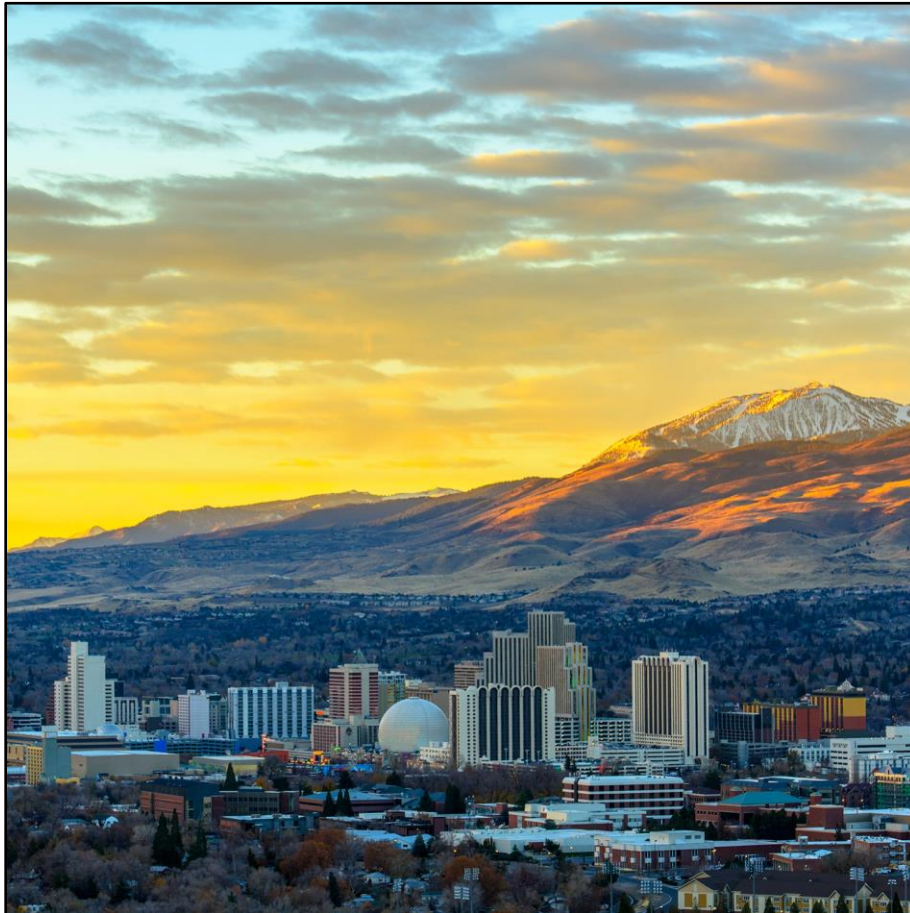


Northern Nevada Workforce Development Board

Local Plan

July 1, 2024 – June 30, 2028



**Workforce Innovation and Opportunity Act
Title I, Subtitle A, Chapter 2**



nevada**works**

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OVERVIEW

On behalf of the Northern Nevada Workforce Development Board, Nevadaworks has developed the 2024-2028 Local Plan to describe its goals, strategies, and approaches to integrated service delivery, as required by the federal Workforce Innovation and Opportunity Act (WIOA) of 2014. The following information is presented to provide context for review and implementation of Nevadaworks' Local Plan.

Nevadaworks: Nevadaworks is the administrator for the Governor-designated Northern Nevada Local Workforce Development Area (LWDA). Nevadaworks serves businesses and individuals in Carson City and Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, and White Pine counties. Nevadaworks is governed by the Nevadaworks Board, which adopts policy and sets the direction for workforce efforts throughout Northern Nevada. The Board is comprised of the Nevadaworks Council (with a membership composition meeting workforce development board requirements under WIOA) and the Nevadaworks Local Elected Officials. Each group has its own bylaws, and each group is legally organized, independent of the other. When meeting together, the two groups form the Nevadaworks Board and operate under the Board's by-laws.

Within the expansive region covered by Nevadaworks, workforce development services are delivered within two sub-regional areas: a "metro" area serving the Reno-Sparks area and Washoe County, and a "balance of LWDA" area comprised of the remaining 12 counties in the Northern Nevada LWDA.

WIOA Requirements for Development of a Four-Year Local Plan: WIOA requires that Governor-designated LWDAs develop and submit to the Governor for approval, a four-year Local Plan to develop, align, and integrate service delivery strategies and resources among the six WIOA core programs and partners in the local area. The Local Plan should support achievement of the State's vision and goals, as outlined in the State Plan. Nevada Department of Employment, Training and Rehabilitation (DETR) has published Workforce Innovation and Opportunity Act State Compliance Policy (SCP) Number 1.2 to communicate this information to LWDAs.

Development of the 2024-28 Local Plan: Nevadaworks representatives have crafted the Local Plan utilizing various strategies and sources of information. These include, but are not limited to, the following:

- Industry and local market information, which is gleaned from various publicly available sources, including DETR.
- Strategic goals and priorities established by the Nevadaworks Board for the local workforce development system, which includes programs of the core partners described in WIOA Titles I through IV, program and services of other WIOA-required partners, and a wide range of local stakeholders located throughout Northern Nevada.

- A convening of individuals representing the core partner programs and the Temporary Assistance for Needy Families (TANF) program to discuss coordination of services within the local area.
- A recently completed procurement of service providers for the WIOA Title I Adult, Dislocated Worker, and Youth programs.
- Activities under a federal “Good Jobs Challenge” grant, which is described in greater detail below.

Impact of Good Jobs Northern Nevada on The Four-Year Local Plan: In August 2022, Nevadaworks was awarded a nearly \$15 million grant under the U.S. Department of Commerce Economic Development Administration’s Good Jobs Challenge program. This federal initiative is making once-in-a-generation investments in high-quality, locally led workforce systems to dramatically transform America’s communities. The Good Jobs Challenge highlights workforce development as key to accelerating local economic growth and rebuilding regional economies so they are more resilient to future challenges, while providing good job opportunities for American workers to achieve economic mobility and security.

Nevadaworks’ Good Jobs Challenge project, operating as Good Jobs Northern Nevada (GJNN), is focused on four key industries: healthcare; information technology; manufacturing; and logistics. The project embraces partnerships with industry, education, labor, and many organizations that represent critical populations and communities throughout the region. Given its focus and scope, GJNN will likely impact every element of Nevadaworks’ 2024-28 Local Plan, as it has the potential to transform skills development for the region’s key industries and the way in which the local workforce development system and its partners respond to current and emerging needs of industry.

1. STRATEGIC PLANNING ELEMENTS

1. *Description of the strategic planning elements consisting of:*
 - A. *An analysis of the regional economic conditions including:*
 - i. *Existing and emerging in-demand industry sectors and occupations; and*
 - ii. *The employment needs of employers in those industry sectors and occupations;*
 - B. *An analysis of the knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations;*
 - C. *An analysis of the workforce in the region, including current labor force employment (and unemployment) data, and information on labor market trends, and the educational and skill levels of the workforce in the region, including individuals with barriers to employment;*
 - D. *An analysis of the workforce development activities (including education and training) in the region, including analysis of the strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of the employers in the region;*

E. A description of the Local Board’s strategic vision and goals for preparing an educated workforce (including youth and individuals with barriers to employment), including goals related to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) in order to support regional economic growth and economic self-sufficiency; and

F. Taking into account analyses described in subparagraphs (A) through (D), a strategy to work with the entities that carry out the core programs to align resources available to the local area, to achieve the strategic vision and goals described in subparagraph (E).

The following descriptions of strategic planning elements reflect priorities established by the Nevadaworks’ Board and support the objectives of the 2024-27 Nevada WIOA Unified State Plan.

A. Analysis of Regional Economic Conditions

The following information summarizes key information on growth and priority sectors, in-demand occupations, and the employment needs of business, based on occupational growth, in the sectors identified below.

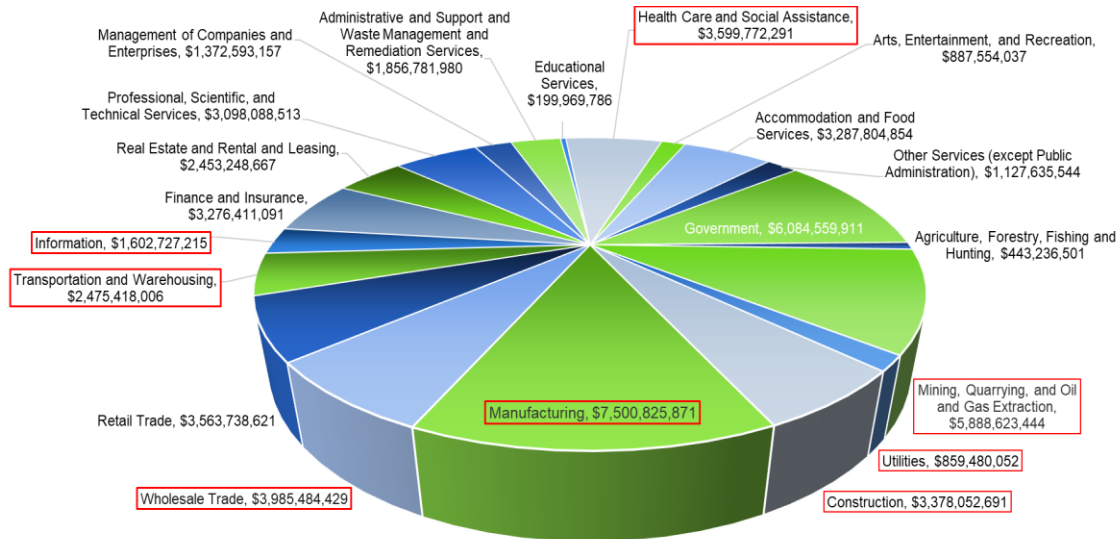
The Nevada Governor’s Office of Economic Development (GOED) has five industry focal areas (including multiple sub-sectors under each):

- Information Technology
- Transportation and Logistics
- Natural Resources Technologies
- Hospitality, Tourism, Sports, and Creative Industries
- Advanced Manufacturing

Industry sectors that have been prioritized by Nevadaworks for the local workforce development system, include:

- | | |
|--------------------------|--------------------------------|
| • Healthcare | • Transportation and Logistics |
| • Information Technology | • Construction |
| • Advanced Manufacturing | • Lithium Lifecycle |

The presence of these priority sectors and other significant industries within the Northern Nevada economy are expressed and highlighted within the following chart:



Following are examples of demand occupations within the local priority sectors.

Healthcare: Registered nurses, home health aides, nursing aides, orderlies and attendants, medical assistants, medical secretaries, licensed practical and vocational nurses.

Information Technology: Software developers, cyber security/IA professionals, network/systems administrators, healthcare IT technicians, and database administrators.

Manufacturing: Machinists and metal workers, welders, cutters, solderers and brazers, team assemblers, first-line production supervisors, general and operations managers, helpers and production workers.

Transportation and Logistics and Operations: Laborers and freight, stock and material movers, office clerks, customer service representatives, stock clerks, order filers, general and operations managers, bookkeeping, accounting and auditing clerks.

Construction: Civil Engineers, first-line supervisors of Mechanics, installers, and repairers, general and operations managers, installers and repairers, general maintenance and repair workers, electricians, construction laborers, welders, masons, operators, carpenters

Lithium Lifecycle: This is combination of manufacturing, extraction and utilities. Jobs include, but are not limited to those listed for manufacturing, along with ones in mining and natural resource, such as: equipment operators, diesel mechanics,

underground miners, electrician/instrumentation technicians, process operators, fixed maintenance mechanics, and lab technicians.

B. Analysis of Knowledge and Skills Needed to Meet Employment Needs

Employers in the region, including those from the in-demand sectors and occupations, need people who are trainable and willing to learn, as continued advancements in technology forces workers to stay abreast of the latest developments. People with transferrable skills from other lines of work, including veterans, are highly desirable because less time is needed for new hire training.

Employers expect the pool of applicants to have the basic foundations which now include more advanced computer and social media skills. As more job announcements appear requiring a bachelor's degree at minimum, the number of state residents with a college degree will need to increase. Children in public and private schools, and those being home-schooled, have more resources now than ever before to explore career pathways, choose STEM courses, and work with computers. As the pool of available candidates locally decreases, employers will need to continue to utilize creative strategies to attract applicants.

C. Analysis of the Workforce in the Region

An examination of 2023 Bureau of Labor Statistics (BLS) data for Nevada reveals information relevant to better understanding the labor pool. The six measures of labor underutilization that BLS uses in its analysis are:

- U-1: Persons unemployed 15 weeks or longer.
- U-2: Job losers and persons who completed temporary jobs.
- U-3: Total unemployed, (this is the definition used for the official unemployment rate).
- U-4: U-3 plus discouraged workers. Discouraged workers are persons who are not in the labor force, want and are available for work, and had looked for a job sometime in the prior 12 months. They are not counted as unemployed because they had not searched for work in the prior 4 weeks, for the specific reason that they believed no jobs were available for them.
- U-5: U4 plus all other marginally attached workers. The criteria for the marginally attached are the same as for discouraged workers, with the exception that any reason could have been cited for the lack of job search in the prior 4 weeks.

- U-6: U5 plus total employed part time for economic reasons. Persons employed part time for economic reasons are those working less than 35 hours per week who want to work full time, are available to do so, and gave an economic reason (their hours had been cut back or they were unable to find a full-time job) for working part time.

In 2023, the broadest measure of labor underutilization, designated U-6 (which includes the unemployed, workers employed part-time for economic reasons, and those marginally attached to the labor force), was 9.0 percent in Nevada, significantly higher than the 6.9-percent rate for the nation, the U.S. Bureau of Labor Statistics reported today. Regional Commissioner Chris Rosenlund noted that 1 of the 6 alternative measures of labor underutilization in Nevada was significantly lower than the rate recorded a year ago. Nationally, all six measures were unchanged over the year.

The official concept of unemployment, U-3 in the U-1 to U-6 range of measures, includes all jobless persons who are available to take a job and have actively sought work in the past 4 weeks. In Nevada, 5.0 percent of the labor force was unemployed, as measured by U-3 in 2023, significantly higher than the national rate of 3.6 percent.

The most recent complete unemployment data for counties and areas within the region served by Nevadaworks is the following:

Nevadaworks County	Unemployment Rate April 2024	Nevadaworks County	Unemployment Rate April 2024
Churchill County	4.1	Mineral County	6.2
Douglas County	4.6	Pershing County	5.3
Elko County	3.8	Storey County	4.4
Eureka County	4.7	Washoe County	4.2
Humboldt County	4.2	White Pine	3.7
Lander County	3.6	Carson City	4.6
Lyon County	6.0		

For the same period, the statewide unemployment rate for Nevada as a whole was 5.1%.

Nevadaworks is committed to increasing the labor force participation of target populations that may be underrepresented in the workforce, including job seekers who are:

- Veterans
- Individuals with disabilities
- Re-entry individuals
- Low income
- Basic skills deficient
- Residents of rural communities
- Tribal members
- English language learners

- Individuals experiencing homelessness
- Aged-out foster youth
- Individuals facing substantial cultural barriers
- Individuals 55 years and older
- Long term unemployed
- Additional groups with low labor participation rates



D. Analysis of Workforce Development Activities in the Region

Nevadaworks' internal assessment of workforce system and regional strengths and weaknesses highlights recent accomplishments, projects in progress, and initiatives yet to be implemented.

Strengths include the following:

- Collaboration among organizations that administer the WIOA core partner programs
- Collaboration of the core partner programs with other federally-mandated programs and with state and local programs and organizations
- Agreement of DETR to provide business services for the entire EmployNV system in Northern Nevada, including the WIOA Title I program
- The Nevadaworks Board's adoption of strategic priorities and its focus on processes that will continuously improve the local workforce system.
- The award of federal funding to enable the implementation of the Good Jobs Northern Nevada initiative, which will build the capacity of the region to develop and implement career pathway programs and support businesses across four critical sectors of the local economy.
- The Board's adoption of a five-year Strategic Plan that will focus intensively on system improvement and performance on key indicators.
- Interstate training agreements with California, Utah, and Arizona
- Priority given to veterans and their spouses

Weaknesses include the following:

- Limited resources and funding to adequately serve the potentially eligible population
- Coordination of resources and services could be improved
- Lack of integrate employment and training management information systems among WIOA core partners and TANF (including data sharing agreements)
- Administrative redundancies of sub-recipient work
- Insufficient number of employers involved with work experience (WEX) placements for out-of-school youth and persons with disabilities
- Consistency in knowledge and practice across the one-stop system and one-stop centers

- Enhanced capacity to provide research-based programming continues to be seen through web-based approaches and interagency networking across counties. The Nevadaworks Board has a stake in seeing that these projects come to fruition and lessons learned are replicated.

E. A Description of the Board’s Strategic Vision and Goals for Preparing an Educated Workforce

Nevadaworks’ mission is to provide the best workforce solutions fulfilling needs of employers and job seekers. To achieve this mission, Nevadaworks will:

- Implement a local workforce development delivery system that meets employer demands for a skilled workforce and increases the employment, retention, and earnings of Northern Nevada’s workers;
- Integrate WIOA programs with private sector needs through economic and community development initiatives.
- Strengthen the local economy by building a skilled workforce.
- Leverage and integrate resources to expand services and maximize effectiveness.

Late in 2023, the Nevadaworks Board adopted a five-year Strategic Plan for development of career pathways to support businesses and workers across priority sectors of the Northern Nevada economy. Within the Strategic Plan, the Board outlined the following seven primary goals:

- Goal 1: Improve use of data for training and service design and actively participate in continuous improvement processes.
- Goal 2: Function as the bridge between industry and education/training providers.
- Goal 3: Focus resources on the integration of human-centered design principles to improve access to workforce and training services.
- Goal 4: Recruitment and retention of experienced, engaged, and diverse board.
- Goal 5: Resource development.
- Goal 6: Invest in and advocate for strong Adult Education Title II Integrated Education and Training programs as a best practice for serving adult learners, and broad integration of industry credentials in education and training programs.
- Goal 7: Enhance Opportunity Youth services to include exposure to career pathways and greater connection to work-based learning activities.

Within the Strategic Plan, the Nevadaworks Board adopted a series of initial measures of success as key performance indicators (KPIs). During the period covered by this Plan, the Board will refine the KPIs by expanding details and establishing timeframes. The KPIs include the following:

	Key Performance Indicators
Education & Training	<ul style="list-style-type: none"> • Increase in quantity of industry credentials offered in northern Nevada. • Increase number of testing facilities in remote rural areas • Increase in quantity of Adult Education Integrate Education and Training programming, including both noncredit and credit programs • Increase quantity of career pathways to high-quality jobs that engage accelerated learning models
Economic Mobility	<ul style="list-style-type: none"> • Increase quantity of WIOA Title I clients obtaining an industry credential. • Increase quantity of WIOA Title I clients completing latticed credentials that result in high-quality career pathways • Increase quantity of youth ages 16-24 that begin and complete high-quality career pathways
Support Services	<ul style="list-style-type: none"> • Increase quantity of Employ NV Career and Business Hubs in rural Northern Nevada • Increase access to childcare services at training sites • Increased access to worker transportation in rural and Tribal areas
Microenterprise	<ul style="list-style-type: none"> • Increase access to in-person business counseling in rural communities. • Increase access to capital in rural and Tribal communities • Integration of small business development principles in Adult Education programs

F. Aligning Core Program Resources to Meet Vision and Goals

Core program activities and collaboration in support of the Board’s priorities and the one-stop system are described in the following sections of this Plan:

- Section 3, Core Program Collaboration
- Section 6, One-Stop Delivery System
- Section 12, Coordination with WIOA Title III – Wagner-Peyser Services
- Section 13, Coordination with WIOA Title II – Adult Education and Literacy Services
- Section 14, Coordination with WIOA Title IV – Vocational Rehabilitation Services

2. LOCAL AREA WORKFORCE DEVELOPMENT SYSTEM

A description of the workforce development system in the local area that identifies the programs that are included in the system and how the Local Board will work with the entities carrying out core programs and other workforce development programs to support alignment to provide services, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.), that support the strategy identified in the State plan under section 102(b)(1)(E).

The local workforce development system is defined, principally, by the network of EmployNV Hubs, which function as the one-stop career centers required by WIOA; the WIOA core partner programs; other WIOA-required, federally funded programs; and local partner organizations.

EmployNV Hubs: The network of EmployNV Hub locations within the Nevadaworks local workforce development area is described in section 6, part B of this Plan, “One-Stop Delivery System, Access to Services.”

Core Partners: The core partners, as defined by WIOA represent six federal programs:

1. WIOA Title I Adult Program
2. WIOA Title I Dislocated Worker Program
3. WIOA Title I Youth Program
4. WIOA Title II Adult Education and Family Literacy Act Program
5. WIOA Title III Wagner Peyser Program
6. WIOA Title IV Rehabilitation Act Program

Collaboration between the WIOA Title I programs and the other core partners is described in the following sections of this Plan:

- Section 13, WIOA Title II Adult Education and Family Literacy Act Program
- Section 12, WIOA Title III Wagner Peyser Program
- Section 14, WIOA Title IV Rehabilitation Act Program

Other WIOA-Mandated Partners: Roles of the partners are described in section 6, Part D of this Plan, “One-Stop Delivery System, Roles of the One-Stop Partners”

WIOA-Required Partner Program	Local Memorandum of Understanding Partner
WIOA Title I - Adult Program	Nevadaworks
WIOA Title I - Dislocated Program	Nevadaworks
WIOA Title I - Youth Program	Nevadaworks
Jobs Corps	Sierra Nevada Job Corps Center
WIOA Section 166 Native American Program	Inter-Tribal Council of Nevada

WIOA Section 167 Migrant and Seasonal Farmworker Program	Nevada Human Development Corporation
Jobs for Veterans State Grants	DETR – Employment Security Division
WIOA Title II - Adult Education and Family Literacy Act Program	Nevada Department of Education
WIOA Title III - Wagner-Peyser Act Programs	DETR – Employment Security Division
WIOA Title IV - Rehabilitation Act Programs	DETR - Rehabilitation Division, Bureau of Vocational Rehabilitation
Title V of the Older Americans Act - Senior Community Service Employment Program	AARP Foundation
Carl D. Perkins Vocational and Applied Technology Education Act	Nevada System of Higher Education
Trade Adjustment Assistance Programs	DETR – Employment Security Division
Community Service Block Grant Employment and Training Programs	Nevada DHHS
Department of Housing and Urban Development Employment and Training Programs	Reno Housing Authority
Unemployment Compensation Program	DETR – Employment Security Division
Youth Build Program	Northern Nevada Literacy Council
TANF Programs	Division of Welfare and Supportive Services

Local Stakeholders: Nevadaworks, the system partners, the one-stop operator, and WIOA Title I program contractors also collaborate with many state and local organizations that, in a practical way, comprise part of the local workforce system. Too numerous to list, these organizations provide services such as housing support, clothing, meals, transportation assistance, healthcare, legal services, counseling, and much more.

3. CORE PROGRAM COLLABORATION

A description of how the Local Board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the Local Board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).

Collaboration among the organizations that administer and operate core partner programs is on-going. The partners meet no less than quarterly to discuss system and center operations and, in keeping with Nevadaworks Board priorities, identify features of

the local system that can be strengthened through the application of continuous improvement strategies.

Expanding Programs and Services: Nevadaworks, along with partners and contractors in the local workforce development system, regularly communicate and collaborate regarding the content of services, access to services, the availability of training, priority sectors, and virtually all aspects of workforce service delivery. The Nevadaworks Board, which includes both elected officials and members of the Workforce Development Board, provides oversight of key decisions. The Board includes membership from all core partner programs.

Co-Enrollment Strategies: Approaches to co-enrollment among core partners and other programs are described in section 6, Part D of this Plan, “One-Stop Delivery System, Roles of the One-Stop Partners.”

Access to Career Pathways: A wide range of training programs are available to Nevadaworks participants. However, to increase the talent pool for businesses in priority sectors, Nevadaworks seeks strategies that will expand the availability of career pathway programs. As described in the introduction to this Plan, the GJNN initiative can transform skills development for the region’s key industries through the development and expansion of curricula.

4. BUSINESS-DRIVEN SERVICES

A description of the strategies and services that will be used in the local area-

A. In order to -

- i. Facilitate engagement of employers, including small employers and employers in in-demand industry sectors and occupations, in workforce development programs;*
- ii. Support a local workforce development system that meets the needs of businesses in the local area;*
- iii. Better coordinate workforce development programs and economic development; and*
- iv. Strengthen linkages between the One-Stop Delivery System and unemployment insurance programs; and*

B. That may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies, designed to meet the needs of employers in the corresponding region in support of the strategy described in paragraph (1)(F).

Nevadaworks recognizes that, along with job seekers, businesses are primary customers of the local workforce development system. Nevadaworks efforts, those of our Title I service providers, and partners’ strategies create a framework for ensuring that

businesses receive support for worker hiring and training. Core elements of Nevadaworks' business services strategy include the following.

A. Overarching Strategies and Services

While business services are a critical component of WIOA Title I programs, Nevadaworks' contracted career services providers do not directly provide these services. Nevadaworks has an arrangement with DETR, which operates WIOA Title III Wagner-Peyser programs throughout Nevada, to provide business services. Adult and Dislocated Worker program career services providers and Youth program contractors coordinate the service elements they provide to WIOA eligible individuals with the services provided to employers by DETR.

Employer Engagement Strategies: One of DETR's principal methods of business engagement benefitting Nevadaworks and its full range of customers is its efforts to publicize the ability of businesses to post orders online or, with staff assistance, through the EmployNV Business Hubs. Wagner-Peyser program-funded representatives also make direct contact with businesses to identify hiring needs and hosting targeted recruitment events and job fairs. Extensive engagement with businesses also takes place as part of state-managed Rapid Response activities (described in section 8 of this plan), which provide support to individuals and companies dealing with events of worker dislocation.

Traditional business engagement in the region is being transformed through the establishment of sector partnerships in connection with the large scale GJNN initiative. These engagement efforts with industry enable more efficient and effective identification of industries' needs for skilled workers and the development of strategies, including career pathway training, to build programs.

Meeting the Needs of Business: DETR, Nevadaworks contractors, and workforce system partners all provide services that address business needs. These include, but are not limited to labor exchange services, provision of labor market information, support in hiring new workers, offering various forms of customized training for new employees and current workers, providing orientation sessions for new workers, and assisting businesses in accessing tax credits. The partners may also leverage each other's services to support business, such as Wagner-Peyser and WIOA Title I working with the Bureau of Vocational Rehabilitation to create job accommodations and access to assistive technologies.

Coordination of Workforce and Economic Development: Coordination between the local workforce development system and economic development is discussed in detail under item 5, below.

Strengthening Linkages with Unemployment Insurance Programs: The network of EmployNV Career Hubs throughout the region served by Nevadaworks provides access to technology that enables eligible individuals to utilize online resources to file an

unemployment insurance claim. This connection also promotes claimants' understanding of job search resources available through EmployNV.

B. Specialized Initiatives

Various specialized programs and services are available through Nevadaworks and the local workforce development system to assist businesses in their efforts to identify and prepare workers for employment. Among these strategies are:

Use of Work-Based Learning Models: Training services are described in section 7 of this plan. While many training programs in which job seekers participate are classroom-based programs offered by postsecondary education institutions, others are work-based. Employer-led, work-based learning models that Nevadaworks may utilize on behalf of businesses and job seekers, include:

- Apprenticeships and pre-apprenticeship training;
- On-the-job training (OJT), which is training by an employer that is provided to a paid program participant while engaged in productive work;
- Incumbent worker training, as described below; and
- Transitional jobs, which include time-limited work experiences that are subsidized and are in the public, private, or non-profit sectors for individuals with barriers to employment who are chronically unemployed and/or have an inconsistent work history.

Costs for such programs may be covered by WIOA Title I, state education funds, programs administered by workforce system partners, and businesses.

Incumbent Worker Training: While Nevadaworks has the option to utilize a portion of its WIOA Title I funding for Incumbent Work Training (IWT), instead, Nevadaworks has utilized grant funding through the State-administered Career Enhancement Program (CEP) as an employer-funded training and re-employment program that provides job seekers with training designed to improve earning potential and increase job skills required in today's workplace. This program also works directly with Unemployment Insurance claimants to provide intensive re-employment assistance. CEP may assist job seekers by paying for job-related expenses such as certifications, work permits, uniforms, and small tools in order to facilitate entry or re-entry into the labor force. CEP participants may also receive:

- Individualized reemployment plans designed for optimal employment outcomes
- Job search workshops and intensive job search coaching
- Aptitude and skills proficiency testing to determine skills, abilities and interests
- Vocational guidance and counseling
- Basic education enhancement
- Other services available through the EmployNV Hubs

Sector Strategies: The sector partnerships developed under the GJNN initiative serve as primary sector strategies in the region and are focused on the initiative’s four target industries.

Career Pathways: In furtherance of the sector strategies currently being launched in connection with the GJNN initiative, goals have been established that position the local workforce system as a liaison between business and education to ensure that education and training programs are developed or enhanced to serve as pathways for careers within the region’s more promising industries.

5. ECONOMIC DEVELOPMENT ALIGNMENT

A description of how the Local Board will coordinate workforce investment activities carried out in the local area with economic development activities carried out in the region in which the local area is located (or planning region), and promote entrepreneurial skills training and microenterprise services

In comparison to its predecessor programs, WIOA has made great strides in seeking alignment with local and statewide economic development efforts. Nevadaworks’ current efforts to support coordination of its workforce development activities with those of economic development exist broadly across the three following areas:

Support Nevada’s Priorities to Coordinate Workforce and Economic Development: Nevadaworks’ seeks to support Nevada’s economic development strategies, which are primarily developed and implemented by the Governor’s Office of Economic Development (GOED). In turn, GOED staff is committed to working closely with local and regional economic and community development entities statewide. The foundation for Nevada’s state plan for partner engagement is collaboration between state-level economic development, the workforce system, school districts, and higher education, with particular emphasis placed on community colleges. Under the economic development plan for the state, regional industry sector councils are established for in-demand industries. GOED provides the economic indicators and forecasts, as well as identifies trends in Nevada’s economic state and future. This data provides direction for the state’s in-demand occupations report, published by the Governor’s Office of Workforce Innovation. GOED identifies growth, in-demand, and emerging demand for industry sectors and occupations to promote an aligned career pathway system in Nevada that leads to high-skill, high-wage, in-demand jobs. This work informs the creation of workforce training and educational programs at the local level, which are funded by Nevadaworks and workforce system partners.

Local Efforts: WIOA requires representation from economic development on local boards. Consequently, individuals from two economic development groups sit on the Nevadaworks Board: Economic Development Authority of Western Nevada and the Northern Nevada Development Authority. In addition, Nevadaworks has successfully cultivated and maintains partnerships with organizations such as Western Industrial

Nevada, Nevada Small Business Development Center, various Regional Development Authorities, Boards of County Commissioners, and officials from the thirteen northern Nevada counties. Through these contacts and relationships, Nevadaworks continues to promote coordination between workforce and economic development activities.

GJNN’s Strategies: As noted in the introductory description, the Good Jobs Northern Nevada (GJNN) initiative has led to development of a strategic plan and goals by the Nevadaworks Board. These focus the Board’s work more intensively on efforts to support economic growth and economic mobility throughout Northern Nevada. In part, the plan has been informed by goals in the Northern Nevada Regional Development Authority and the Western Nevada Development District’s Comprehensive Economic Development Strategy (CEDS) documents. Five regional Career Navigators, which are part of the GJNN team, are aligned with Regional Development Authorities throughout the area.

Over this course of this plan, Nevadaworks will seek to strengthen opportunities for entrepreneurial skills training and microenterprise services.

6. ONE-STOP DELIVERY SYSTEM

A description of the One-Stop Delivery System in the local area, including-

- A. A description of how the Local Board will ensure the continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers, and workers and jobseekers;*
- B. A description of how the Local Board will facilitate access to services provided through the One-Stop Delivery System, including in remote areas, through the use of technology and through other means;*
- C. A description of how entities within the One-Stop Delivery System, including One-Stop operators and the One-Stop partners, will comply with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials, for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and*
- D. A description of the roles and resource contributions of the One-Stop partners.*

Nevadaworks maintains a one-stop delivery system that complies with the requirements of WIOA, meets the intent of the federal legislation, supports Nevada’s vision for an effective workforce system, and prioritizes the needs of Northern Nevada’s businesses and workers.

A. Continuous Improvement within the Local Workforce System

The Nevadaworks Board has prioritized continuous improvement as a strategy for the local workforce system. Activities include:

Technical Assistance and Training: Each year, Nevadaworks and the system partners host training on a wide assortment of topics, including those that help expand staff knowledge and address best practices in program design and service delivery, thereby offering opportunities for improvement. Such training has or will address topics such as career exploration, case management, growth industries, and including support for the development of career pathways.

Program and Fiscal Monitoring: Reviews such as program and fiscal monitoring also serve as a mechanism not just for compliance, but for improvement. Unlike audits, which generally occur once programs are complete, monitoring takes place while programs are occurring, serving as an early warning system for non-compliance or needed improvement and allowing for corrections or improvement to take effect while programs are still active.

System Partners: The Memorandum of Understanding (MOU) among the system partners states the following with regard to continuous improvement:

All partners will participate in a process of program review and continuous improvement to offer the best possible services and seize opportunities for further integration. This will include surveying customers to obtain customer satisfaction feedback to assure that services are responsive to the needs of the community. Furthermore, all partners will participate in the ongoing development and improvement of the procedures, policies, and operational management of the One-Stop System/Center(s). All partners will be part of a process of continuous review of the needs of the workforce and business community and refining One-Stop System/Center(s) services based on those needs.

B. Access to Services

Nevadaworks is committed to ensuring and to constantly improving access to services for job seekers, workers, and business customers. From full-service career centers to online information, there are many ways for customers to learn about and utilize our services.

EmployNV Hubs: Nevadaworks operates from a network of EmployNV Hubs across the vast territory it serves. The designated “comprehensive” center is the Reno EmployNV Career Hub, which is located at 4001 S Virginia Street, Suite H, Reno, NV 89502. The site locations which can be found by clicking the following link: <https://www.employnv.gov/vosnet/ContactUs.aspx?enc=K3xHsfYP7auZKyge9pmxFw==>

Community Access Points: To supplement the services available through EmployNV centers, Nevadaworks utilizes a network of community access points. Through this “hub and spokes” strategy, services can be accessed at “community on-ramp” locations such as libraries, community centers, offices of public agencies, and other sites that are easily accessible to individuals throughout Northern Nevada.

Distance Learning and Other Training Strategies for Remote Areas: Nevadaworks recognizes that fewer educational programs are easily accessible to individuals in remote and rural areas than are available to individuals in more populous communities. To make training more broadly accessible in rural communities, Nevadaworks relies on several strategies, such as:

- Online programs offered by educational institutions, when such programs have been approved and placed on the statewide Eligible Training Provider List (ETPL).
- Online courseware and training platforms, including those offering short format instruction, such as Metrix Learning and Coursera.
- Work-based learning programs, which can be offered at any location where employers are willing and capable in terms of leading training.

Virtual Services Delivery: While Nevadaworks has long utilized its website, social media, and other web-based platforms to provide information to customers, implementation of various virtual services was accelerated with the onset of the COVID-19 pandemic. Nevadaworks is currently building upon existing web-based services and is designing a more robust virtual model for the delivery of workforce services.

C. One-Stop System and Compliance with the Americans with Disabilities Act

Accessibility of the one-stop system for all customers, including individuals with disabilities, is foundational to Nevadaworks approach to service delivery. Methods to promote and ensure access include the following.

Contract Provisions: Contracts for one-stop operator, Adult and Dislocated Worker Program career services, and Youth Program services all include provisions requiring compliance with section 188 of WIOA and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials, for individuals with disabilities.

Partnerships: All of the organizations and programs that comprise the local workforce development system share a commitment to service accessibility and have appropriate resources and policies to ensure such access. The active participation of the Bureau of Rehabilitation and the presence of Rehabilitation Act program in the one-stop system add to the services available to students and adults with disabilities and to businesses seeking to employ them. This participation also functions as a resource for advisement and consultation on how to best meet the workforce training, preparation, and participation needs of individuals with disabilities.

Accessibility Monitoring: Nevadaworks conducts reviews of facilities using a “Combined Physical/Program Access Checklist.” This tool enables reviewers to assess access across nine distinct elements, including:

1. Integrated Programs, addressing items such as integrated benefits and services.
2. Accessible Approach and Entrance, addressing route of travel, ramps, parking and drop-off areas, and entrances.
3. Access to Programs and Services, encompassing accessibility of rooms, spaces, doors, tables, chairs, and other features of facilities and programs.
4. Accessibility of Restrooms, emphasizing specifications that meeting requirements of the ADA and state guidelines.
5. Additional Access, including accessibility of drinking fountains and telephones.
6. Communications, including the availability of information in alternative formats and access to auxiliary aids.
7. Emergency Evacuation, including the presence of an emergency evacuation plan and an emergency warning system.
8. Staff Development, including training in areas such as disability awareness, civil rights, and confidentiality.
9. Access to Public Meetings, including facilities access and associated policies and practices.

When compliance issues or other concerns are identified, the tool requires the review to specify planned solutions (e.g., the development and implementation of policies, the installation of access support devices) and dates by which they will be completed.

D. Roles of the One-Stop Partners

The general roles of the WIOA core partners are defined within Titles I through IV of WIOA. The legislation also identifies nineteen federal programs (including those of the core partners) that comprise the local one-stop system to the extent that such programs are present within the local workforce development area. Through a structured MOU between Nevadaworks and the one-stop system partners, roles of the partners are further defined.

Partner Memorandum of Understanding: The Nevadaworks Local Workforce Development Area MOU outlines the parties to the MOU and their responsibilities. The MOU states its purpose as follows:

“The purpose of this Memorandum of Understanding (MOU) is to provide information about the relationship between the One-Stop System/Center(s) Partners regarding their respective roles, responsibilities, duties, obligations, and expectations for implementation of the provisions of the Workforce Innovation and Opportunity Act (WIOA). This document complies with Section 121 of WIOA and all other sections of the Act noted throughout.

This MOU also is intended to contribute to a cooperative and mutually beneficial relationship between Nevadaworks, the WIOA Local Workforce Development Board, and the various Partners to coordinate resources to prevent duplication and ensure the effective delivery of workforce services, and to establish joint processes and procedures that will enable Partners to integrate the current service delivery system resulting in a

seamless and comprehensive array of job matching, education, support services, job training and other workforce development services. Parties to this document propose to coordinate and perform the activities and services described herein within the scope of legislative requirements governing the parties' respective programs, services, and agencies. This MOU also documents the importance of WIOA performance measures and continuous improvement initiatives.”

Leveraging Resources: The partner MOU provides that partners “use a portion of the funds available for the program and activities to maintain the One-Stop Delivery System, including payment of infrastructure costs of One-Stop Center(s). All Partners will share an equitable and proportionate responsibility for the costs of the operational expenses of the One-Stop Center(s), if co-located in a Center. This resource-sharing/cost-sharing plan will be documented in a separate document called the Cost-Sharing Agreement.”

Outside the MOU, partners also leverage funds from one another through strategies such as co-enrollment of eligible individuals into two or more programs, where non-duplicated services can be accessed for participants from various fund streams. In such cases, co-enrollment is documented and participants are co-case managed in accordance with requirements and limitations of each program from which they receive services.

7. ADULT AND DISLOCATED WORKER SERVICES

A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

WIOA Title I Adult and Dislocated Worker programs are delivered through a network of EmployNV Hubs, as described in section 6.B of this Plan. The programs provide two levels of service to participants. Individuals may receive basic assistance through services such as job referrals and labor market information. More specialized career planning services and job training opportunities are also available for participants who need such services to obtain in-demand, self-sustaining employment.

Services for Adults and Dislocated Workers: Based on individual needs, a participant may receive any number and combination of services allowable under WIOA. For some participants, this may include basic and individualized career services, followed by training services. Program services include, but are not limited to, the following:

Basic Career Services: Generally, basic career services are informational (e.g. labor market information, job listings) and are accessed through self-service. Use of these services does not require enrollment.

Individualized Career Services: These services require the development of an Individual Employment Plan and provide enrolled individuals with staff assistance in career planning, employment preparation, selection of training (as needed), and support in job search and placement.

Training Services: Training is made available to prepare individuals to enter the workforce and retain employment. Training programs are part of a continuum of education and training leading to credential attainment, full-time employment, increased earnings, and career advancement.

Because the local workforce development system in Northern Nevada includes the services of a wide range of partners, including mandated one-stop partner programs and various local organizations and programs, WIOA Title I participants, when appropriate, are co-enrolled in other programs to leverage the resources of those programs to address individual needs and circumstances that have been assessed and incorporated into an individual employment plan.

Assessment of Strengths and Weaknesses: Career Services for the WIOA Title I have recently been procured through a competitive process that emphasized the following qualitative features of service delivery:

- Uniquely effective service strategies and approaches;
- Focus on training and placement in key sectors of the Northern Nevada economy, as outlined in section 1 of this Plan; and
- Increasing workforce participation rates among target populations.

These areas of focus will be closely monitored and reviewed by Nevadaworks management and staff as well as by the Nevadaworks’ Board to ensure that programs continuously respond to the needs of business and job seekers the region and adapt to changes in the economy and labor market.

8. COORDINATION WITH STATEWIDE RAPID RESPONSE ACTIVITIES

A description of how the Local Board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities, as described in section 134(a)(2)(a).

WIOA Rapid Response services provide expedited assistance to workers facing layoffs due to business downsizing or closures. Rapid Response services address worker dislocation events large enough to trigger Worker Adjustment and Retraining Notification Act (WARN) notices being issued to the Governor and smaller non-WARN instances.

State Role in Rapid Response: The primary responsibility to carry out Rapid Response activities remains with the state workforce agency, DETR. The agency is designated by the Governor to ensure delivery of comprehensive workforce services to businesses in transition and workers facing dislocation. Nevada’s Rapid Response team consists of individuals from the local boards, dislocated worker service providers, organized labor, and DETR’s Employment Security Division (ESD). The team educates businesses and

dislocated workers about services and information available through federal, state and local organizations to reduce the effects of businesses in transition to workers and companies. Additionally, the team makes every effort to conduct immediate and on-site assessments with employers and worker representatives to evaluate the specific needs of the event and to provide intervention services which include layoff aversion activities when possible. Layoff aversion activities are provided through the coordination of other programs and entities through DETR's ESD division and other state agencies. Nevada's Rapid Response unit endorses all activities necessary to plan and furnish services that assist businesses in transition and enable dislocated workers to transition into employment as quickly as possible.

Nevadaworks Role: Nevadaworks coordinates with Nevada's Rapid Response unit to address worker dislocation. Nevadaworks and service provider staff assist the state in making Rapid Response services available within the local workforce development area. Rapid Response resources are utilized to ensure that efficient early intervention strategies are available for dislocation events, with effective transitions to local WIOA formula-funded programs and services. Mail-out information, telephone contacts, and on-site presentations include information on WIOA Title I services. Information on services available through the WIOA Title I Dislocated Worker Program is provided to individuals affected by lay-offs and business closures.

9. YOUTH SERVICES

A description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which description and assessment shall include an identification of successful models of such youth workforce investment activities.

Nevadaworks WIOA Title I Youth program serves out-of-school youth, who are, generally, those not attending any school, are between the ages of 17 and 24 at the time of enrollment and have one or more barriers to employment. The program prepares participants for employment and postsecondary education opportunities; to attain educational and/or skills training credentials; and/or to secure employment with career/promotional opportunities.

Services for Youth: Nevadaworks' Title I Youth Program provides out of school youth with the education and skills necessary to overcome obstacles and optimize employment and training opportunities. Furthermore, through training and education, youth participants are empowered to find and maintain employment as they advance in the workforce. The program increases the number of youths successfully engaged in a career pathway closely linked to labor market needs; forges strong connections between community youth programs, academic programs, and occupational skills learning; and provides a holistic approach to the development of youth. Services must be tailored to meet the specific needs of the individual and may include, but are not limited to, the following:

- Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies
- Alternative secondary school services
- Paid and unpaid work experiences
- On-the-job training
- Pre-apprenticeship activities
- Internships and job shadowing
- Occupational skills training
- Education offered concurrently with workforce preparation activities
- Leadership development
- Supportive services
- Adult mentoring
- Follow-up services
- Comprehensive guidance and counseling
- Financial literacy
- Entrepreneurial training
- Labor market and employment information about in-demand industry sectors
- Activities that help youth prepare for and transition to postsecondary education and training

Assessment of Strengths and Weaknesses: As indicated in section 7 of this Plan, a competitive procurement of WIOA Title I services was recently completed. This included procurement of services for the Youth Program. As with the Adult and Dislocated Worker Program, Nevadaworks management and staff, along with the Board, will oversee Youth Program activities and outcomes to ensure that they meet qualitative objectives and performance outcomes established by Nevadaworks.

10. COORDINATION WITH SECONDARY AND POSTSECONDARY EDUCATION PROGRAMS

A description of how the Local Board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid the duplication of services.

Nevadaworks maintains close ties with both public and private institutions of secondary and postsecondary education, ranging from local school districts to community colleges and four-year universities. Truckee Meadows Community College and Western Nevada College are represented on the Nevadaworks Board. Nevadaworks service providers and non-education partners also frequently collaborate with educational institutions for the purposes of recruiting participants, co-enrolling participants in educational programs, and referring participants to training. In addition, the local workforce system is working more

closely than ever with postsecondary education to develop business-responsive curricula particularly in relation to the GJNN initiative.

The ways in which coordination frequently occurs include the following:

Connection to Secondary Education to Support Identification of Disconnected Young Adults: While the Nevadaworks WIOA Title I Youth program serves out-of-school youth, local high schools can be effective partners in identifying former students who are disconnected from education, employment, and other services. Such individuals are often excellent candidates for the services provided through Nevadaworks' WIOA Youth program.

Partnership with Adult Education and Literacy Services: Collaboration between WIOA Title I programs and other system partners with the WIOA Title II Adult Education and Family Literacy Act program is discussed in detail in section 13.

Use of Industry-Focused Training Programs: Dozens of courses on the Eligible Training Provider List are offered by community colleges, with many others being provided by private postsecondary institutions. The WIOA Title I program refers dozens of individuals to postsecondary job skills training program each year.

11. SUPPORTIVE SERVICES, INCLUDING TRANSPORTATION

A description of how the Local Board will coordinate workforce investment activities carried out under this title in the local area with the provision of transportation, including public transportation, and other appropriate supportive services in the local area.

Following federal and state WIOA guidance, Nevadaworks ensures that supportive services are available to program participants. Key features of the local supportive services strategy include the following.

Use of Supportive Services: All Nevadaworks participants enrolled in WIOA Adult, Dislocated Worker, and Youth programs who are receiving career or training services may be offered supportive services. The following criteria must be met before the WIOA Service Provider may facilitate supportive services:

- The supportive services are "necessary for enrolled individuals to participate in Title I activities." This is defined as goods or services so essential to a participant that, without them, participants would be hard-pressed to start, continue, or complete WIOA career or training services. The service provider must document why supportive services are being provided, either with WIOA funding or through referrals; and
- The supportive services are not available through other community resources.

Allowability of Support Services: Supportive services may include those listed at 20 CFR §680.900. They must be reasonable, allowable, and necessary. Whenever supportive services are funded with gift cards, cards with unused balances must be returned to the Nevadaworks contractor. Documentation of referrals and payments must be kept in participant files and added to the case notes. Determination of any limitations on supportive services, including monetary cap, is the responsibility of the contractor and partner or referral agencies that are providing the services. Supportive services determination and provision should be done in a fair, equitable, and non-discriminatory manner.

Types of Supportive Services: While no list of supportive services is exhaustive, examples of allowable supportive services include:

- Community Services - referrals to food pantries, low-cost clinics, free dental services, etc.
- Transportation - bus passes, gas cards (see below)
- Child/Dependent Care - babysitter or childcare fees, adult day care fees
- Housing - apartment/room rental
- Educational Testing - high school equivalency exam fees, credentialing exam fees
- Accommodations for Individuals with Disabilities - auxiliary aids and services needed during training or post-secondary education
- Legal Aid Services - referrals to low-cost attorneys, legal assistance to address barriers to employment
- Health Care - inoculations required to enter postsecondary education, physical exams required by training providers and employers, referrals to health services
- Work Attire - uniforms, other appropriate clothing, footwear, eyeglasses, protective eye gear, tools, haircuts
- Postsecondary Education Materials - books, school supplies and equipment, transcript/application fees
- Training/Employment Related Items - application fees, test fees, certification expenses

Transportation Support and Alternative Strategies: Lack of reliable transportation can be a barrier to employment for many Northern Nevadans. For those without vehicles, public transportation is only widely available in the metro Reno-Sparks area, Carson City, and a few other communities. In smaller communities such services may be fee-based dial-a-ride services. As noted above, Nevadaworks and its workforce system partners may provide bus passes or gas cards. As Northern Nevada's geography is expansive and home to many very small communities, Nevadaworks strategy, as indicated above, includes the use of community access points in libraries and community centers as "spokes" to the EmployNV hubs. In addition, Nevadaworks will continue to expand the availability of workforce services online.

12. COORDINATION WITH WIOA TITLE III – WAGNER-PEYSER SERVICES

A description of plans and strategies for, and assurances concerning, maximizing coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) and services provided in the local area through the One-Stop Delivery System, to improve service delivery and avoid duplication of services.

Nevadaworks coordination with all core partners is anchored in priorities established within the Programs Years 2024-27 Nevada WIOA State Plan. Coordination is further defined at the local level.

The State Plan characterizes coordination with Wagner-Peyser in the following terms:

WIOA requires that core programs offered through the one-stop system, including Title III labor exchange services (Wagner-Peyser Act), be coordinated in order to provide high quality customer-centered services including support services to all customer populations. For many years, the NJC provided labor exchange services at 9 NJC offices located in the principal urban (Carson City, Henderson, Las Vegas, North Las Vegas, and Sparks) and rural (Elko, Ely, Fallon and Winnemucca) areas of the state. These offices provide one-on-one interviews at multiple locations providing labor exchange services as well as referral to other partner programs including TANF, SNAP, Vocational Rehabilitation, and WIOA providers. Additionally, NJC staff will provide labor exchange services at the southern Nevada Comprehensive One-Stop Center administered by Workforce Connections, the American Job Center of Reno administered by Nevadaworks, the two day labor offices operated by DETR, and the Nevada Partners-JobConnect joint initiative, which will all be portals to the partner programs. Online services are also provided by EmployNV, the One Stop Operating System.

At the local level, coordination between Nevadaworks’ WIOA Title I programs and Wagner-Peyser services provided by DETR’s Employment Security Division is exemplified by collaboration within the one-stop environment. Center staff works closely in meeting the needs of job seekers, by providing services funded not just through Titles I and III, but through a variety of state-funded initiatives under DETR’s management, such as Silver State Works and the Career Enhancement Program.

13. COORDINATION WITH WIOA TITLE II – ADULT EDUCATION AND LITERACY SERVICES

A description of how the Local Board will coordinate workforce investment activities carried out under this title in the local area with the provision of adult education and literacy activities under title II in the local area, including a description of how the

Board will carry out, consistent with subparagraphs (A) and (B)(i) of section 107(d)(11) and section 232, the review of local applications submitted under title II.

The Programs Years 2024-27 Nevada WIOA State Plan characterizes coordination with the Adult Education and Family Literacy Act (AEFLA) program in the following terms:

The state board will work with the local boards to ensure that there is cooperation between service agencies, with core and other partner programs and stakeholders. The state board will work toward the creation of a *true* career pathway system. Local Workforce Development Boards (LWDBs) will utilize strategies developed in tandem with core, required, and other partner programs to serve the needs of individuals, including those identified in sec. II(a)(1)(B) of WIOA. Coordination of activities to support the identified strategies will be outlined in the MOU and include both sector strategies and the implementation of career pathways. A customer-centered approach will be at the forefront of each strategy and thorough assessments will be provided so that services can be tailored to the unique needs of the individual, and a holistic plan for employment can be developed that includes the need for supportive services and the identification of resources from entities outside the scope of this state plan. The coordination will be recorded in a common client reporting system.

At the local level, coordination between Nevadaworks’ WIOA Title I programs and WIOA Title II AEFLA services is achieved through cross referrals of participants needing both adult education services and workforce preparation and job placement assistance. There are four funded programs in Northern Nevada, three at community colleges and one through the Northern Nevada Literacy Council. Among the basic education services offered through the Title II program English-as-a-Second Language (ESL) courses are the most requested.

14. COORDINATION WITH WIOA TITLE IV – VOCATIONAL REHABILITATION SERVICES

A description of the replicated cooperative agreements (as defined in section 107(d)(11) between the Local Board or other local entities described in section 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 U.S.C 721(a)(11)(B)) and the local office of a designated State agency or designated State unit administering programs carried out under title I of such Act (29 U.S.C. 720 et seq.) (other than section 112 or part C of that title (29 U.S.C. 732, 741) and subject to section 121(f) in accordance with section 101(a)(11) of such Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

The Programs Years 2024-27 Nevada WIOA State Plan characterizes coordination with the Rehabilitation Act program in the following terms:

Vocational Rehabilitation (VR) will focus on the delivery of the unique activities of its program, which are not duplicative to those within other programs, such as those noted below. Activities that may be common to other partners will be undertaken based upon the best use of available resources and dependent upon meaningful and open communication. Activities unique to VR include, but are not limited to: orientation and mobility instructors’ providing fee-for-service training; assistive technology (AT) specialists providing assessments, purchase of and training on AT equipment; vocational counseling and guidance provided by master’s degree-level rehabilitation counselors with expertise in working with individuals with disabilities to remove barriers to employment; services provided by VR’s business development team, including: direct recruitment and outreach services to employers regarding hiring individuals with disabilities and disability awareness, and developing recruitment and work readiness programs to meet employers’ hiring needs; and vocational assessments, education and training, skills enhancement training, vocational counseling and guidance, job development and advocacy, transition services for students and youth transitioning to college or careers, customized employment, physical and mental restoration services, and post-employment services that are unique to VR and address the unique needs of individuals with disabilities.

At the local level, coordination between Nevadaworks’ WIOA Title I programs and Wagner-Peyser services provided by the Bureau of Vocational Rehabilitation takes place through co-location of Bureau staff within the one-stop and through cross referrals and co-enrollment of participants, including youth and adults. Individuals enrolled in Title I services may be provided various services through participation in Title IV, such as access to assistive technology and sign language interpretation.

15. ENTITY RESPONSIBLE FOR DISBURSAL OF GRANT FUNDS

An identification of the entity responsible for the disbursement of grant funds described in section 107(d)(12)(B)(i)(III), as determined by the chief elected official or the Governor under section 107(d)(12)(B)(i).

Nevadaworks is the entity responsible for disbursing grant funds for workforce investment activities in Northern Nevada, as designated by the Governor in a letter dated December 29, 2023. The letter is included as Attachment D to this plan.

16. COMPETITIVE PROCESS FOR AWARD OF WIOA TITLE I CONTRACTS

A description of the competitive process to be used to award the sub grants and contracts in the local area for activities carried out under this title.

Nevadaworks utilizes an open, competitive procurement process to solicit proposals for WIOA Title I services and functions, including Career Services Provider(s) for the Adult

and Dislocated Worker Programs; the service provider for the Youth Program; and the One-Stop Operator. The process utilized to award contracts includes:

Open, Competitive Process: Nevadaworks solicits proposals from qualified entities to provide services under the WIOA Title I Adult, Dislocated Worker, and Youth programs, and for One-Stop Operator services. Eligible proposers include for-profit organizations (i.e., commercial enterprises), non-profit organizations, faith-based organizations, community-based organizations, public agencies; or a joint venture of two or more organizations from these categories. Organizations that have not previously been awarded a WIOA Title I subaward (i.e., contract), but have managed other federal, state, or local funds to deliver a similar program design, serve similar populations, and operate under a collaborative service delivery model are encouraged to respond to Nevadaworks solicitations. Nevadaworks also encourages the participation of proposers that are certified as small businesses, veteran-owned businesses, women’s business enterprises, and minority-owned firms. Nevadaworks is committed to equal opportunity in its procurement process.

Solicitation: Nevadaworks widely publicizes the availability of all solicitations through posting on its website, announcements in print and web-based media, and direct contact with organizations that have requested to be notified of solicitation. Solicitations indicate the services sought and all guidelines for content and submission. Organizations that intend to submit proposals must attend, via videoconference, a mandatory Proposers Information Meeting, during which the fundamentals of the solicitation process are explained. An online question and answer process is available to proposers with inquiries about the solicitation and responses are posted online on one or more occasions. Proposals in response to Nevadaworks solicitations must be submitted online through a designated “portal” by a prescribed date and time. All proposals submitted remain “sealed” on the portal until a public proposal opening at a prescribed date and time.

Review, Rating, Ranking, and Recommendations: Nevadaworks utilizes a fair and objective proposal review and evaluation process that adheres to local and all applicable state and federal regulations. Proposals that pass the prequalification process will be subject to the following processes to evaluate and determine funding recommendations.

Internal Technical Review: Following the public opening of proposals, Nevadaworks conducts a technical review of proposals to determine if they: are submitted by eligible organizations, including joint ventures partnerships of eligible organizations; are submitted by organizations that attended a Mandatory Proposers’ Information Meeting; contain all required content, including all required forms and attachments; include any content not requested, which is removed prior to an independent third party review of required content; and adhere to page limits.

Review, Rating, Ranking, and Recommendations: An entity approved by the Nevadaworks Board leads a team of evaluators, which review, rate, and rank each proposal (except for budget-related items) submitted in response to this RFP. Evaluators

utilize a scoring rubric that has been established by Nevadaworks. The team of evaluators consists of individuals who are free from conflict of interest and who possess significant expertise in the field of workforce development. Following the individual review and rating of proposals by evaluators, the evaluation team convenes to rank proposals. The independent evaluation team then provides its recommendations to Nevadaworks for Board review and consideration for funding of awards in the Northern Nevada Local Workforce Development Area.

Budget Review: Budget information is separately reviewed by Nevadaworks staff, who consider whether each cost shown in the budget forms is a) reasonable, b) necessary, c) allowable, and d) properly allocated.

Approval by Nevadaworks Board: Nevadaworks Chief Executive Officer and/or Nevadaworks Board Chair present the results of the evaluation. The Nevadaworks Board makes its decision and votes on the awarding of a contract(s).

Right to Appeal: Solicitations specify a proposer’s right to appeal. The Nevada Revised Statutes (NRS) at 333.370 and the Nevada Administrative Code (NAC) at 333.170 govern appeals of procurement decisions made by Local Workforce Development Boards. Any appeal of a procurement decision resulting from a Nevadaworks solicitation must be filed and handled in accordance with NRS 333.370 and NAC 333.170

Contract Award: Proposers are notified in writing of Nevadaworks’ funding decision(s). Formal notification of subawards and the execution of a contract are subject to, but not limited to, the following conditions: approval by the Nevadaworks Board; receipt of WIOA Title I funds from federal and state administering agencies; and continued availability of WIOA Title I funds. Nevadaworks requires successful proposer(s) to participate in negotiations and, as appropriate, modify their proposals based on the outcome of those negotiations. Nevadaworks may decide not to fund part or all of a proposal. Successful proposers must submit their final negotiated budget and scopes by a due date established by Nevadaworks. If subaward agreements are not executed by such date, it may be determined that negotiations have failed and Nevadaworks may decide not to enter into an agreement. These provisions also apply to any potential contract extensions.

17. LOCAL LEVELS OF PERFORMANCE

A description of the local levels of performance negotiated with the Governor and chief elected official pursuant to section 116(c), to be used to measure the performance of the local area and to be used by the Local Board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under subtitle B, and the One-Stop Delivery System, in the local area.

Section 116 of WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of states and local areas in achieving positive outcomes for individuals served by the workforce development system's six core

programs, including the WIOA Title I Adult, Dislocated Worker, and Youth programs administered by Nevadaworks. The primary indicators of performance are the following, which vary slightly between the Adult/Dislocated Worker programs and the Youth program for the first two indicators:

1. Title I Adult and Dislocated Worker Programs: Employment Rate - *2nd Quarter After Exit*
Title I Youth Program: Education and Employment Rate - *2nd Quarter After Exit*
2. Title I Adult and Dislocated Worker Programs: Employment Rate - *4th Quarter After Exit*
Title I Youth Program: Title I Youth Education and Employment Rate - *4th Quarter After Exit*
3. Median Earnings - *2nd Quarter After Exit*
4. Credential Attainment
5. Measurable Skill Gains
6. Effectiveness in Serving Employers

Annually, the Nevadaworks Board, the Chief Elected Official, and individuals representing the Governor negotiate and reach agreement on local levels of performance for the preceding indicators based on the state-negotiated levels of performance. In negotiating the local levels of performance, the Nevadaworks Board, the Chief Elected Official, and the Governor use the four factors of negotiation used at the state level. In addition, a statistical adjustment model that aligns with the framework of the state-level model is used at the end of the program year to adjust negotiated local levels of performance. This reflects true economic conditions experienced in the local area and the characteristics of the actual individuals served, in accordance with the state’s established policies. Nevadaworks incorporates annually negotiated performance rates into its contracts with its service providers operating WIOA Title I Adult, Dislocated Worker, and Youth Programs.

18. HIGH-PERFORMING BOARD ACTIONS

A description of the actions the Local Board takes toward becoming or remaining a high-performing board, consistent with the factors developed by the State Board pursuant to section 101(d)(6).

The Nevadaworks Board sets policy and provides oversight to the federally funded local workforce development system for Northern Nevada. Given these responsibilities, the Board is committed to ensuring that the workforce system delivers the best possible services to job seekers, workers seeking new skills and advancement opportunities, and to businesses that need talent to maintain operations and compete successfully within both the local marketplace and globally. The Board ensures effective policies are developed and maintained for coordinated provision of integrated services through the local delivery system.

Among the key elements of Nevadaworks’ Board actions to ensure it remains “high performing” are its continuous improvement initiatives in the following areas:

WIOA Focus on One-Stop System: WIOA suggests that a key feature of the local board’s efforts to achieve and maintain high-performing status is to ensure that methods are in place to ensure continuous improvement of services providers and others in the one-stop workforce delivery system. This is achieved through Nevadaworks’ technical assistance, training, and ongoing monitoring and assessment of program content, quality, and performance. Coordination of Title I programs with the programs and services of the WIOA core and other mandated partners also plays a key role in Nevadaworks’ continuous improvement strategy. Cost sharing and leveraging both inside the one-stops and across the system contribute to this strategy.

Achievement of Negotiated Performance: Strong performance on the accountability indicators (described above) is a signal of high-performance. Therefore, the Nevadaworks Board regularly reviews and assesses progress toward achievement of annually negotiated performance levels.

Intent to Identify and Achieve Local Measures of Performance: To supplement the foregoing WIOA performance measures, Nevadaworks is considering the establishment of a set of “local indicators of success.” The Nevadaworks Board will examine metrics related to job quality, job placement in priority sectors, family-supporting wages, and completion of training for in-demand occupations, among other possible indicators.

Focus on Good Jobs: With funding from the U.S. Department of Commerce’s Economic Development Administration, GJNN is creating a skilled, diverse, continually evolving workforce that supports four key Nevada industries: healthcare, digital technology, manufacturing, and logistics. As described earlier, over the life of the four-year plan, GJNN will strengthen the capacity of the local workforce system and create new opportunities for high levels of performance.

19. TRAINING SERVICES

A description of how training services under chapter 3 of subtitle B will be provided in accordance with section 134(c)(3)(G), including, if contracts for the training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter and how the Local Board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.

Nevadaworks programs recognize that WIOA-eligible individuals may require training to qualify for employment in jobs and careers that provide a path to self-sufficiency. Such training includes structured programs that are placed on an Eligible Training Provide List (ETPL) and work-based training programs hosted by businesses.

Eligible Training Provider List: The Governor, in consultation with the Governor’s Workforce Development Board, establishes criteria, information requirements, and procedures, including those identifying the respective roles of the State and local areas, governing the eligibility of providers and programs of training services to receive funds through Individual Training Accounts (ITAs). It is Nevadaworks’ responsibility to carry out the procedures assigned to the Local WDB by the State to support the development and maintenance of an ETPL, such as determining the initial eligibility of entities providing a program of training services, renewing the eligibility of providers and programs, and considering the possible termination of an eligible training provider due to actions inconsistent with WIOA requirements.

Individual Training Accounts: Training services for eligible individuals provided by training providers are paid by Nevadaworks through an Individual Training Account (ITA). The ITA is a payment agreement established on behalf of a participant with a training provider.

Work-Based Learning: Nevadaworks also offers work-based training, which may include on-the-job training, customized training, incumbent worker training, internships, paid or unpaid work experience, or transitional jobs. These are not subject to the requirements applicable to entities listed on the ETPL and are not included on the State list of eligible training providers and programs.

Customer Choice: The workforce development system established under WIOA emphasizes informed consumer choice, job-driven training, provider performance, and continuous improvement. The quality and selection of providers and programs of training services is vital to achieving these core principles. Nevadaworks programs ensure customer choice by providing online access to the ETPL, enabling eligible clients to identify preferred programs. Furthermore, Nevadaworks ensures that service providers promote customer choice in the selection of training by securing written assurances during the contracting process.

20. PUBLIC COMMENT PROCESS

A description of the process used by the Local Board, consistent with subsection(d), to provide an opportunity for public comment by representatives of business and comment by representatives of labor organizations, and input into the development of the local plan, prior to submission of the plan.

Nevadaworks implements the following public comment process for the four-year local plan.

Requirements: WIOA requires that Nevadaworks provide no more than a 30-day period for comment on the plan before its submission to the Governor, beginning on the date on which the proposed plan is made available, prior to its submission to the Governor. The public comment period provides an opportunity for interested parties to, including, but not

limited to those representing business and labor, to review and comment on the local plan.

Publicizing the Plan: No less than 30 days prior to submission of the plan to the Governor, Nevadaworks makes a draft of the local plan available to the public. It is posted on the Nevadaworks website; posting notifications are sent to public libraries in Reno, Carson City, and Elko; notices are placed in local newspapers; the plan is directly distributed to workforce system partners and to members of the Nevadaworks Board, who assist in disseminating the plan throughout their professional networks. During regular business hours, printed copies of the plan may also be obtained at the Nevadaworks office throughout the comment period.

Opportunity to Comment: Written comments may be provided to the Nevadaworks Chief Executive Officer during the comment period. Such comments may be provided in print or electronic format. Instructions for provision of comments on the local plan are posted on the Nevadaworks website.

Incorporating Comments on the Plan: Comments submitted in accordance with the instructions are considered for inclusion in the local plan. In accordance with WIOA requirements, any comments submitted during the public comment period that represent disagreement with the plan are submitted with the local plan.

Plan Approval following Public Comment: At the end of the comment period, the plan is presented to the Nevadaworks Board for review and approval before submission to the Governor.

21. TRANSITION TO AN INTEGRATED MANAGEMENT INFORMATION SYSTEM

A description of how One-Stop Centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under this Act and programs carried out by One-Stop partners.

Nevadaworks has successfully completed the transition to the EmployNV system. This common integrated management information system has improved efficiency for all users and effectively serves workforce system customers. Since multiple WIOA one-stop system partners also use EmployNV, staff across agencies are able to view partner enrollments to improve leveraging of resources and to avoid duplication of services. The use of this common intake system provides easier access, broader and higher quality skills assessment, and improved career navigation for system customers. EmployNV allows staff to make data-driven and informed decisions regarding case management and the delivery of education and training services. Nevadaworks staff and partners have regularly participated in technical assistance and training discussions on EmployNV.

22. OTHER INFORMATION

Such other information as the Governor may require.

No additional information has been requested by the Governor for inclusion in the 2024-2028 Local Plan.

Attachment A - Assurances

2024-2028 Local Workforce Plan Assurances

ASSURANCES/CERTIFICATIONS – The LWDB assures and certifies that all programs and activities funded under the WIOA will comply with:		Nevadaworks Response
Planning Process and Public Comment		References
<input type="checkbox"/>	1. The local board has processes and timelines, consistent with WIOA Section 108(d), to obtain input into the development of the local plan and provide the opportunity for comment by representatives of business, labor organizations, education, other key stakeholders, and the general public for a period that is no less than 30 days prior to submittal to the Governor.	Nevadaworks Local Plan, Attachment C – Public Comment, January 2020
<input type="checkbox"/>	2. The final local plan is available and accessible to the general public.	www.nevadaworks.com – current Nevadaworks Bylaws Article IV, Sec. 1 State Compliance Policy 1.2
<input type="checkbox"/>	3. The local board has established procedures to ensure public access (including people with disabilities) to board meetings and information regarding board activities, such as board membership and minutes.	www.nevadaworks.com – current
Required Policies and Procedures		References
<input type="checkbox"/>	4. The local board makes publicly available any local requirements for the public workforce system, such as policies, including policies for the use of WIOA Title I funds.	www.nevadaworks.com – current Request for Proposals – most recent Nevadaworks Local Plan – June 2020
<input type="checkbox"/>	5. The local board has established a written policy or procedure that identifies circumstances that might present conflict of interest for any local workforce investment board or entity that they represent and provides for the resolution of conflicts.	State Compliance Policy 4.6 Article IV, Section 4 Nevadaworks Bylaws
<input type="checkbox"/>	6. The local board has copies of memoranda of understanding between the local board and each one-stop partner concerning the operation of the one-stop delivery system in the local area and has provided the State with the latest versions of all memoranda of understandings.	Memorandum of Understanding between Nevadaworks and One-Stop System/Center(s) Partners
<input type="checkbox"/>	7. The local board has written policy or procedures that ensure one-stop operator agreements are reviewed and updated no less than once every three years.	State Compliance Policy 1.4 State Compliance Policy 1.5

<input type="checkbox"/>	<p>8. The local board has negotiated and reached agreement on local performance measures with the local chief elected official(s) and Governor.</p>	<p>TEGL 11-19</p>
<input type="checkbox"/>	<p>9. The local board has procurement policies and procedures for selecting One-Stop operators, awarding contracts under WIOA Title I Adult and Dislocated Worker funding provisions, and awarding contracts for Youth service provision under WIOA Title I in accordance with applicable state and local laws, rules, and regulations, provided no conflict exists with WIOA.</p>	<p>State Compliance Policy 3.9 Section 2.08 of Nevadaworks Financial Policies and Procedures Most recent Request for Proposals</p>
<input type="checkbox"/>	<p>10. The local board has procedures for identifying and determining the eligibility of training providers and their programs to receive WIOA Title I individual training accounts.</p>	<p>State Compliance Policy 1.12 State Compliance Policy 1.13 Nevadaworks Eligible Training Provider List (ETPL) Process Administration Policy NWP-4902</p>
<input type="checkbox"/>	<p>11. The local board has written procedures for resolving grievances and complaints alleging violations of WIOA Title I regulations, grants, or other agreements under WIOA and written policies or procedures for assisting customers who express interest in filing complaints at any point of service, including, at a minimum, a requirement that all partners can identify appropriate staff contacts and refer customers to those contacts.</p>	<p>Nevadaworks Grievance Policy NWP-4904 Section 4.18 of Nevadaworks Contractors Contract Attachment B State Compliance Policy 4.3 State Compliance Policy 4.4 State Compliance Policy 4.5</p>
<input type="checkbox"/>	<p>12. The local board has established at least one comprehensive, full-service one-stop center and has a written process for the local Chief Elected Official and local board to determine that the center conforms to the definition therein.</p>	<p>Memorandum of Understanding between Nevadaworks and One-Stop System/Center(s) Partners</p>
<input type="checkbox"/>	<p>13. The local board has written processes or procedures and has identified standard assessment objectives and resources to support service delivery strategies at one-stop centers and, as applicable, affiliate sites, consistent with the state plan, to support items identified in noted references.</p>	<p>Memorandum of Understanding between Nevadaworks and One-Stop System/Center(s) Partners</p>
<input type="checkbox"/>	<p>14. All partners in the local workforce and education system described in this plan ensure the physical, programmatic and communications accessibility of facilities, programs, services, technology and materials in one-stop centers for individuals with disabilities.</p>	<p>Section 4.6 of Nevadaworks Contractors Contract Attachment B State Compliance Policy 4.1 State Compliance Policy 4.2</p>

<input type="checkbox"/>	15. The local board ensures that outreach is provided to populations and sub- populations who can benefit from one-stop services.	Section 4.40 of Nevadaworks Contractors Contract Attachment B
<input type="checkbox"/>	16. The local board implements universal access to programs and activities to individuals through reasonable recruitment targeting, outreach efforts, assessments, service delivery, partner development, and numeric goals.	Section 4.4 and 4.17 of Nevadaworks Contractors Contract Attachment B Request for Proposal process
<input type="checkbox"/>	17. The local board complies with the nondiscrimination provisions of Section 188 and assures that Methods of Administration developed by the Governor are implemented.	Section 4.5 of Nevadaworks Contractors Contract Attachment B DETR contract with Nevadaworks, Attachment B Nevadaworks Equal Opportunity and Affirmative Action Methods of Administration
<input type="checkbox"/>	18. The local board collects and maintains data necessary to show compliance with nondiscrimination provisions of Section 188.	DETR contract with Nevadaworks, Attachment B EmployNV Reports
<input type="checkbox"/>	19. The local board complies with restrictions governing the use of federal funds for political activities, the use of the one-stop environment for political activities, and the local board complies with the applicable certification and disclosure requirements.	Section 4.1 & 4.2 of Nevadaworks Contractors Contract Attachment B DETR contract with Nevadaworks, Attachment B
<input type="checkbox"/>	20. The local board ensures that one-stop MSFW and business services staff, along with the Migrant and Seasonal Farm Worker program partner agency, will continue to provide services to agricultural employers and MSFWs that are demand-driven and consistent with DETR's mission.	Migrant and Seasonal Farm Workers in Nevada are served through the Oregon Human Development Corporation.
<input type="checkbox"/>	21. The local board follows confidentiality requirements for wage and education records as required by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, WIOA, and applicable Departmental regulations.	Sections 3.5 and 4.50 of Nevadaworks Contractors Contract Attachment B DETR contract with Nevadaworks, Attachment B

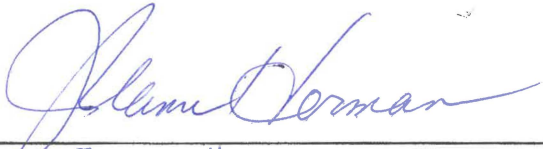

Administration of Funds	References
<input type="checkbox"/> 22. The local board has a written policy and procedures to competitively award grants and contracts for WIOA Title I activities (or applicable federal waiver), including a process to be used to procure training services made as exceptions to the Individual Training Account process.	Section 2.08 of Nevadaworks Financial Policies and Procedures Most recent Request for Proposals
<input type="checkbox"/> 23. The local board has accounting systems that follow current Generally Accepted Accounting Principles (GAAP) and written fiscal-controls and fund-accounting procedures and ensures such procedures are followed to insure proper disbursement and accounting of WIOA adult, dislocated worker, and youth program. and the Wagner-Peyser Act funds.	Section 1.02 of Nevadaworks Financial Policies and Procedures Section 2.3 of Nevadaworks Contractors Contract Attachment B
<input type="checkbox"/> 24. The local board ensures compliance with the uniform administrative requirements under WIOA through annual, on-site monitoring of each local sub-recipient.	Section 8.00 of Nevadaworks Financial Policies and Procedures State Compliance Policy 5.7
<input type="checkbox"/> 25. The local board has a local allowable cost and prior approval policy that includes a process for the approval of expenditures of \$5,000 or more for equipment requested by subcontractors.	State Compliance Policy 3.1 Section 4.00 of Nevadaworks Contractors Contract Attachment B
<input type="checkbox"/> 26. The local board has a written debt collection policy and procedures that conforms with state and federal requirements and a process for maintaining a permanent record of all debt collection cases that supports the decisions made and documents the actions taken with respect to debt collection, restoration, or other debt resolution activities.	Section 3.13 of Nevadaworks Contractors Contract Attachment B (Because Nevadaworks pays its contractors on a reimbursement basis, it rarely uses debt collection procedures.)
<input type="checkbox"/> 27. The local board has a written policy and procedures for ensuring management and inventory of all properties obtained using WIOA funds, including property purchased with JTPA or WIA funds and transferred to WIOA.	Section 4.00 of Nevadaworks Financial Policies and Procedures
<input type="checkbox"/> 28. The local board will not use funds received under WIOA to assist, promote, or deter union organizing.	Nevadaworks Allowable Costs Policy NWP-4801 State Compliance Policy 3.1

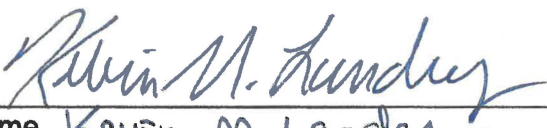
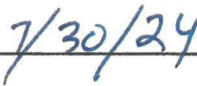
	Eligibility	References
<input type="checkbox"/>	<p>29. The local board has a written policy and procedures that ensure adequate and correct determinations of eligibility for WIOA-funded basic career services and qualifications for enrollment of adults, dislocated workers, and youth in WIOA-funded individualized career services and training services, consistent with state policy on eligibility and priority of service.</p>	<p>Nevadaworks WIOA Adult Eligibility Requirements Policy NWP-1101 Nevadaworks WIOA Dislocated Worker Eligibility Requirements Policy NWP-1102 Nevadaworks WIOA Out-of-School Youth Eligibility Requirements Policy NWP-2101 Sections 4.41 and 4.49 of Nevadaworks Contractors Contract Attachment B</p>
<input type="checkbox"/>	<p>30. The local board has a written policy and procedures for awarding Individual Training Accounts to eligible adults, dislocated workers, and youth receiving WIOA Title I training services, including dollar and/or duration limit(s), limits on the number of times an individual may modify an ITA, and how ITAs will be obligated and authorized.</p>	<p>State Compliance Policy 1.9</p>
<input type="checkbox"/>	<p>31. The local board has a written policy and procedures that establish internal controls, documentation requirements, and leveraging and coordination of other community resources when providing supportive services and, as applicable, needs-related payments to eligible adult, dislocated workers, and youth enrolled in WIOA Title I programs.</p>	<p>Sections 2.3, 4.43 and 4.46 of Nevadaworks Contractors Contract Attachment B Nevadaworks Supportive Services Policy NWP-3601 Nevadaworks Needs Related Policy NWP-3602 State Compliance Policy 1.15</p>
<input type="checkbox"/>	<p>32. The local board has a written policy for priority of service at its centers and, as applicable, affiliate sites and for local workforce providers that ensures veterans and eligible spouses are identified at the point of entry, made aware of their entitlement to priority of service, and provided information on the array of employment, training and placement services and eligibility requirements for those programs or services.</p>	<p>Nevadaworks Adult Priority of Service Policy NWP-1108 Section 4.11 of Nevadaworks Contractors Contract Attachment B State Compliance Policy 1.18 DETR contract with Nevadaworks, Attachment B</p>

Attachment B – State-Required Certification

Local Workforce Plan Certification

Nevadaworks, the Local Workforce Development Board (LWDB) for Northern Nevada, certifies that it complies with all required components of Title I of the Workforce Innovation and Opportunity Act and local plan development guidelines adopted by the State Workforce Development Board. The LWDB also assures that funds will be spent in accordance with the Workforce Innovation and Opportunity Act, published U.S. Department of Labor guidance, Office of Management and Budget circulars, and all other applicable federal and state laws and regulations.

 
Name Jeanne Herman Date
Chair, Local Elected Officials

 
Name Kevin M. Landry Date
Chair, Local Workforce Development Board

Attachment C – Public Comment

Describe the public review and comment process that the LWDB used. The description should specify the public comment duration and the various methods used to seek input (e.g., web-posts, newspapers, e-mail, web-posting, events/forums and plan development workgroups). Also include any comments that represent points of disagreement with the plan.

The public comment process used for the 2024-2028 Nevadaworks Local Plan consisted of the following:

1. The drafted plan was posted for a 30-day period for public comment on the Nevadaworks website on June 17, 2024.
2. On June 17, 2024, the drafted plan was distributed by email. Public comment notices also appeared in one urban newspaper (Reno Gazette-Journal) and one rural newspaper (Elko Daily Free Press).
3. On June 17, 2024, public comment notices were posted at the following public libraries in Northern Nevada:
 - Washoe County Public Library – Downtown branch.
 - Carson City Public Library.
 - Elko County Public Library.
4. Nevadaworks did not receive any comments during the 30-day period provided for public comment.

Attachment D – Designation Letter from the Governor

101 NORTH CARSON STREET
CARSON CITY, NEVADA 89701
OFFICE: (775) 684-5670
FAX No.: (775) 684-5685



555 EAST WASHINGTON AVENUE, SUITE 5100
LAS VEGAS, NEVADA 89101
OFFICE: (702) 486-2500
FAX No.: (702) 486-2505

Office of the Governor

December 29, 2023

Kevin Landry, Chair
Nevadaworks Council
639 Isbell Road, Suite 420
Reno, NV 89509

RE: Certification of Nevadaworks Council

Dear Mr. Landry:

Pursuant to Sec. 107 (c) (2) of the Workforce Innovation and Opportunity Act (WIOA), I hereby certify the Nevadaworks Council as the local board for the Northern Nevada Workforce Development Area. This certification is effective from January 1, 2024, to December 31, 2025, and made in accordance with WIOA.

Thank you for helping so many Nevadans find meaningful employment in our state. I wish you continued success!

Sincerely,



Joe Lombardo
Governor