nevada Revised Statute 241.020*).

**State of Nevada**  
**GOVERNOR'S WORKFORCE INVESTMENT BOARD**  
**Representation List**

<b>Member's Name:</b>	<b>Represents:</b>
<b>Baez, Debra</b>	Business – Southern Nevada
<b>Bahn, Michael</b>	Business – Northern Nevada
<b>Baker, Birgit</b>	Director, Department of Employment, Training and Rehabilitation
<b>Bertoldi, Michael</b>	Business – Northern Nevada
<b>Brewer, Robert</b>	Chair – Southern Nevada Workforce Investment Board
<b>Brower, Maureen</b>	Office of Governor
<b>Brown, Mary-Ann</b>	Youth – Northern Nevada
<b>Chairsell, Chris</b>	Nevada's University and Community College System
<b>Clausen, Kirk</b>	Business – Statewide
<b>Egan, Pamela</b>	Nevada State AFL/CIO
<b>Forbes, Lee, Vice-Chair</b>	Business – Statewide
<b>Ghanem, Elizabeth</b>	Business – Southern Nevada
<b>Hendrickson, Sidney</b>	Southern Nevada Chamber of Commerce Business – Southern Nevada
<b>Vacant</b>	Business – Northern Nevada
<b>Hunewill, Phyllis</b>	Local Elected Official – Northern Nevada
<b>Lee, Richard</b>	Business – Statewide
<b>Martin, Leslie</b>	Business – Rural Nevada
<b>Mathews, Senator Bernice</b>	Nevada State Senate – Northern Nevada
<b>Millard, Dwight</b>	Business – Northern Nevada
<b>Nathan, Arthur (Chair)</b>	Business – Southern Nevada
<b>Ohrenschall, Assemblywoman Eugenia</b>	Nevada State Assembly – Southern Nevada
<b>Palmer, Cass</b>	Business – Southern Nevada
<b>Peacock, Thomas</b>	Education – Community College of Southern Nevada
<b>Peltyn, Michael</b>	Business – Southern Nevada
<b>Rheault, Keith</b>	Nevada's Department of Education, Superintendent of Public Education
<b>Rubald, Tim</b>	Nevada Commission on Economic Development
<b>Sorenson, Cameron</b>	Business – Northern Nevada
<b>Taylor, D.</b>	Culinary Workers Union of Southern Nevada
<b>Townsend, Senator Randolph</b>	Nevada State Senate – Northern Nevada
<b>Weber, Assemblywoman Valerie</b>	Nevada State Assembly – Southern Nevada
<b>Willden, Mike</b>	Director, Department of Human Resources

The state's workforce investment system is comprised of the Governor's [start here](#). Workforce Investment Board and two local boards: Nevadaworks, serving the northern local workforce investment area, which includes Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, and White Pine counties; and the Southern Nevada Workforce Investment Board serving the counties of Clark, Esmeralda, Lincoln, and Nye.

The state's workforce investment system, known as Nevada JobConnect (NJC), is comprised of five comprehensive one-stop employment and training centers located in the metropolitan areas of the state and six affiliate sites in rural Nevada.

Each NJC office provides access to key workforce system partner programs including employment and training programs funded under Title I of the Workforce Investment Act, Trade Adjustment Assistance, Veterans' Employment and Training, Vocational Rehabilitation, Wagner-Peyser, Unemployment Insurance and the Career Enhancement Program funded by Nevada employers to meet the demand of the state's businesses for a skilled and productive workforce.

NJC partners utilize a common data collection and reporting system referred to as the Nevada JobConnect Operating System (NJCOS) for tracking client information and services. Because the NJCOS is a statewide system, job seekers can move from community to community to obtain employment and training services without re-registering at each location.

By providing business resource centers in NJC offices, employers not only have a business-like atmosphere to conduct job fairs and interviews, they also enjoy an automatic connection to job seekers. Employers are assigned a Business Service Consultant who customizes and enhances the business recruitment feature offered by the system. On-site recruitments continue to grow in popularity and number, and have strengthened the service delivery to participating employers and job seekers. The job seekers are pleasantly surprised at receiving a job offer on site and the employers' post-event comments are consistently positive.

Nevada's dynamic economy contributed to an extremely low unemployment rate, which averaged 4.1% during program year 2004, presenting both challenges and opportunities for the workforce system. A public-private partnership was established with the staffing industry to address the demand for qualified workers during this period of unprecedented job growth.

The system has also been proactive in reaching out to assist the offender population return to gainful employment upon release from prison. Partners provide offenders pre and post-release employment services, including mentoring, job readiness courses, resume writing, job search assistance, as well as job placement and retention services. Staff are prepared to assist ex-offenders with employment and training services and financial assistance in obtaining other items needed to begin employment, such as work tools, clothing, health cards, etc., when they are released to return to work.

The Employment Security Division (ESD), which administers Nevada's Unemployment Insurance program, implemented an online employer registration service for Nevada businesses. The new Web site for Unemployment Insurance Tax Services will soon offer additional features for Internet tax and wage reporting and electronic payments.



The success of Nevada's Reemployment Service Program (RSP) in reducing the UI benefit duration encouraged ESD to apply for the Unemployment Insurance Reemployment and Eligibility Assessment (UI-REA) grant to assess UI claimant activity and offer reemployment services. Nevada was one of twenty states to receive first year funds to provide UI-REA. In conjunction with the RSP, UI-REA connects claimants with employment and training services available at the NJC offices.

In 2004, the Carl D. Perkins Vocational and Applied Vocational Act (Perkins III) provided funding for approximately 48% or 54,691 secondary education students and about 29,050 postsecondary education (community college level) students participated in at least one occupational course, enabling them to acquire and develop skills that will allow them to be successful workers in Nevada's economy.

### **Commitment of Workforce Partners**

The Governor's Workforce Investment Board continues to support the statewide workforce investment system through the allocation of Governor's Reserve funds through these challenging times. Continued support and commitment from the State of Nevada and the Department of Employment, Training and Rehabilitation are key to the continuation of a fully integrated and functional one-stop employment and training system. Opportunities for alternative funding sources will be pursued to sustain one-stop centers throughout the state as formula funds continue to diminish. The commitment of workforce partners to provide effective and efficient administration and oversight of funds is essential to the future of Nevada's workforce investment system.





Coordinating Workforce Development for Northern Nevada

## Northern Nevada's Local Workforce Area

Northern Nevada workforce investment issues center around low unemployment levels and a need for skilled workers to support the expanding manufacturing and distribution industries. The construction industry thrives with the development of major retail centers, new housing, and key infrastructure.

Counties in the rural areas of Nevada are experiencing substantial growth in population and new business expansions. The mining industry is booming and remains a staple of rural area employment opportunities. Nevadaworks supports rural county economies through an initiative that funded three Rural Workforce Liaisons. These positions coordinate and provide up-to-date information on workforce, economic, and Nevada JobConnect (NJC) development, challenges, and achievements in Mineral, Lander, and Storey counties.



Nevadaworks ensures quality workers are available for new and expanding businesses by the upgrade of worker skill sets. Additionally, job seekers will not be attracted to rural areas of the state without adequate transportation systems, availability of affordable housing, and medical care. All of these factors contribute to ensuring that the economic health and growth of northern Nevada remains strong. Nevadaworks has embraced these challenges by expanding services beyond traditional "employment and training" programs and acts as a catalyst for connecting employers with the resources necessary to address their communities' economic and workforce development needs.

Nevadaworks' capacity to develop and manage high performing workforce investment systems is dependent upon its ability to provide flexible delivery systems, unique to each community and service area.

The Nevadaworks' Board members are strong advocates of the workforce investment system. Nevadaworks surveys businesses to publish the Occupational Outlook Report, which identifies high-growth, high-demand occupations. Business and industry provide valued information through Board members who identify worker skill sets and educational requirements of potential workers for businesses. They also provide accurate, current information on economic development, business expansion, and industrial growth in their local areas. This information is used to formulate training programs in secondary schools, community colleges, and higher educational institutions.

## The JobConnect System in Northern Nevada



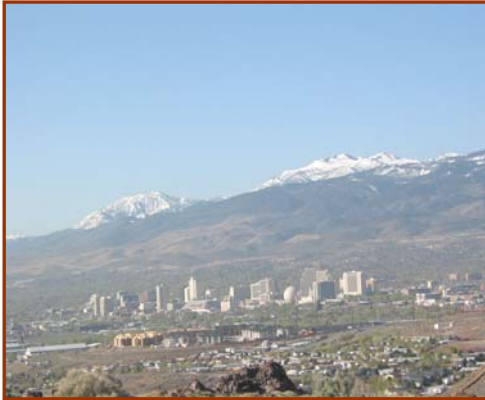
The NJC system consists of fully integrated offices managed by the Nevadaworks JobConnect Consortium. The cooperation and coordination among partners guarantees continuous improvement and high performance of program service delivery.

The Nevadaworks JobConnect Consortium was established to provide oversight of the local system and is the designated operator of NJC offices in northern Nevada. The Consortium



members represent a unique public program/business partnership that directs the operating structure and allocation of NJC resources.

The Consortium manages a successful and innovative workforce system by leveraging human and financial resources. The management structure offers leadership and guidance to



the design and delivery of services thereby providing a business emphasis and expertise to the system. A regional structure enables the shifting of staff and resources to meet the immediate needs of an area, community, or business venture. On-site managers ensure consistency in services, marketing, and outreach activities to customers. Regional staff meetings provide the opportunity to identify strengths, weaknesses, alternative delivery mechanisms, and shared successes in overcoming barriers.

Nevadaworks has contracted with JOIN, Inc. for WIA Title I Adult, Dislocated Worker, and Youth services in the following counties:

- Washoe County
- Carson City
- Churchill
- Humboldt
- Elko
- White Pine



Title I funds are targeted for training in high-growth and demand occupations. Service providers, within the system, share resources to maximize training opportunities. Additional system partners supply a unique variety of services for targeted at-risk populations.

In 2003, the NJC office model was developed and became reality in Reno followed by the opening of another office in Sparks in 2004. The addition of a third office in Carson City in 2005 will ensure consistent service delivery throughout the Reno/Sparks/Carson City labor market area.

### **Adult/Dislocated Worker Services**

Adult and Dislocated Worker Services include:

- Disability Resources is an employment services program that provides disabled individuals assistance in finding gainful employment;
- Nevada Department of Corrections' Construction Trades Program helps adult minimum-security male offenders develop the skills necessary to obtain employment upon release and successfully transition back into the community; and
- Step 2's Empower Project provides employment services to low-income adults, primarily women, who are affected by chemical dependency, homelessness, poverty, and violence.

## Youth Services



Youth Programs include:

- Community Chest Comstock Youth Works
- Boys and Girls Club of Mason Valley
- Sagewind
- Children's Cabinet
- Academy for Career Education

The Community Chest Comstock Youth Works program aids students in rural Storey and Lyon counties by offering support, providing training, and developing life skills. Services provided are:

- ✓ Educational, personal and career goal counseling,
- ✓ Community service,
- ✓ Managing checking accounts and budget,
- ✓ Leadership,
- ✓ Employment and occupational training,
- ✓ Conflict resolution,
- ✓ Tutoring,
- ✓ Summer employment opportunities, and
- ✓ Substance abuse prevention.

Scott - not his real name - a 16 year-old student, had a history of run-ins with the law and was on probation when he started with Comstock Youth Works. He was also in special education and was having a hard time passing classes. Furthermore, he had been a consistent pot smoker and was trying to quit. He was only in our program for seven months but during that time, he worked throughout the summer and attended weekly field trips to different types of businesses (the gamut from factories to bomb squad to animal husbandry). When he was done, his average work-readiness scores had all improved to a three or higher, and he had gained some valuable work experience.

Scott obtained his GED and has been working at Lowe's in Carson City for almost two years now. He is living on his own, is apparently clean from all drugs, able to pay his bills, and says things are good. This is the ultimate success: a student who, despite obvious challenges, was able to rise above them and become an independent adult.

Mason Valley's Boys and Girls Club operates the Leadership in Training Program which provides the following services:

- Mentoring,
- Job shadowing, and
- Education and life skills workshops for at risk youth.

Sagewind provides youth in substance abuse treatment with career track employment training.

The Children's Cabinet provided a summer camp in a military-style boot camp format for potentially at-risk youth. The camp included a combination of life skill, academic, and employability training.

The Academy for Career Education provided students academic and vocational training in the construction trades. Youth participate in all aspects of home building:

- Safety training,
- Concrete work,
- Framing and roofing,
- Heating and ventilation,
- Insulation,
- Drywall and painting,
- Cabinetry and finish work,
- Plumbing and fixtures, and
- Tile and landscaping.

### **GED On-Line Joins Sparks JobConnect Office**

The system has added a new dimension to services for those looking for work - the Northern Nevada Literacy Council's GED On-Line program with internet-based access, registration, and a virtual instructor are available at the resource center.

We are very excited about adding the opportunity for individuals to gain their GED credential," said Center Manager Jim Dunnivant. "It opens new doors and extends our ability to help out in a very important area of workforce development."



### **MINI JOB FAIRS - Business discovers NJC Employer Services**

The business community has enthusiastically participated in NJC's Mini Job Fairs. The system offers professional office space at the employer's disposal. New companies, with their own facilities still incomplete, have an office they can temporarily call their own. National employers using this service include:

- Kohl's
- Aramark
- Home Depot
- Bed, Bath & Beyond
- Wells Fargo
- Pfizer

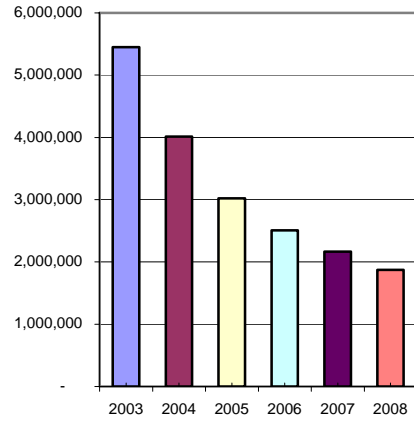
Due to the success of this initiative, many of these companies have become repeat customers. In-house promotion and online job announcements enable human resource representatives to access over 10,000 job seekers. The placement of registered job seekers in suitable positions generates confidence in the system's services for both customers.

### **Nevadaworks Programs and Special Projects**



The development of the Nursing Pipeline, a fast-track youth pilot program, provides dual credit to juniors and seniors in high school. This pilot program was established through a coalition of Truckee Meadows Community College (TMCC) and the Washoe County School District for young adults seeking a career in nursing.

**Nevadaworks WIA Funding Projections 2006 - 2008**



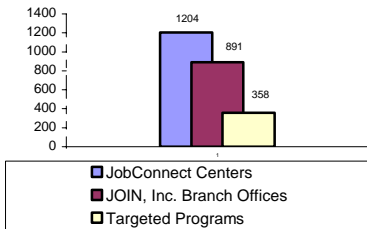
Students have the opportunity to start their twenty-two month Associate Degree program earlier than normal. In June of 2004, eleven high school juniors were enrolled into the first class at TMCC High School. These students have now completed 3 semesters of the program, which involves both high school and college courses. Thirty-two students have been selected for Round II of the program out of fifty-three applications.

The Western Apprenticeship Coordinators Association and Nevadaworks have developed an outreach and recruitment pilot for all apprenticeship programs throughout northern Nevada. This pilot was funded with Program Year 2004 WIA Title I monies and will be continued through Program Year 2005 by an award of Governor’s Reserve funds.

The Surgical Technician Program, a Nevadaworks pilot project, has entered its second year and successfully received certification. The project will continue through Western Nevada Community College as a regular program offering.

The Associated Builders and Contractors, Inc. offers a three-year Residential Plumbing/Installer program, which provides participants experience and knowledge in preparation for employment in the plumbing and installation trade.

**Nevadaworks Service Distribution**



Students in Pershing County earn high school credit in broadcasting through applied academics and hands-on work experiences. This program is offered by the Pershing Broadcasting Company and the Pershing County School District and targets pregnant, parenting, and out-of-school youth.

**Performance Measures**

During 2004, over 2,100 individuals received services in northern Nevada through Nevadaworks programs. The Reno and Sparks NJC offices provided basic Workforce Investment Act (WIA) services to approximately 49 percent of the clients served; JOIN, Inc. rural offices provided services to 36 percent, and 15 percent of the total clients received services through targeted programs.

Nevadaworks’ programs have excelled in meeting and exceeding established performance measures for services to individuals made available through WIA, Title I programs. In recognition of their exceptional service levels, Nevadaworks’ contractors shared in the Incentive Award granted by the Governor’s Workforce Investment Board to Nevadaworks for achievement of performance standards.

**The Future of Workforce Investment in Northern Nevada**

In northern Nevada’s largest workforce area, Reno/Sparks/Carson City, all Title I program staff are located in Nevada JobConnect (NJC) offices. Over the coming year, rural area Title I providers will be integrated into NJC offices where feasible.

In meeting workforce funding challenges, Nevadaworks is concentrating Program Year 2005 Title I dollars on services provided through the NJC offices, including the rural areas. As a result, select contracts for targeted services were not renewed.

Over the past 17 years northern Nevada’s workforce funding levels have averaged \$4 million annually. Future annual WIA funding levels are projected as follows:

- **2004**                 \$4 million
- **2005**                 \$3 million
- **2006-2008**       \$2 million

The percentage of the yearly WIA funding allocation for Nevadaworks is represented below:

- **2000**                 35%
- **2004**                 24.5%
- **2005**                 22.7%
- **2006-2008**       17.3%

This historical decline in WIA funds is anticipated to continue. The viability of Title I training programs in Northern Nevada is at a turning point. If reductions in federal funding persist, it will be difficult to maintain an effective local workforce system without additional resources.

### NEVADAWORKS COUNCIL

Member’s Name:	Represents:
<b>Annis, Jim</b>	Business, Community-Based Organization
<b>Clark, Nathan</b>	Business, Education
<b>Clausen, Kirk</b>	Business
<b>Coleman, Mick</b>	Mandatory One-Stop Partner
<b>Conkey, Gail</b>	Business
<b>Darney, Alan</b>	Labor
<b>DeMatei, Jeffrey</b>	Business
<b>Dugan, Kenneth</b>	Mandatory One-Stop Partner
<b>Fox, Lawson</b>	Business
<b>Glenn, Valerie</b>	Business
<b>Hunewill, Phyllis</b>	Mandatory One-Stop Partner
<b>Jones, Cindy</b>	Mandatory One-Stop Partner
<b>Kilpatrick, Dr. Paul</b>	Education
<b>Korhonen, Aki</b>	Business
<b>Miller, Wayne</b>	Business, Community-Based Organization
<b>Nelson, Jim</b>	Business, Community-Based Organization
<b>Newell, Vicki</b>	Education
<b>Nichols, Bob</b>	Community-Based Organization
<b>Osborne, Larry</b>	Community-Based Organization
<b>Ramirez, Tony</b>	Mandatory One-Stop Partner
<b>Reymus, Edmund</b>	Mandatory One-Stop Partner
<b>Ringle, Phillip</b>	Education, Ex-Officio
<b>Robinson, Wayne</b>	Business
<b>Romine, Russ</b>	Business
<b>Ruffin, Tim</b>	Business
<b>Schaerer, Marcel</b>	Business
<b>Smith, Greg</b>	Labor
<b>Wells Kris</b>	Business
<b>White, Tom</b>	Business
<b>Wilson, Lori</b>	Mandatory One-Stop Partner
<b>Woodring, Brad</b>	Business





## Southern Nevada's Local Workforce Area

The Southern Nevada Workforce Investment Board (SNWIB) oversees all Workforce Investment Act (WIA) services and activities in southern Nevada.

The Greater Las Vegas Area continues to be the fastest growing metropolitan area in the nation. During this program year, the area experienced explosive growth in Hispanic job seekers and low-income families. Additionally, the sparsely populated rural areas of southern Nevada provided opportunities to test unique methods for the delivery of workforce services.



In 2004 the SNWIB streamlined service delivery, reduced overhead and operating expenses, and increased the number of WIA participants served; while keeping pace with the explosive population growth of the area. The SNWIB communicated to businesses and job

seekers the value and availability of WIA services through an aggressive marketing campaign. Employers benefited from linkages established with business advisory groups to target human capital resources and identify areas for skill-set improvements.

The SNWIB implemented broad-based policies that incorporated businesses practices into the development of SNWIB staff, board members, and sub recipients with a focus on achieving goals and objectives. Leadership and employment service delivery best practices continued to highlight training opportunities throughout the year. Keen awareness and focus were generated around ensuring businesses were supplied with job seekers who possessed the skill-sets they demanded. Most important, the Board focused on "demand driven" employment and training outcomes that addressed the immediate and future needs of high growth industries in the area.

### Adult Services/Dislocated Worker Services



Service providers continued to increase their customer outreach efforts to businesses and eligible adults seeking employment and training services. Of the 1,650 adult participants served, 1,097 (87.9 percent) obtained unsubsidized employment.

The "Going Home Prepared" program was sponsored in partnership with Nevada's Department of Corrections, where local agencies prepare inmates for self-sufficiency upon their release. Employment and training services were provided to place ex-offenders in prevailing wage jobs upon their release from incarceration.

While addressing layoffs and several plant closures during the year, the SNWIB exceeded, or was within 80 percent, in achieving all dislocated worker performance measures. Dislocated workers continued to be trained and placed in unsubsidized jobs while increasing their potential to regain lost wages due to their employment displacement.

## Youth Services

With its newly formatted youth services lead agency concept, the SNWIB oversaw service delivery to 1,583 youth. SNWIB targeted special youth program initiatives, such as court-ordered and out-of-school youth. SNWIB's lead agency exceeded its service delivery goal, with over 500 new enrollments above the target goal.

In recognizing the need to address economically disadvantaged youth residing in low-income housing projects, a special program targeting youth residing in the Buena Vista Springs Apartment complex was designed. This program delivered work experience and education services to assist youth in achieving high school diplomas and General Education Degrees. Nevada Business Services, Inc. (youth services lead agency) and GNJ Family Life Center (faith-based youth services organization) collaborated in the project and served 75 youth.

Efforts continued to establish a Job Corps Center in southern Nevada. Key staff and board members testified before the 2005 Nevada State Legislature regarding the need to build a Job Corps Center in Las Vegas. Although the request was not funded, pursuit of a location continues and is now focused on Nellis Air Force Base. Replacing the closed Nellis Federal Prison Camp with a Job Corps Center would require approximately 130 salaried employees and bring an estimated annual \$5.5 million into the economy.

Students would receive exposure to one of our nation's premier military operations and provide a recruitment resource for military services. Nellis Air Force Base could expect to receive an estimated annual 15,000 hours of volunteer services from a pool of 500 Job Corps students.



## President's High Growth Job Training Initiative

The award of \$1.1 million through the President's High Growth Job Training Initiative will play a key role in certifying job seekers in front line hospitality skills. A partnership has been established with the Community College of Southern Nevada (CCSN) and area businesses to support this initiative.

- Input was provided for the occupational skill training courses designed for training individuals for employment opportunities in the hospitality industry.
- Partners meet to update course training outlines based on employer and business focus group feedback.
- Occupational skills courses are offered at the convenience of businesses allowing individuals/jobseekers access to training for immediate work area use.

## Faith and Community-Based Initiatives

A grant proposal has been submitted to the U.S. Department of Labor, in response to its Faith and Community-Based Initiative, to serve ex-offenders released in Southern Nevada. Statistics from the Nevada Department of Corrections show that:

- 11,744 offenders were convicted in the Las Vegas area in March 2005,
- 4,000 ex-offenders are released into this area on an annual basis,
- 65 % of released ex-offenders remain in the area, and
- Nevada's prison population is increasing by 1,000 per year

The proposal will assist ex-offenders with community re-entry and employment opportunities leading to self-sufficient wages.

## Grand Opening - Nevada JobConnect Center (NJC) - Pahrump

In May 2005, a new NJC center was opened in Pahrump, a rural area of southern Nevada. State and local elected officials attended the grand opening with Lieutenant Governor Lorraine Hunt serving as keynote speaker. This office will serve southern Nevada's rural communities.



### **Southern Nevada Workforce Investment Board (SNWIB) 2005 Gaming Summit**

A regional gaming summit was held in Las Vegas in June 2005 at *Wynn Las Vegas*. The purpose of the summit was to update the gaming industry on the services of the workforce investment system. Key program participants were:

- Arthur E. Nathan, Chairman, Governor's Workforce Investment Board
- John Humphrey, U.S. DOL Deputy Regional Administrator
- Kelly Karch, Maryland Parkway NJC Manager
- Terry Johnson, Deputy Director, Department of Employment, Training and Rehabilitation
- Rev. Chester Major Richardson, Vice Chairman, SNWIB
- J. Terrence Lanni, Chairman and CEO, MGM Mirage



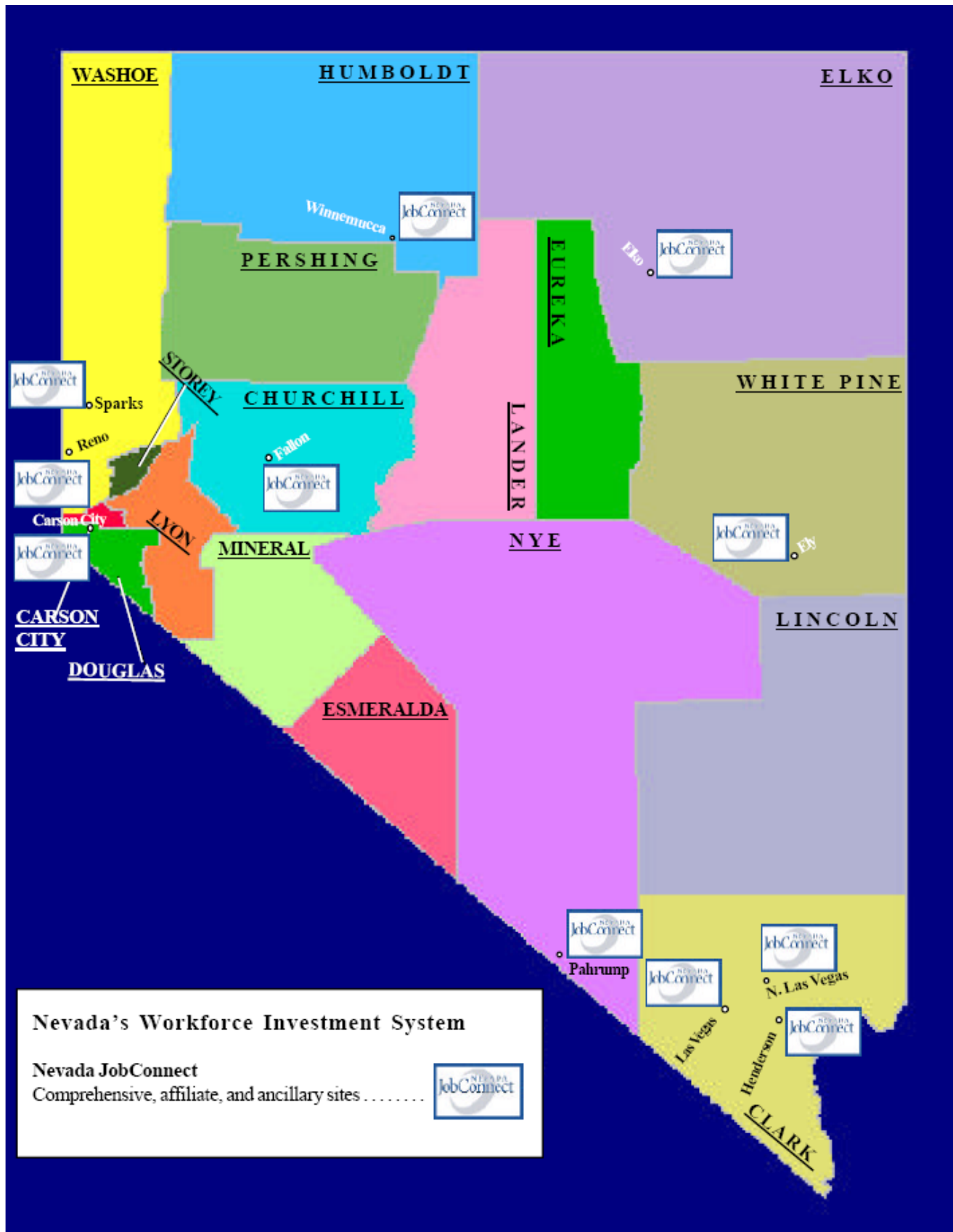
During the summit meeting, testimonials were given by business leaders and job seekers who had accessed SNWIB employment and training services.

### **The Future of Workforce Investment in Southern Nevada**

SNWIB remains committed to delivering quality services to all eligible participants residing in urban and rural areas within funding limitations. The challenge will be to ensure that employment and training services keep pace with the fastest growing population in the nation, which includes a growing number of Hispanic and low-income family jobseekers.

## SOUTHERN NEVADA WORKFORCE INVESTMENT BOARD

Member's Name:	Represents:
Clark, Jack	Local Elected Official (LEO)
Collins, Tom	LEO
Trummell, Candice	LEO
Pacini, Mike	LEO
Robinson, William	LEO
Rowe, Tommie	LEO
Ross, Steven	LEO
Arnold, Richard	Mandatory One-Stop Partner
LoBene, Kenneth	Mandatory One-Stop Partner
Cozad, Melissa	Mandatory One-Stop Partner
Vacant	Mandatory One-Stop Partner
Johnson, Terry	Mandatory One-Stop Partner
Wyand, Sandee	Mandatory One-Stop Partner
Rebollal, Margarita	Community-Based Organization
Ruisi, Candace	Community-Based Organization
Vacant	Labor
Rose, Daniel	Labor
Gentry, Massey	Faith-Based Organization
Vacant	Education
Bleak, N. Lorell	Education
Frosini, Kathleen	Education
Brewer, Robert (Chair)	Business
Richardson, Chester (Vice-Chair)	Business
Darling, Charles	Business
Wenger, Vicki	Business
Koschmann, Matt	Business
Timpa, Ronna	Business
Simmons, Elsie	Business
Kelly, Rose	Business
Chambliss, Michael	Business
Lee, David	Business
Thomas, Victor	Business
Eason, Cornelius	Business
Robinson, Barbara	Business
Ramadan, Mujahid	Business
Garcia, Edward	Business
Dandge, Dileep	Business
Arriaga, Patricia	Business





**State of Nevada  
Workforce Investment Act  
Title I Expenditures  
For the Period July 1, 2004 - June 30, 2005**

<b>Total All Fund Sources</b>	<b>Total Authorized</b>	<b>Expended</b>	<b>Percent Expended</b>	<b>Balance Remaining</b>	<b>Exp. Analysis Balance Remaining</b>	
<b>Adult Program Funds **</b>						
PY02 Carry In Monies	\$0	\$0		\$0		-
PY03 Carry In Monies	\$2,359,586	\$2,359,586	100%	\$0		-
PY04 Funds	\$5,912,944	\$4,826,040	82%	\$1,086,904	1,086,904	(0)
<b>Dislocated Worker Program Funds**</b>						
PY02 Carry In Monies	\$0	\$0		\$0		-
PY03 Carry In Monies	\$1,322,275	\$1,322,275	100%	\$0		-
PY04 Funds	\$3,908,960	\$3,255,622	83%	\$653,338	653,338	-
<b>Youth Program Funds***</b>						
PY02 Carry In Monies	\$0	\$0		\$0		-
PY03 Carry In Monies	\$1,914,374	\$1,914,374	100%	\$0		-
PY04 Funds	\$4,374,669	\$3,182,528	73%	\$1,192,141	1,192,141	-
PY05 Funds (awarded 04/01/2005)	\$987,102	\$0	0%	\$987,102	987,102	0
<b>Unliquidated Obligations</b>						
PY02				\$0		-
PY03				\$426,197		(426,197)
PY04				\$2,978,069		(2,978,069)
PY05				\$728,782		(728,782)
<b>Rapid Response Funds</b>						
PY02 Carry In Monies	\$0	\$0		\$0		-
PY03 Carry In Monies	\$241,224	\$241,224	100%	\$0	-	-
PY04 Funds	\$300,000	\$300,000	100%	\$0	-	-
<b>Statewide Activity Funds</b>						
PY02 Carry In Monies	\$394,420	\$394,420	100%	\$0	-	-
PY03 Carry In Monies	\$1,592,512	\$1,118,242	70%	\$474,270	474,270	-
PY04 Funds	\$2,558,219	\$1,393,124	54%	\$1,165,095	1,131,891	(33,204)
PY05 Funds (YOUTH awarded 04/01/2005)	\$160,691	\$20,000	12%	\$140,691	140,691	(0)
<b>Total PY02 Carry In Monies</b>	\$394,420	\$394,420	100%	\$0	-	-
<b>Total PY03 Carry In Monies</b>	\$7,429,970	\$6,955,700	94%	\$474,270	474,270	-
<b>Total PY04 Funds</b>	\$17,054,792	\$12,957,314	76%	\$4,097,478	4,064,274	(33,204)
<b>Total PY05 Funds (YOUTH awarded 04/01/2005)</b>	\$1,147,793	\$20,000	2%	\$1,127,793	1,127,793	-

\*\* Authority includes Transfers to/from DW

**Table A – Workforce Investment Act  
Customer Satisfaction Results**

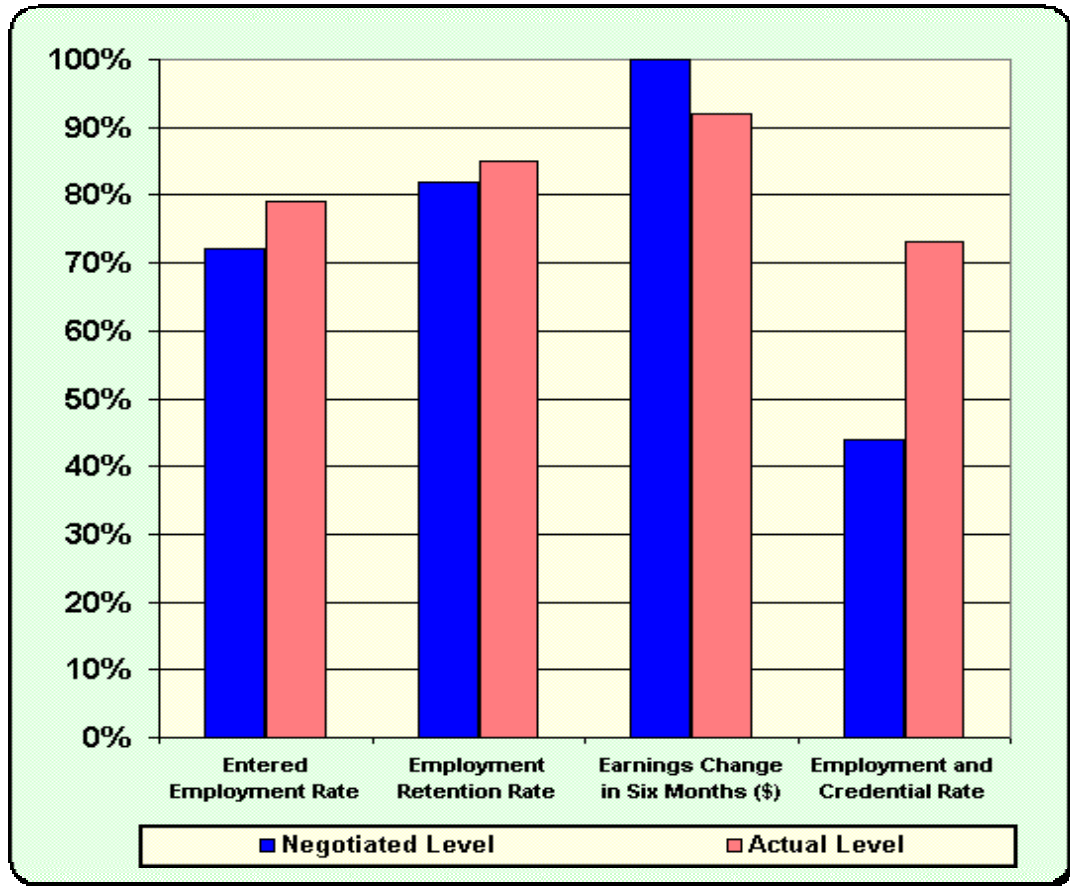
<b>Customer Satisfaction</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level - American Customer Satisfaction Index</b>	<b>Number of Surveys Completed</b>	<b>Number of Customers Eligible for the Survey</b>	<b>Number of Customers Included in the Sample</b>	<b>Response Rate</b>
<b>Participants</b>	77.0	85.8	3,330	4,344	4,344	77%
<b>Employers</b>	85.0	81.4	1,691	1,808	1,808	93%

## Table B – Adult Program Results At A Glance

**Table B - Adult Program Results At A Glance**

	Negotiated Performance Level		Actual Performance Level	
Entered Employment Rate	72%		79%	2,041
Employment Retention Rate	82%		85%	2,569
Earnings Change in Six Months	\$3,400		\$3,099	1,675
Employment and Credential Rate	44%		73%	1,964
				\$6,085,709
				1,964
				1,119
				1,529

*Timeframe: July 1, 2004 Through June 30, 2005*

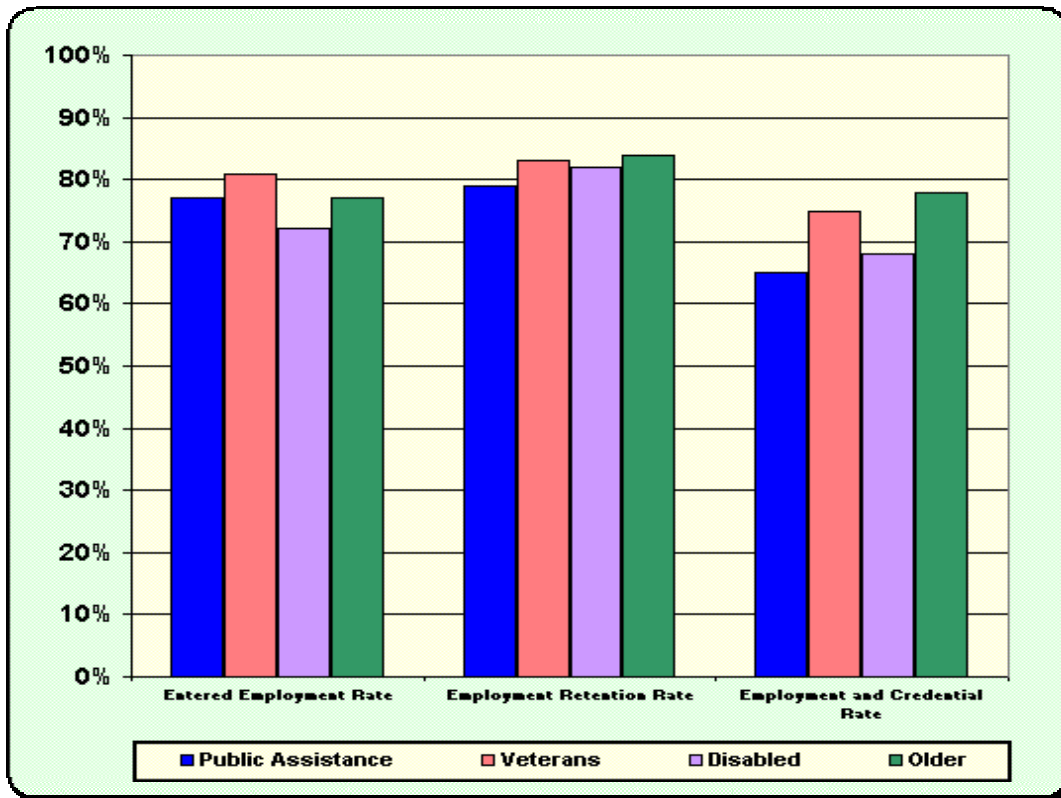


**Table C – Outcomes for Adult Special Populations**

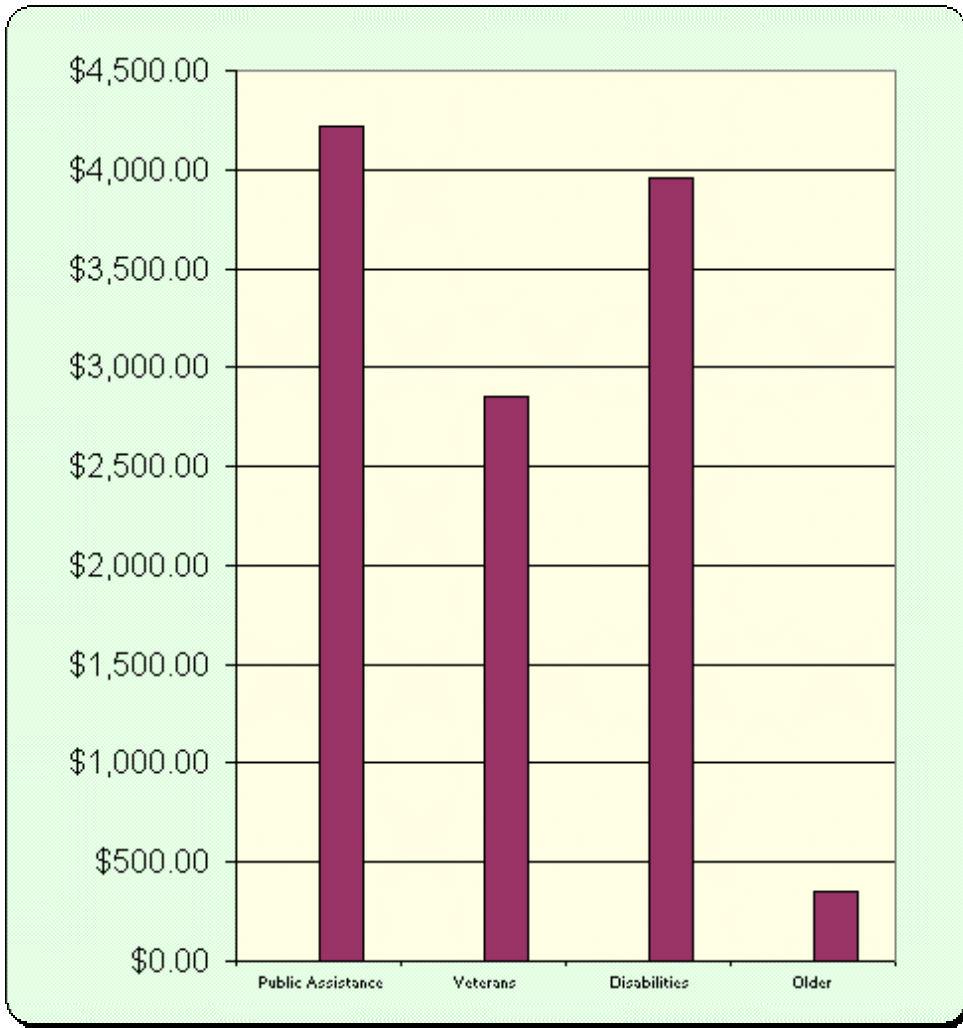
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	77%	137	81%	207	72%	81	77%	175
		179		255		112		228
Employment Retention Rate	79%	104	83%	164	82%	78	84%	134
		132		198		95		159
Earnings Change in Six Months	\$4,223	\$557,405	\$2,857	\$565,654	\$3,954	\$375,584	\$352	\$56,003
		132		198		95		159
Employment and Credential Rate	65%	93	75%	96	68%	42	78%	111
		142		128		62		142

**Table C - Outcomes For Adult Special Populations**

*Timeframe: July 1, 2004 Through June 30, 2005*



**Table C1 – Outcomes For Adult Special Populations**  
Earnings Change in Six Months  
Timeframe: July 1, 2004 Through June 30, 2005



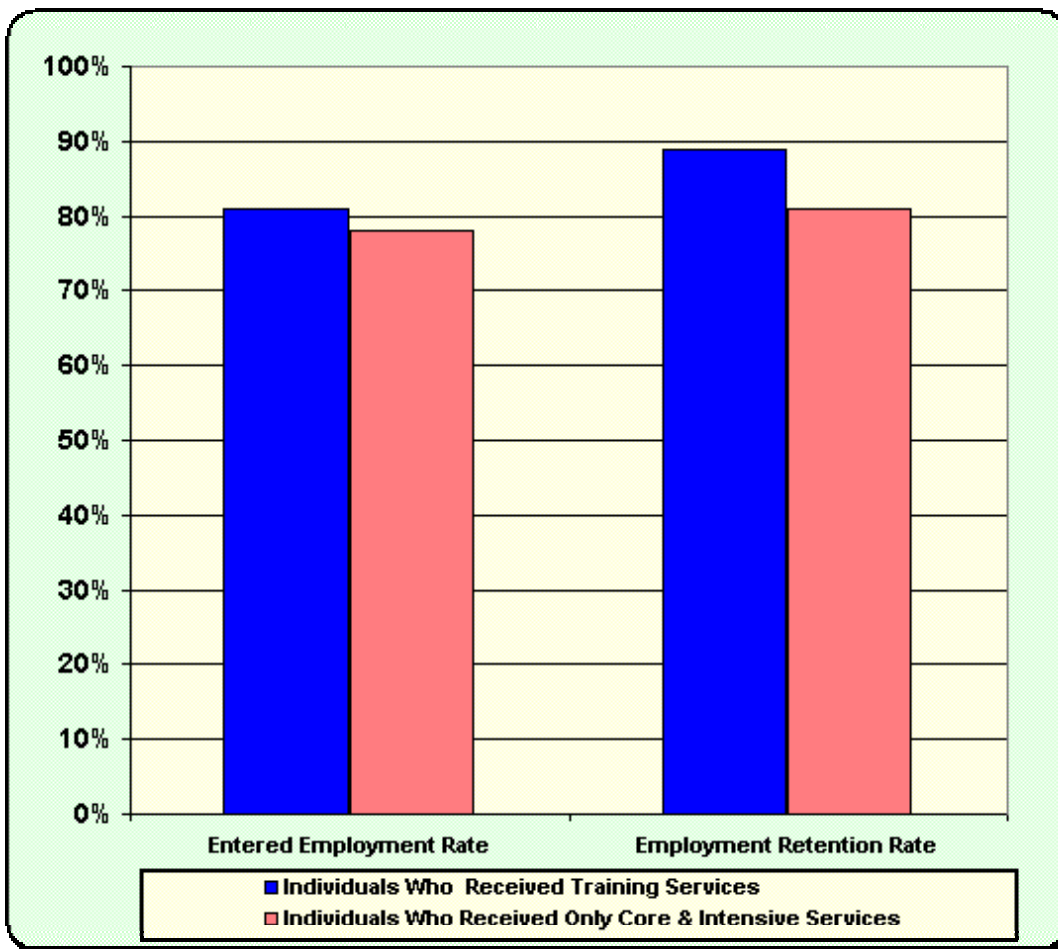


**Table D – Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	81%	965	78%	1,076
		1,188		1,381
Employment Retention Rate	89%	944	81%	731
		1,061		903
Earnings Change in Six Months	\$3,395	\$3,602,373	\$2,750	\$2,483,336
		1,061		903

**Table D - Other Outcome Information For The Adult Program**

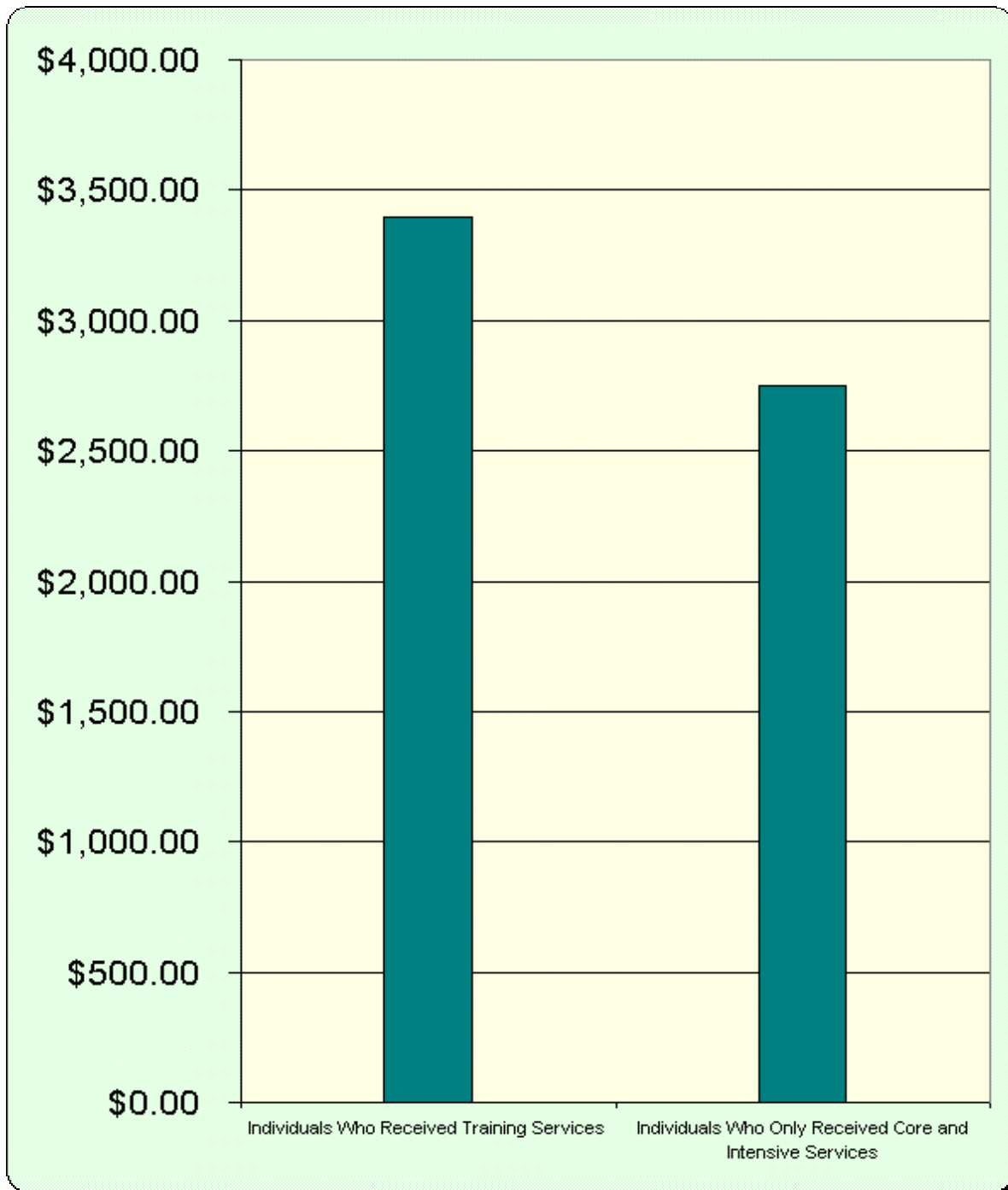
*Timeframe: July 1, 2004 Through June 30, 2005*



### Table D1 - Other Outcome Information For The Adult Program

Earnings Change in Six Months

Timeframe: July 1, 2004 Through June 30, 2005

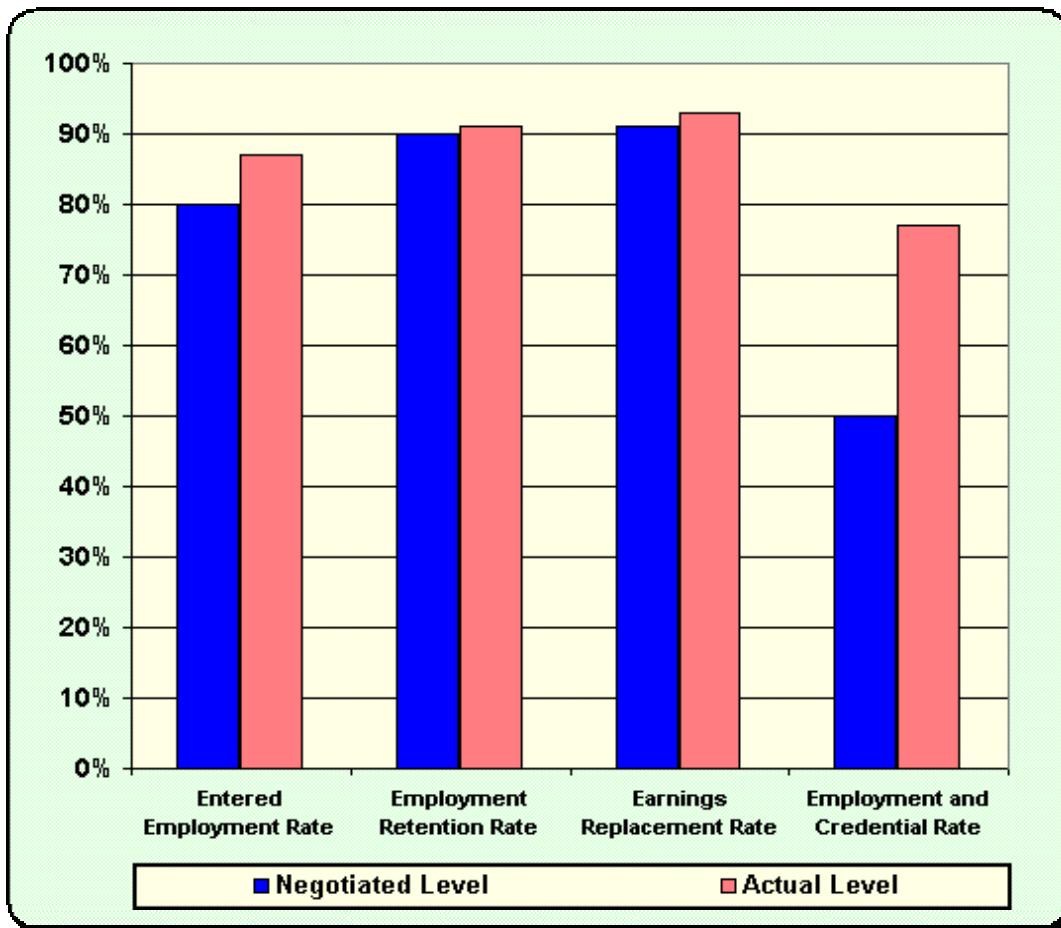


**Table E – Dislocated Workers Program Results At A Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	80%	87%	1,364
			1,576
Employment Retention Rate	90%	91%	1,060
			1,165
Earnings Replacement in Six Months	91%	93%	\$14,965,349
			\$16,059,125
Employment and Credential Rate	50%	77%	724
			939

**Table E - Dislocated Worker Program Results At A Glance**

*Timeframe: July 1, 2004 Through June 30, 2005*

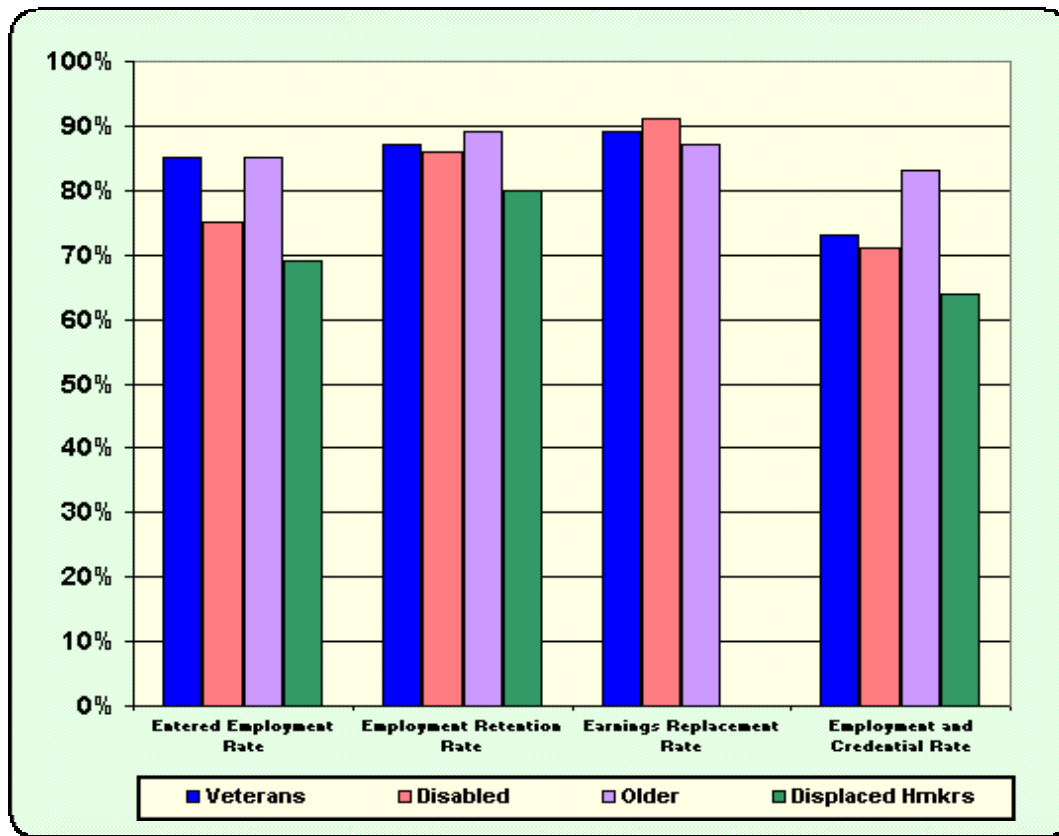


**Table F - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	85%	141	75%	30	85%	243	69%	11
		165		40		285		16
Employment Retention Rate	87%	117	86%	24	89%	175	80%	4
		134		28		196		5
Earnings Replacement Rate	89%	\$1,882,105	91%	\$322,437	87%	\$2,404,154	0%	\$28,063
		\$2,105,537		\$355,701		\$2,778,107		\$0
Employment And Credential Rate	73%	73	71%	17	83%	138	64%	7
		100		24		167		11

**Table F - Outcomes For Dislocated Worker Special Populations**

*Timeframe: July 1, 2004 Through June 30, 2005*

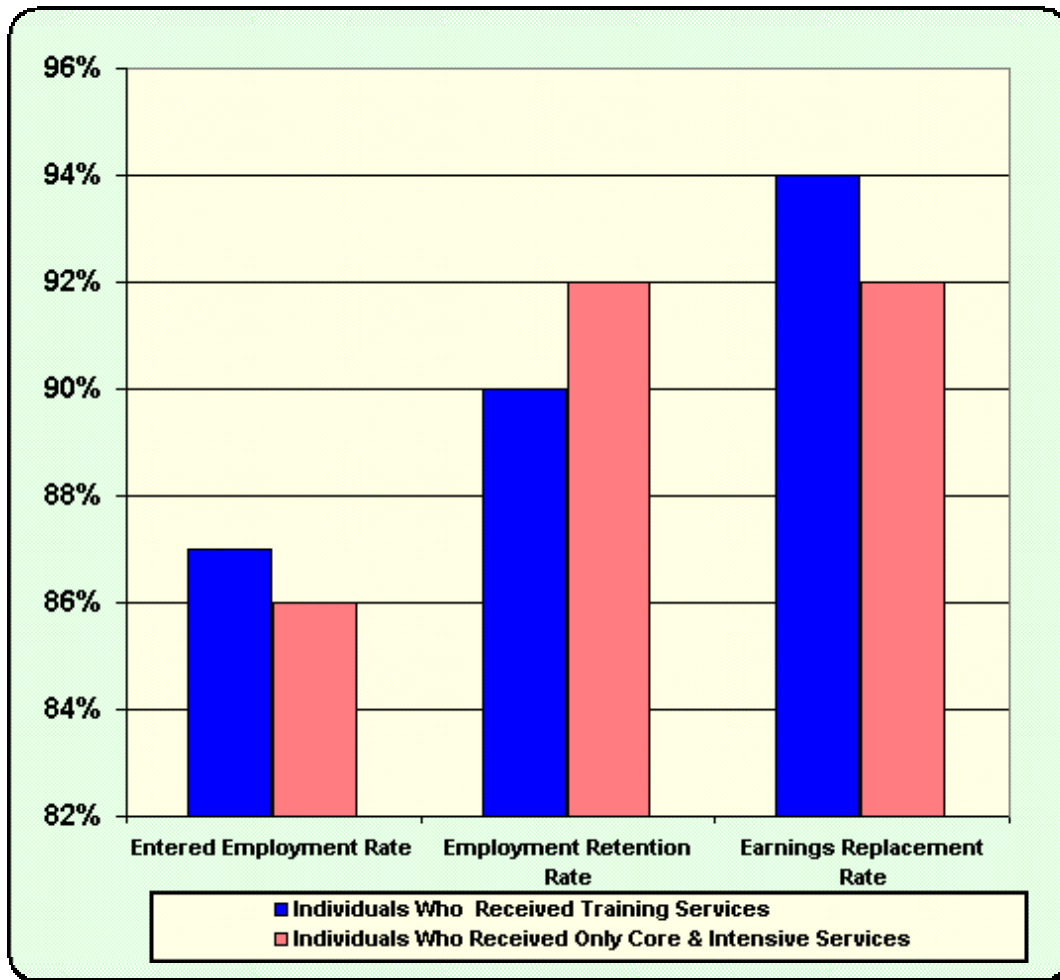


**Table G - Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	87%	813	86%	551
		939		637
Employment Retention Rate	90%	603	92%	457
		667		498
Earnings Replacement Rate	94%	\$8,639,382	92%	\$6,325,967
		\$9,172,915		\$6,886,210

**Table G - Other Outcome Information For The Dislocated Worker Program**

*Timeframe: July 1, 2004 Through June 30, 2005*

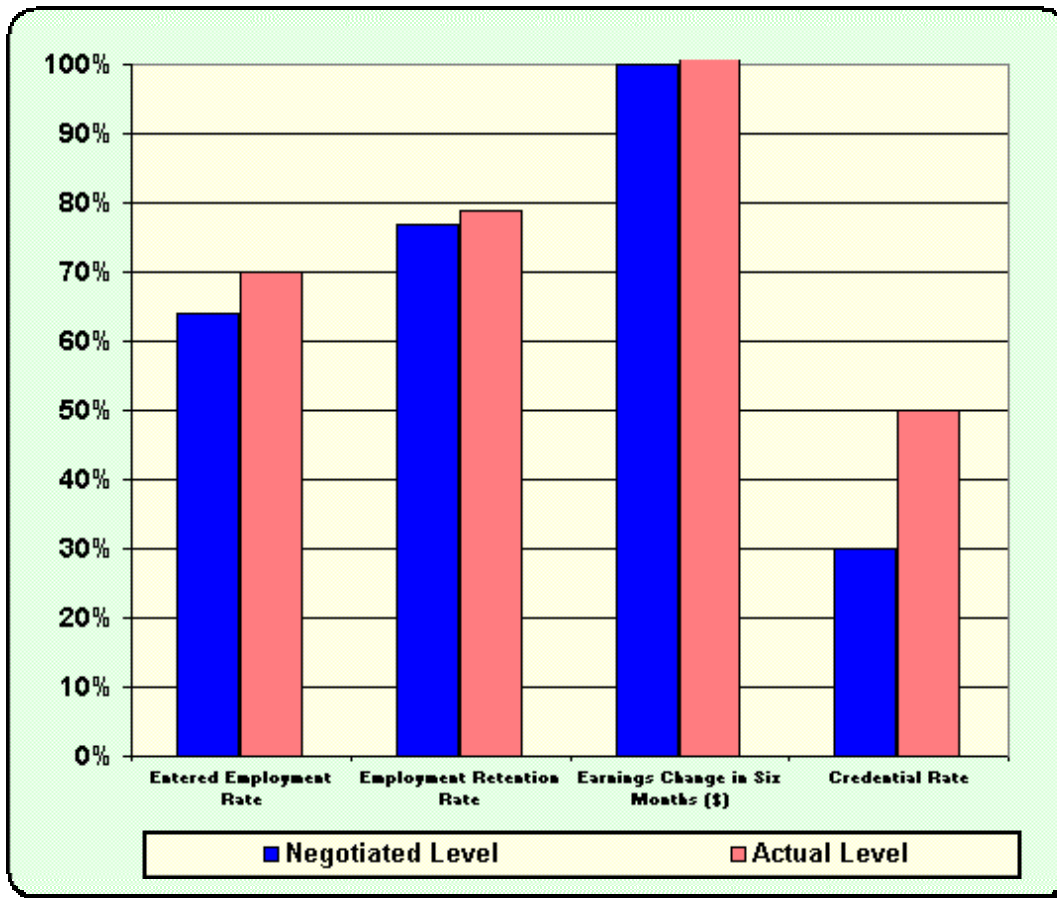


**Table H - Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	64%	70%	114
			163
Employment Retention Rate	77%	79%	126
			160
Earnings Change in Six Months	\$3,000	\$3,248	\$519,714
			160
Credential Rate	30%	50%	93
			187

**Table H - Older Youth Results At A Glance**

*Timeframe: July 1, 2004 Through June 30, 2005*





**Table I - Outcomes for Older Youth Special Populations**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	64%	70%	114
			163
Employment Retention Rate	77%	79%	126
			160
Earnings Change in Six Months	\$3,000	\$3,248	\$519,714
			160
Credential Rate	30%	50%	93
			187

Table I - Outcomes For Older Youth Special Populations

*Timeframe: July 1, 2004 Through June 30, 2005*

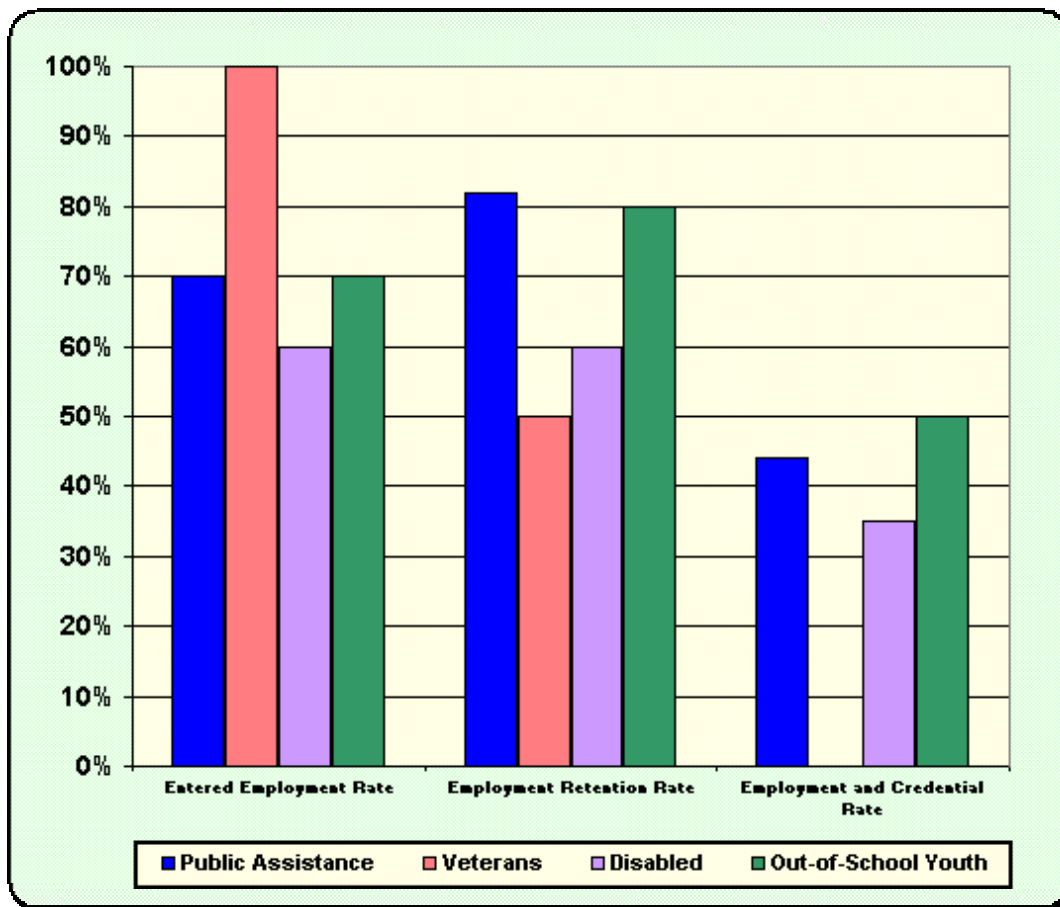
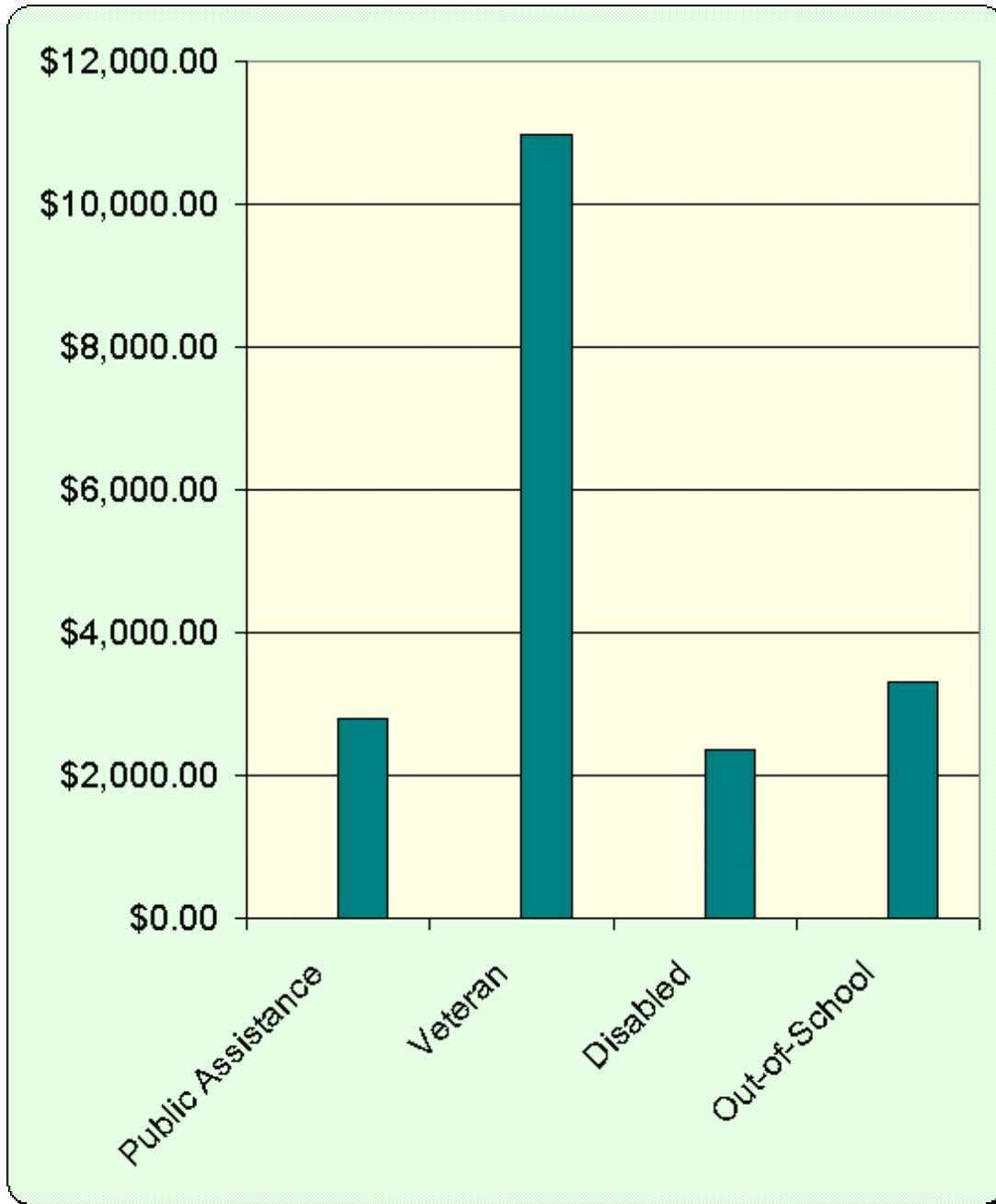


Table I1 - Outcomes For Older Youth Special Populations

Earnings Change in Six Months

Timeframe: July 1, 2004 Through June 30, 2005

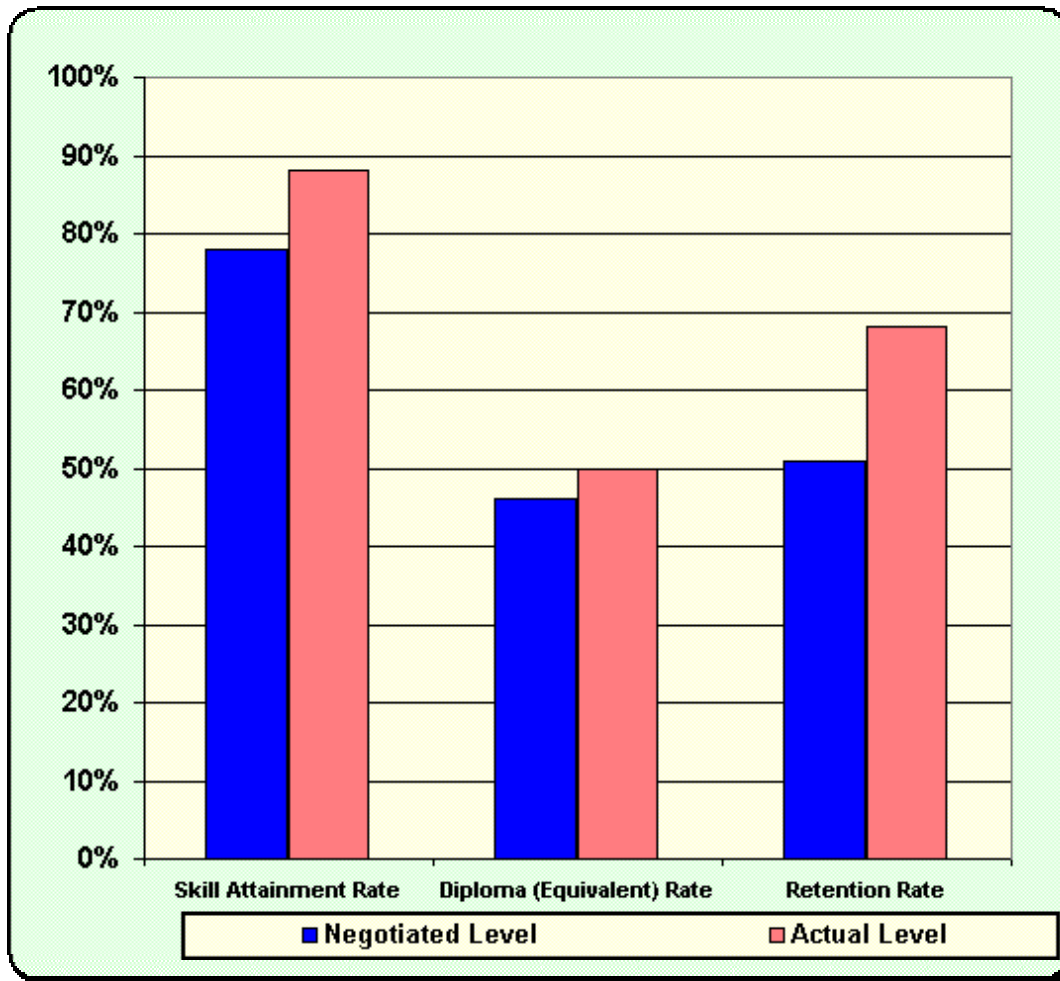


**Table J - Younger Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	78%	88%	1,624
			1,845
Diploma or Equivalent Attainment Rate	46%	50%	102
			202
Retention Rate	51%	68%	271
			400

**Table J - Younger Youth Results At A Glance**

*Timeframe: July 1, 2004 Through June 30, 2005*

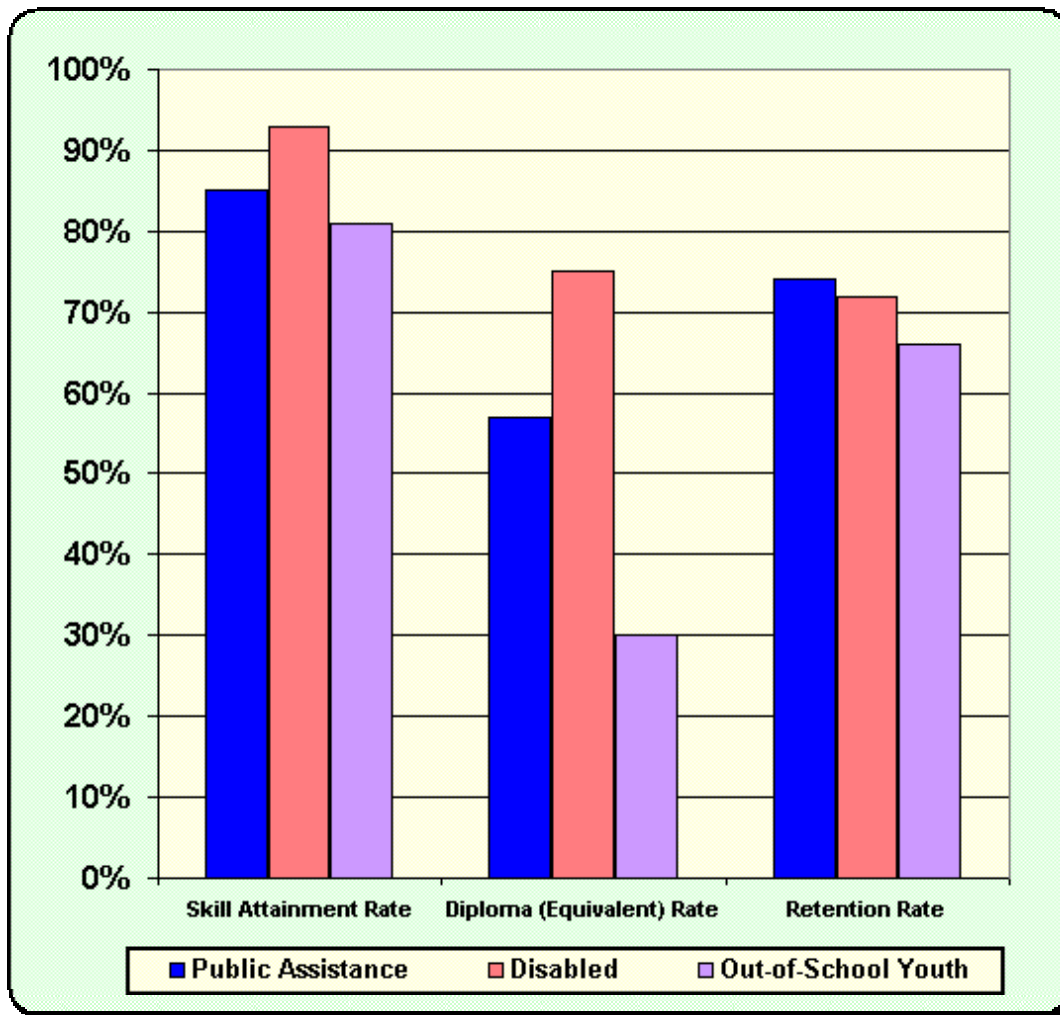


**Table K - Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Rate	Count	Rate	Count	Rate	Count
Skill Attainment Rate	85%	174	93%	417	81%	245
		204		446		303
Diploma or Equivalent Attainment Rate	57%	8	75%	55	30%	27
		14		73		91
Retention Rate	74%	26	72%	73	66%	129
		35		102		194

**Table K - Outcomes For Younger Youth Special Populations**

*Timeframe: July 1, 2004 Through June 30, 2005*

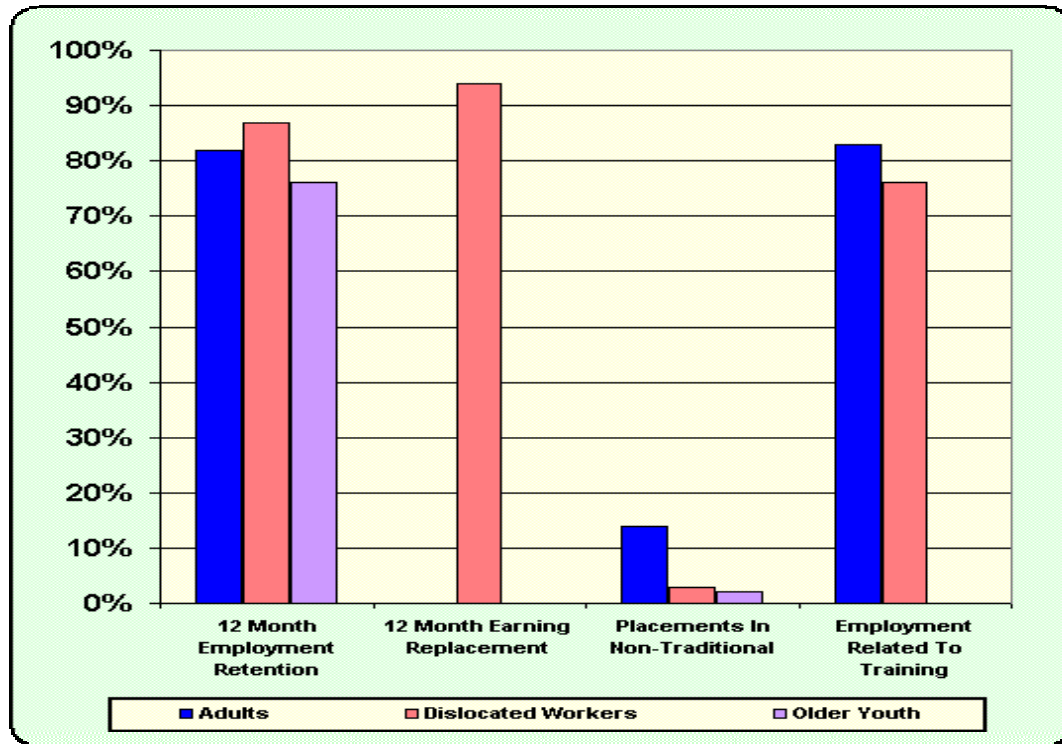


**Table L - Other Reported Information**

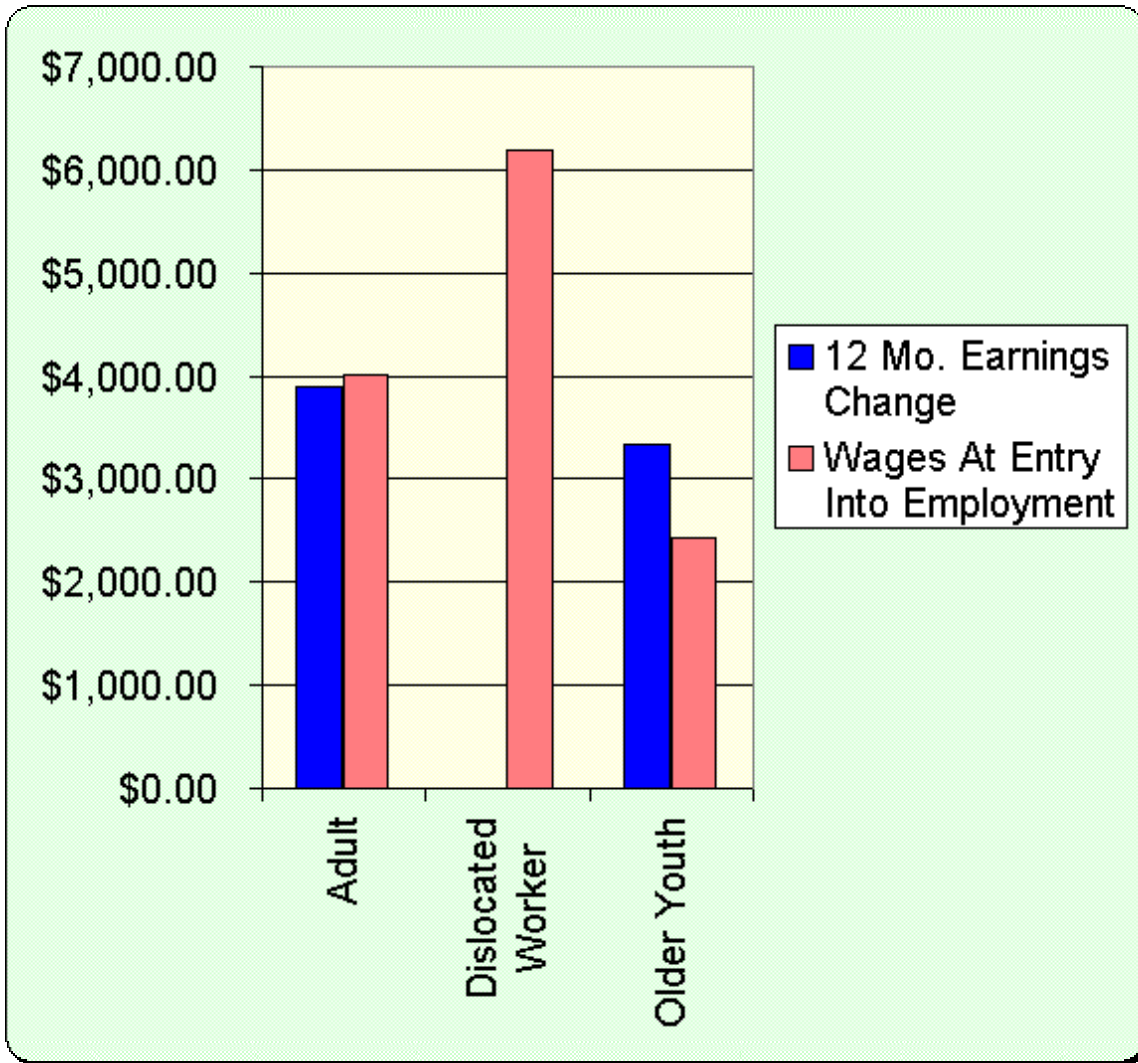
	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
<b>Adults</b>	82%	700	\$3,890	\$3,310,007	14%	282	\$4,005	\$8,173,939	83%	634
		851		851		2041		2,041		761
<b>Dislocated Workers</b>	87%	518	94%	\$7,922,424	3%	44	\$6,199	\$8,455,057	76%	482
		593		\$8,421,279		1364		1,364		634
<b>Older Youth</b>	76%	87	\$3,334	\$380,085	2%	2	\$2,425	\$276,482		
		114		114		114		114		

**Table L - Other Reported Information**

*Timeframe: July 1, 2004 Through June 30, 2005*



**Table L1- Other Reported Information**  
**Earnings Change & Earnings for Unsubsidized Employment**  
*Timeframe: July 1, 2004 Through June 30, 2005*



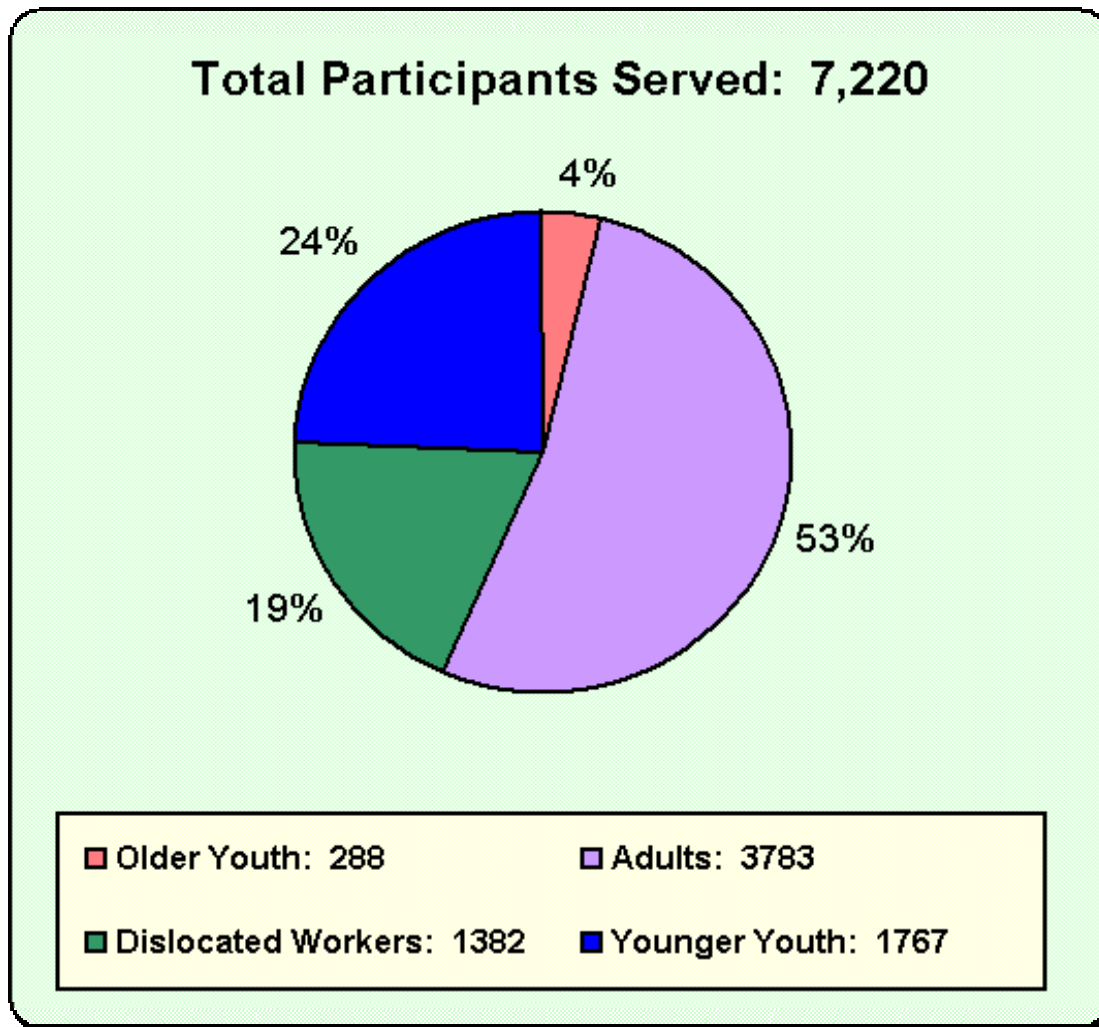


**Table M - Participation Levels**

	Total Participants Served	Total Exiters
Adults	3,783	2,829
Dislocated Workers	1,382	1,187
Older Youth	288	156
Younger Youth	1,767	933

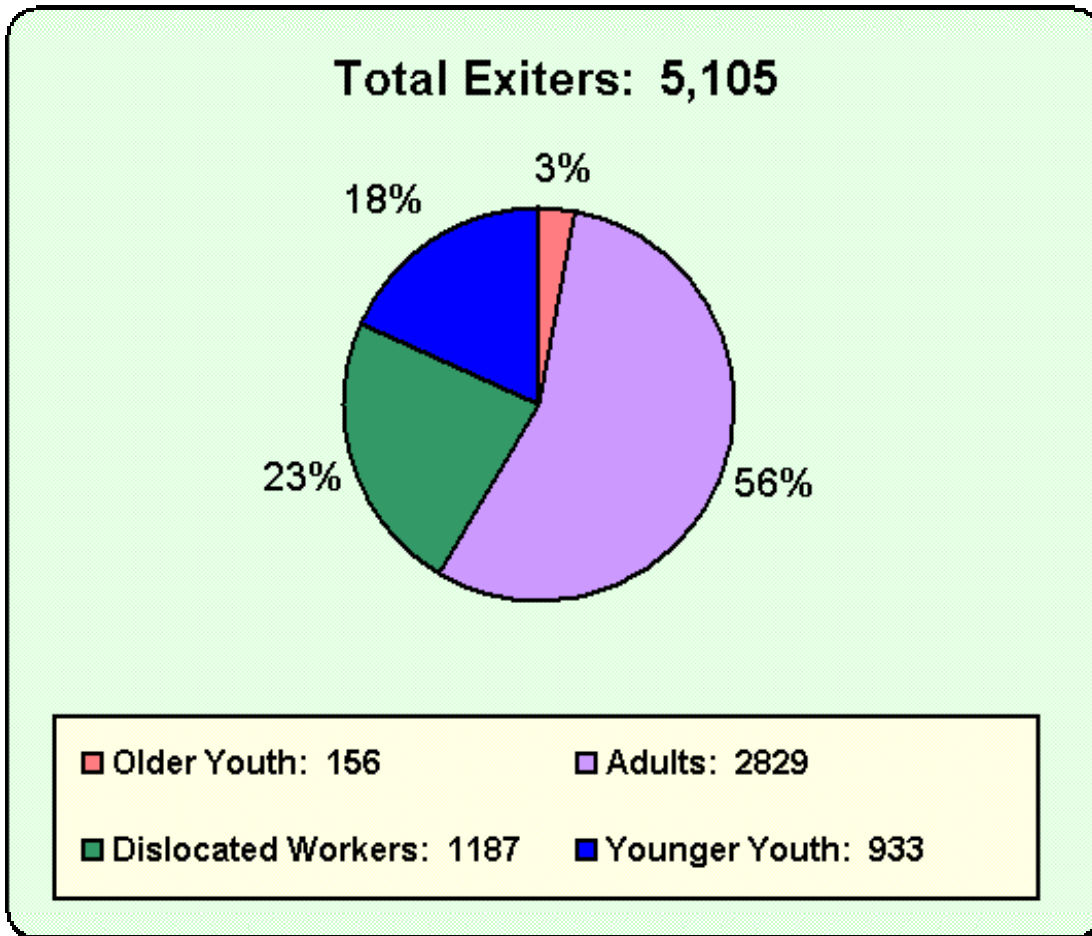
**Table M - Participation Levels**

*Timeframe: July 1, 2004 Through June 30, 2005*



# Table M1 - Participation Levels

*Timeframe: July 1, 2004 Through June 30, 2005*



**Table N - Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		\$4,826,040
<b>Local Dislocated Workers</b>		\$3,255,622
<b>Local Youth</b>		\$3,182,528
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		\$300,000
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		\$23,655
<b>Statewide Allowable Activities</b> 134 (a) (3)	<b>MARKETING</b>	\$9,652
	<b>PILOT/INCUMBANT WORKER PROJECTS</b>	\$205,593
	<b>INFRASTRUCTURE</b>	\$235,033
	<b>YOUTH ACTIVITIES</b>	\$150,000
	<b>ADMIN/MISC,</b>	\$802,395
	<b>0</b>	<b>0</b>
	<b>0</b>	\$0
	<b>0</b>	\$0
	<b>0</b>	\$0
	<b>0</b>	\$0
<b>Total of All Federal Spending Listed Above</b>		<b>\$12,990,518</b>

**Table O - Local Program Activities**

Local Area Name	Total Participants Served	Adults	753	
		NORTHERN NV		Dislocated Workers
Older Youth	76			
Younger Youth	384			
	Total Exiters	Adults	688	
		Dislocated Workers	442	
		Older Youth	69	
		Younger Youth	299	
		Negotiated Performance Level	Performance Level	
Customer Satisfaction	Program Participants	77.0	89.1	
	Employers	85.0	83.1	
Entered Employment Rate	Adults	72.0	76.1	
	Dislocated Workers	80.0	80.2	
	Older Youth	64.0	85.4	
Retention Rate	Adults	82.0	86.3	
	Dislocated Workers	90.0	92.3	
	Older Youth	77.0	100.0	
	Younger Youth	51.0	66.2	
Earnings Change/Earnings Replacement in Six Months	Adults	3,400	4,673	
	Dislocated Workers	91.0	87.8	
	Older Youth	3,000	5,123	
Credential/Diploma Rate	Adults	44.0	70.4	
	Dislocated Workers	50.0	68.2	
	Older Youth	30.0	63.5	
	Younger Youth	46.0	53.3	
Skill Attainment Rate	Younger Youth	78.0	93.5	
136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance"				
	0	0	0	
	0	0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	13

WIA Annual Plan - Program Year 2004

**Table O - Local Program Activities**

Local Area Name  SOUTHERN NV	Total Participants Served	Adults	3,030	
		Dislocated Workers	829	
		Older Youth	212	
		Younger Youth	1,383	
	Total Exiters	Adults	2,141	
		Dislocated Workers	745	
		Older Youth	87	
		Younger Youth	634	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	77.0	85.4	
	Employers	85.0	79.9	
Entered Employment Rate	Adults	72.0	80.3	
	Dislocated Workers	80.0	89.0	
	Older Youth	64.0	63.5	
Retention Rate	Adults	82.0	85.0	
	Dislocated Workers	90.0	90.5	
	Older Youth	77.0	74.2	
Earnings Change/Earnings Replacement in Six Months	Adults	3,400	2,657	
	Dislocated Workers	91.0	96.0	
	Older Youth	3,000	2,851	
Credential/Diploma Rate	Adults	44.0	74.8	
	Dislocated Workers	50.0	81.9	
	Older Youth	30.0	42.7	
Skill Attainment Rate	Younger Youth	46.0	46.3	
136(d)(1) (Insert additional rows if there are more than two "Other State Indicators of Performance")		0		
Indicator Description		0	0	
Indicator Description		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	9