



Date: August 4, 2023  
To: Governor's Workforce Development Board (GWDB)  
From: Kara Abe, ESD Chief of Field Services and Management  
Re: WIOA Title III – Wagner-Peyser Quarterly Report – Second Quarter 2023

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**WIOA Title III Wagner-Peyser**

Amendment to the Wagner-Peyser Act of 1933 (W-P)  
*Employment Services (ES)/ Labor Exchange*

**I. WIOA Title III – Wagner Peyser Performance Indicators**

Wagner Peyser performance indicators are set for PY2022 and PY2023. DETR's Employment Security Division (ESD) Workforce Innovation Support Services office meets annual with the Department of Labor to negotiate the coming year's performance levels using the state plan performance goals as a base for negotiations on Title I Adult, Dislocated Worker, and Youth; and Title III Wagner Peyser. The agreed upon performance levels are then presented separately to each of the Local Workforce Development Boards (LWDB) to begin negotiated LWDB area performance levels. The performance indicators presented below are what is used to measure the success and failure of work performance amongst the services offered in the EmployNV Career and Business Hubs statewide. Data collected on a monthly basis indicates areas where performance is exceeding and areas of concern where planned goal numbers are not being met. For areas where the actual amount is either over or under the planned goal a justification on the total increase or decrease is required.

**Performance Indicators (PI) Second Quarter 2022 (4/1/2023 – 6/30/2023) Highlights:**

1. **Number of Job Seekers Registered:** A count of EmployNV new job seekers registered during the last completed calendar month. Monthly goal: 4,800 individuals

- **April 2023:** 2,966 actual / 4,800 plan
- **May 2023:** 3,294 actual / 4,800 plan
- **June 2023:** 3,256 actual / 4,800 plan

**Justification for 25% above/below goal:** 3,256 job seekers registered in June is 32% lower than the planned goal of 4,800. The improving economy with less people looking for work is reflected in a significant decline in the unemployment insurance rate (5.4% in May 2023).

*Image 1*

2. Number of Business Job Listings: All EmployNV job orders entered by Job Connect staff during the last completed calendar month. This value is calculated in EmployNV Monthly Goal: 1,565 job orders

- **April 2023:** 2,470 actual / 1,565 plan
- **May 2023:** 2,164 actual / 1,565 plan
- **June 2023:** 1,763 actual / 1,565 plan

**Justification for 25% above/below goal:** N/A – June’s performance measure requires no justification due to be above or below the 25% threshold for justification. Performance measure is 13% over planned goal.

3. Number of Business Job Openings: All EmployNV job orders entered by Job Connect staff during the last completed calendar month. This value is calculated in EmployNV.

Monthly Goal: 3,950 job openings

- **April 2023:** 6,117 actual / 3,950 plan
- **May 2023:** 6,615 actual / 3,950 plan
- **June 2023:** 5,314 actual / 3,950 plan

**Justification for 25% above/below goal:** 5,314 job openings in June is 35% higher than the planned goal of 3,950. Many businesses are short staffed and have multiple job openings due to the low unemployment rate. Also, several agricultural openings related to H-2A Foreign Labor Certification were listed in June.

4. Number of Job Referrals: All EmployNV job referrals entered by Job Connect staff during the last completed calendar month. This value includes internal and external job referrals. This value is calculated in EmployNV. Monthly Goal: 3,232 individual referrals

- **April 2023:** 4,484 actual / 3,232 plan
- **May 2023:** 4,920 actual / 3,232 plan
- **June 2023:** 4,547 actual / 3,232 plan

**Justification for 25% above/below goal:** 4,547 job referrals in June is 41% higher than the planned goal of 3,232. A robust and healthy job market provides the stimulus for applicant referrals. With continued low unemployment, rising wages, and new job postings each week, referrals continue to rise.

5. Number of Job Placements: All EmployNV job placements entered by Job Connect staff during the last completed calendar month. This value includes internal and external job referrals. This value is calculated in EmployNV. Monthly Goal: 965 individuals placed in employment

- **April 2023:** 494 actual / 965 plan
- **May 2023:** 230 actual / 965 plan
- **June 2023:** 333 actual / 965 plan

**Justification for 25% above/below goal:** 333 job placements in June is 65% less than the planned goal of 965. This number corresponds to the lower number of job seekers registered. Also, the focus in the Career Hubs has changed from recording placements to entered employment 2nd and 4th QAE. Placements are no longer being consistently reported.

## **II. General quarterly updates since the last full board meeting related to Title III.**

### **EmployNV Career Hubs Highlights:**

**Sparks & Reno EmployNV Career Hub:** Success Story - Lloyd Kaufman had been incarcerated for 42 years, and because of this, he was stressed and unsure of what to expect. Koree Kirkpatrick, our re-entry specialist, was on vacation. Dana Danen, WSR III, assisted him. He was looking for full-time employment to be able to maintain his housing and living situation. Dana contacted Gold N Silver and they needed a graveyard dishwasher. Lloyd took a copy of his resume to Gold N Silver, interviewed, and received a job offer with a start date of April 14. Tami at Gold N Silver confirmed he is doing a great job and they are very happy with him. The Gold N Silver is within walking distance of Mr. Kaufman's living arrangements, and Gold N Silver also provides a meal, which is helpful to Lloyd at this time. Lloyd also has an appointment with the DMV to get his driver's license, which should help expand his future employment opportunities when needed.

Reno ESD Manager, Daniel McHatton, coordinated with Rebecca Johnston, Esq. organizer of the northern Nevada group Trial Lawyers Care to collect gently used professional clothing donated by a number of law offices in the area. Two carloads of professional clothing and accessories such as shoes and costume jewelry were donated to the Career Hub to be distributed to jobseekers in need, some of it brand new and still in the packaging or box, while the gently used clothing was dry cleaned prior to being donated. Career Hub staff members approached the local Nevada Store that is co-located in the Reno Town Mall to inquire about clothing rack donations to organize and house the clothing items received. The two owners were happy to loan us some clothing racks while applauding our efforts to help jobseekers with their fundamental needs. Career Hub and KRA staff did a wonderful job organizing the clothing on the racks and preparing it for distribution. This a particularly important resource for men, as there are no organizations like Dress for Success to help them with professional work clothing needs the same way Dress for Success does for women.

### **North Las Vegas / Henderson / Maryland Parkway EmployNV Career Hub:**

Hope for Prisoners Ribbon Cutting –EmployNV Career Hub Managers Andy Martinez, Nishon Burton, and Robert Borja attended the ribbon cutting for the new facility on 04/12/23. Hope for Prisoners is one of the newest EmployNV Career Hub affiliate sites dedicated to serving our legally challenged population focusing on overcoming barriers to employment. Career Enhancement Program (CEP) Representatives from EmployNV Career Hubs attend Orientation Days in order to assist with assessing clients for participation in the CEP program to collaborate with clients attending the Hope for Prisoners workshops.

**Winnemucca EmployNV Business/Career Hub:** Throughout the month of May-Winnemucca office participated in Paint the Town Green with Painting office Windows with slogans for Mental Health Awareness and wear green on Fridays.

**Carson City & Reno EmployNV Career Hub:** Kyle Vaughn, Workforce Service Representative-Disabled Veterans Outreach Program (DVOP) attended the State of Nevada Veterans Career Fair in Reno held by Daniel LaBarbera, Veterans Representative Department of Human Resource Management (DHRM). Kyle spoke with approximately 20 Veterans regarding

their opportunities with the State and private employment and the services provided by EmployNV Career Hubs- reviewed aspects with possible clients regarding the services that we can provide within office ranging from standard ES services (resume assistance, job search, etc.) along with our CEP services and the ability to provide training opportunities/possibilities. Information provided to applicants included community resources as were applicable from what applicants conveyed in conversation. Specifically, UNR, TMCC, and WNC VRC resources for individuals who maintained their standing VA Educational Benefits.

Workforce Service Representatives Crystal Morrow and Sean Kendall attended the Incline Village/Crystal Bay Community and Business Association Job Fair (IVCBA). They spoke to 29 job seekers and advised them of EmployNV Business/Career Hubs. Majority of the job seekers comprised of high school and college students who were seeking summer employments till they return to school in the fall. Crystal and Sean also promoted our employer services- job matching, labor market information, Silver State Works program and spoke with 9 employers that were present at the job fair. Employer packets (prepared by our Accounts Manager, Robert Erb) were distributed to the employers. Contact was also made with IVCBA. They expressed interest in having an EmployNV representative at their Incline Village library once a week for a few hours.

#### **BSO-North Hiring Event Highlights:**

Sheep Camp Visits – In April, Account Manager, Michael Hardesty, travelled to rural areas to visit Sheep Camp establishments with the Fallon EmployNV Career Hub Manager, Ava Case, to better understand the working conditions of the employees and the needs of the employers.

Veterans Job and Resource Fair – On May 2, 2023, a statewide event was held with the Southern Business Solutions office. Held at Reno Town Mall, 97 attendee veteran job seekers looking for employment attended and met with various business throughout the area. Senator Jackie Rosen's office had a representative attend the Veteran's Job Fair at Reno Town Mall in honor of Military Appreciation month.

Account Managers Michael Hardesty and Robert Erb attended the Small Business Resource Fair organized by the Lieutenant Governor's Office of Small Businesses Advocacy, to provide small businesses with information and resources about training, hiring and retaining employees, utilizing no-cost EmployNV Business Hub services.

Account Managers Ashley Anderson and Garrett Chambers organized and facilitated a hiring event for Washoe County School District on May 30, 2023, that had 16 attendees.

Account Manager Robert Erb attended Find a Job Friday at Douglas High School on May 26, 2023, meeting with Cade Baligad, Career Advisor with DHS and coordinator of the Find a Job Fridays, to help develop an employment pipeline for junior and senior students.

Account Manager, Ashley Anderson hosted a group EmployNV.gov training for 6 employers on June 8, 2023, to teach them all how to utilize EmployNV to post their jobs, pull LMI information, and how to set up virtual recruiting assistant.

The EmployNV Business Hub hosted a public sector job fair in the Reno Town Mall on June 20, 2023. This event was attended by 28 employers from state, city and county agencies and saw over 200 attendees.

### **BSO-South Hiring Event Highlights:**

Incumbent Worker Training Pilot – in conjunction with Workforce Connections, the EmployNV Business Solutions Office has been working to kick off the Incumbent Worker Training program. BSO staff have referred 34 employers to participate in the program for current employees to upskill in order to be promote either within the company or with another business.

Statewide Veterans Job and Resource Fair – On May 2, 2023, a hybrid event between the Northern and Southern Business Solutions Office was held. There were 41 employers (13,000+ job openings) and 9 veteran resource providers in attendance. We had 386 jobseekers in attend the event and many were interviewed and hired on the spot. We also collected over 500 items donated to send to our troops overseas.

Business & Industry: Annual Small Business Resource Fair – On May 3, 2023, in collaboration with Business & Industry, the Business Solutions Office held their annual Small Business Resource Fair at the Sahara West Library. There were over 45 resource providers oh hand and over 280 attendees.

Women Veterans Virtual Event – On June 14, 2023, a virtual job and resource event was held in honor of Women Veterans Day. There were 18 employers, 4 community resource providers along with a virtual booth for the EmployNV Career Hub. In total there was 102 attendees.

### **Upcoming Events:**

#### **EmployNV Business Hub – Southern Nevada**

- 8/2 Hiring Event in partnership with the Raiders and Allegiant Stadium at the SWL Business Hub
- 8/17 Healthcare Career Fair in partnership with CSN at CSN
- 8/18 EmployNV Business Briefing featuring Chief Economist Dave Schmidt at the SWL Business Hub
- 8/23 Creative Industries Job Fair at the Aliante Library

### **III. Special Projects- new/updates related to Title III.**

#### **GROW WITH GOOGLE**

NASWA has partnered with Google to provide no cost access to 30,000 scholarships through the Google Career Certificate program to state workforce agencies. Google Career Certificates provide professional, self-paced online training in under six months for a career in the following high-

growth fields: Data Analytics, IT Support, IT Automation with Python, Project Management, User Experience (UX) design, and Digital Marketing and E-commerce. In November 2021, Nevada was invited as one of four states to join a soft launch of the Grow with Google (GWG) Career Certificate Scholarship Program. Scholarships are made available by DETR through the Nevada JobConnect offices. Individuals interested in participating may visit their local JobConnect office in person or e-mail at [GrowWithGoogle@detr.nv.gov](mailto:GrowWithGoogle@detr.nv.gov), include their city of residence, and an EmployNV Career Hub (*formerly Nevada JobConnect*) representative will contact them.

In June, DETR opened the scholarship enrollments to include DETR staff in to provide an opportunity for them a chance to upskills their abilities in one of the six (6) offered program. Over 100 employees within DETR took advantage of this opportunity to enhance their skills. In the coming months we will begin to report on the results of the remaining Grow with Google participants currently in the program, as well as the staff enrolled in training courses.

## **ROADS PROGRAM**

The Realizing Opportunities for the American Dream to Succeed (ROADS) project was developed to provide opportunities for Nevada's unemployed or underemployed population by enhance their employability skills to obtain a livable wage. To ensure the project success, partnerships were established amongst community stakeholders, economic development organizations, private industry, DETR and Western Nevada College (WNC) with the goal of providing a direct pipeline of skilled workers to businesses. DETR and WNC entered into an Interlocal contract for \$460,000.00 for a two-year term effective from November 9, 2021, to October 31, 2023, to train 75 participants.

### **Businesses**

The ROADS program was designed to build bridges for training programs at WNC for a reliable resource for skilled workers, and to provide Nevada's workers with the opportunity for upward mobility to achieve a livable wage. DETR and WNC targeted four industries for the Northern Nevada area to provide local businesses a consistent supply of skilled workers: Manufacturing, Health Care, Technology, and Building Trades. WNC also has existing short-term curriculums which participants can quickly earn nationally recognized certifications in welding, automotive services, computer information systems, cybersecurity, machine tooling, paramedicine, truck driving, and certified nursing assistant (CNA).

### **Outreach**

The ROADS Program outreach efforts have been heavily focused on recruitment of business partners and students. Such efforts include attending job fair and hiring events as well as visiting businesses to discuss their workforce needs and potential partnerships. Social media posts and press releases have helped to raise awareness of the ROADS Program and partners. One of the articles appeared in WNC's Scholarship publication, *We Are Western Magazine*, featured a heart-warming success story of one of the early ROADS students. The article highlighted the struggles the student was able to overcome due to the support of the program. A copy of the article can be found [by clicking here](#) on page 31. We Are Western is distributed both in print and digital form.

The ROADS program continues to distribute outreach materials to further attract local employer and student participants. These efforts include:

- 1) Targeted ROADS Program postcards were distributed through the mail. These postcards received noticeable responses from the surrounding community.
- 2) Outreach materials were created through local partner, Custom Ink, including branded portfolios for students to use in job interviews.
- 3) T-shirts with the ROADS logo were passed out at several events. Both of which have received positive responses from students and the community.

WNC has developed an online portal where businesses can inquire about the program’s eligibility and prospective/existing students may submit applications for consideration.

<https://wnc.edu/roads.php>

**Deliverables & Participants**

	<b>Enrollments</b>	<b>Training Completion</b>	<b>Job Retention after 2<sup>nd</sup> Quarter</b>
<b>Year 1</b>	25 Participants	55% (13 of 25 participants)	65% (8 of 25 participants retain job for 6 months)
<b>Year 2</b>	50 Participants	65% (32 of 50 participants)	70% (22 of 50 participants retain job for 6 months)
<b>Total</b>	75 Participants Enrolled	60% (45 participants complete training)	40% (30 of 75 participants retain job for 6 months or longer)

We are happy to report that at 119 participants, WNC has surpassed their enrollment goal for the entire contract. The ROADS Program continues to increase enrollment and help underemployed and unemployed students succeed and join the workforce. The training completion and employment numbers will continue to grow with the increased enrollment. The community partnerships have allowed for increased availability of life/soft skill training and workshops. The goals for the second quarter of the year are to continue increasing enrollment with the summer class recruitment focusing on upskilling employees of new and existing business partners.

**ROADS and the Army National Guard:**

The ROADS program was able to support seven students who serve in the Army National Guard. By supporting their achievements in obtaining an automotive certification, these students were then eligible for an immediate raise in their positions within the national guard.

**ROADS Business Partners:**

Jiffy Air Tool was onboarded as a ROADS business partner in December of 2022. During Q1 of 2023, Jiffy Air Tool enrolled five of their junior employees in a machine tooling program through WNC. This plan was customized for Jiffy in order to qualify these employees for career advancement and a pay raise immediately following their certification. Plans are in place for another group over the Summer. ROADS has also partnered with Hero Environmental to upskill three of their employees by enrolling them in the next available CDL course. Carson Valley Medical has become a great business partner and has interviewed five students, issued three job offers and hired one of the students. Students have also been able to experience tours of some of our business partner’s facilities with another recent tour at Bently Nevada.

**ROADS Success Story:**

Featured in Carson Now: [WNC’s ROADS program making nursing dream possible for mother of two | Carson City Nevada News - Carson Now](#)

Excerpt from article – *Before receiving help from ROADS, Morales was unemployed and taking Certified Nursing Assistant courses to fulfill the requirements to be considered for admittance to WNC’s Nursing program. In stepped ROADS to make sure Morales’ dream wasn’t delayed or crushed.*

*“(ROADS Coordinator) Michael (Boreham) has been supportive since day one, trying to find out if there’s something he can do to help me reach my goals and seeing how the program could possibly alleviate any type of financial burden or any kind of obstacle that is in my way,” Morales said. “It’s very refreshing to see how you could have someone in your corner helping you along the way of your educational journey and has all the best intentions in making sure you can achieve your goals.”*

*As a first-year RN student who is already working at Carson Tahoe Hospital, Morales is well on her way to improving her professional career and providing more financial security for her family.*

**EARLY CHILDHOOD EDUCATION CONTRACTS**

Interlocal contracts between Western Nevada College (WNC), Truckee Meadows Community College (TMCC), College of Southern Nevada (CSN) and DETR are in the works to assist students with tuition and costs associated with training in the Early Childhood Education (ECE) industry. In June, DETR also contracted with Great Basin College to provide ECE training to our rural communities. The project will reduce or alleviate the workforce shortage for skilled childcare providers which is impacting the community. Childcare facilities throughout Nevada need a larger and more consistent supply of skilled ECE workers, and Nevada families need access to skilled and affordable childcare without having to sacrifice quality of care or having to endure long wait lists. Concurrently, ECE students need financial assistance for training and certifications. The ECE programs will help align and promote training programs for a skilled and more consistent pipeline of students for Childcare Providers.

**Status of the Grant**

**TMCC:** Contract approved by Board of Examiners (BOE) during the March meeting for \$141,233.71 in funding to be awarded. Contact manager is in stages of preparing for kick-off meeting with WNC and DETR staff.

TMCC will screen and assess all applicants to the ECE program and enroll the best candidates for the program who will benefit most and who are most likely to graduate from the program. TMCC will enroll 60 participants in its ECE program, with the expectation of successful training completion and employment placements for these graduates with businesses in the region. The milestones for the contract are set forth in the table below:

	Enrollments	Training Completion	Job Retention after 2 <sup>nd</sup> Quarter
Year 1	30 Participants	55% (16 of 30 participants)	65% (19 of 30 participants retain job for 6 months)



Year 2	30 Participants	65% (20 of 30 participants)	70% (21 of 30 participants retain job for 6 months)
Total	60 Participants Enrolled	60% (36 Participants complete training)	67% (40 of 60 participants retain job for 6 months or longer)

To date, 13 participants have been enrolled in the program and are scheduled to start the beginning of Fall semester 2023 on 8/21/2023.

**WNC:** Contract was approved by the Board of Examiners at their June 13, 2023, meeting. The contact is effective June 13, 2023, and will operate through June 30, 2025, for a total of \$821,999.

For an estimated 275 participants in Early Childhood Education Program over the two-year program period, WNC will train 100 participants in the first year of the program (2023), and 175 participants in the second year of the program (2024). The milestones for the contract are set forth in the table below:

	Enrollments	Training Completion	Job Retention after 2 <sup>nd</sup> Quarter
Year 1	100 Participants	55% (55 of 100 participants)	65% (65 of 100 participants retain job for 6 months)
Year 2	175 Participants	65% (114 of 175 participants)	70% (122 of 175 participants retain job for 6 months)
Total	275 Participants Enrolled	60% (165 Participants complete training)	68% (187 of 275 participants retain job for 6 months or longer)

Contract kick-off meeting with WNC held July 11, 2023.

**CSN:** The contract with CSN for their Early Childcare Education program was submitted for and approve at the June 13, 2023, BOE meeting. The total contractual agreement is for \$158,656.40 and will begin June 13, 2025, and operate through June 30, 2025.

Participants in the CSN’s ECE Program can elect to enroll in the Early Childhood Education I series consisting of 9 college credits with a possible increase in tuition and fees. The election of the ECE series will be at the participant’s discretion based upon what will best serve their goals. The CSN ECE program will consist of the following task elements: 1) Recruitment of participants through its marketing program; 2) Assessment and screening of applicants; 3) Coordination with DETR for participants’ training enrollments; 4) Resumé building, life & soft skills and interview skills; 5) Job placement; and 6) Job retention/advancement.

The CSN ECE program will provide training for an estimated 75 participants in Early Childhood Education Program over the two-year program period. CSN will train 30 participants in the first year of the program (2023), and 45 participants in the second year of the program (2024). The estimated participant numbers are contingent upon the successful recruitment of qualified applicants. The milestones for the contract are set forth in the table below:

	Enrollments	Training Completion	Job Retention after 2 <sup>nd</sup> Quarter
Year 1	30 Participants	55 % (16 of 30 participants)	65 % (19 of 30 participants retain job for 6 months)
Year 2	45 Participants	65 % (29 of 45 participants)	70 % (32 of 45 participants retain job for 6 months)
Total	75 Participants Enrolled	65% (45 Participants complete training)	68% (51 of 75 participants retain job for 6 months or longer)

Contract kick-off meeting with CSN held July 10, 2023.

**GBC:** Over the two-year program period (fall 2023 – spring 2025), the GBC Early Childhood Education program will provide training for an estimated 60 participants to achieve up to four Early Childhood Education Skills Certificate credentials. GBC will train 30 participants in the first year of the program, and 60 participants in the second year of the program (30 advancing from 2023 and 30 new students in 2024). The estimated participant numbers are contingent upon the successful recruitment of qualified applicants.

Participants in GBC’s ECE Skills Certificate Program can elect to enroll in the Early Childhood Education Skills Certificate 1 Program consisting of 9 college credits; the Early Childhood Education Skills Certificate 2 Program consisting of 6 credits; the Early Childhood Education Skills Certificate 3 Program consisting of 6 college credits; and the Early Childhood Education Skills Certificate 4 Program, also consisting of 6 college credits. Each successive skill level requires an increase in tuition and fees. The election of the ECE skills certificate will be at the participant’s discretion based upon what will best serve their goals. If participants complete all four levels, they will have earned 30 college credits and will be near completion of the AAS in Early Childhood Education; the progression also aligns with the BA in Early Childhood Education. The GBC ECE program will consist of the following task elements: 1) Recruitment of participants through its outreach program; 2) Assessment and screening of applicants; 3) Coordination with DETR for participants’ training enrollments; 4) Resumé building, life and soft skills, and interview skills; 5) Job placement; and 6) Job retention/advancement. The milestones for the contract are set forth in the table below:

	Enrollments	Training Completion	Job Retention After 2nd Quarter
Year 1	30 participants	55% (16 of 30 participants)	65% (19 of 30 participants retain job for 6 months)
Year 2	60 participants	65% (39 of 60 participants)	70% (42 of 60 participants retain job for 6 months)
Total	60 participants enrolled	60% (36 participants complete training)	67% (40 of 60 participants retain job for 6 months or longer)

The GBC contract has been submitted for approval to the Board of Examiners (BOE) as an agenda item for their August meeting.

## **Coursera**

*MISSION: CONNECTING MORE NEVADANS INTO MEANINGFUL CAREER PATHWAYS THAT PROVIDE FAMILY-SUSTAINING WAGES*

In May, DETR's Employment Security Division entered into contract with the online training platform Coursera. This training platform is the same that brought us Grow with Google. However, the contract directly with Coursera for Government opens all avenues of training to a wider audience of job seekers, allowing for access to over than 5,000 Courses, Specializations, and Professional Certifications, produced by leading universities and companies. This will include access to Career Academy, Coursera's professional certificate offering. Coursera will also work with DETR/ESD to develop a custom content designed to support Nevada's workforce development goals which will be available to all Nevadans.

Coursera's extensive catalog of online services include course in Business, Technology, Data Science, Health, Social Sciences and Arts & Humanities from universities and businesses such as Duke University, the University of Chicago, IBM, Google, Johns Hopkins University and Microsoft, and The Linux Foundation. The courses available can be as short as multiple 5–10-minute video clips combined with assessments and guided projects to 6–8-month professional certificates.

The collective goals for this partnership include:

- Reduce unemployment in Clark County
- Reskill Nevadans prioritized by Project 354 into better careers for roles that employers need now
- Change perceptions for employers of Nevada talent that lacks a BA
- Provide flexible curated learning programs that align to employer demand
- Increase enrollments at NV Career Hubs
- Enhance business and professional skills for DETR staff

Over the next several months DETR/ESD staff will be working closely with Coursera to launch three (3) phases for this program:

- Phase I will launch in August with a soft launch release to individuals living within Southern Nevada. Email invitations will be sent to individuals who registered in the EmployNV system within the past program year (7/1/2022 – 6/30/2023). These individuals will be invited to register with Coursera and begin taking online courses at their own pace. Assistance for these courses can be found at the EmployNV Career Hubs as well as the EmployNV Youth Hubs. Currently clients of the EmployNV Career Hubs will also be able to take advantage of this opportunity working with their Career Coaches.

- Phase 2 will launch towards the end of September/beginning of October. This phase will open registration statewide allowing all individuals across the state the opportunity to take advantage of Coursera's trainings again either on their own or with the assistance of an EmployNV Career Coach.
  
- Phase 3 will launch in early 2024 and will be focusing on DETR staff. With the assistance of the Coursera Team, ESD training staff will work towards developing DETR specific training modules to better equip staff with the knowledge needed to experts in their designated areas. This will streamline onboard processes for new staff and provide current staff with the "big picture" view of workforce and how the WIOA titles and related programs work for the good of the people we serve.

The targeted audience for this initiative is Job Seekers, Opportunity Youth, Business and DETR Staff.