

U.S. Department of Labor

Assistant Secretary for
Employment and Training
Washington, D.C. 20210



May 30, 2024

The Honorable Joe Lombardo
Governor of Nevada
Capitol Building
101 North Carson Street
Carson City, NV 89701

Dear Governor Lombardo:

Thank you for your waiver request submission to the U.S. Department of Labor regarding certain statutory and regulatory provisions of the Workforce Innovation and Opportunity Act (WIOA) and the accompanying plan to improve the statewide workforce development system (enclosed). The waiver requests were received March 4, 2024, as part of your recent WIOA State Plan submission. This letter provides the Employment and Training Administration's (ETA) official response to your request and memorializes that Nevada will meet the outcomes and implement the measures identified in its plan to ensure accountability agreed to by Nevada and ETA. This action is taken under the Secretary of Labor's authority to waive certain requirements of WIOA Title I, Subtitles A, B, and E, and Sections 8–10 of the Wagner-Peyser Act in WIOA Section 189(i).

Requested Waiver: Waiver of 20 CFR 681.550 to allow WIOA individual training accounts (ITAs) for in-school youth (ISY).

ETA Response: ETA approves, for Program Year (PY) 2024 and PY 2025, the State's request to waive the requirement limiting ITAs to only out-of-school youth (OSY), ages 16–24. In addition to these OSY, the State may use ITAs for ISY, ages 16–21. ETA reviewed Nevada's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the State to implement its plan to improve the workforce development system. Approval of this waiver should not impede the State's efforts to prioritize OSY, including outreach to the OSY population.

Requested Waiver: Waiver associated with the requirement at WIOA Section 129(a)(4)(A) and 20 CFR 681.410 that the State and local areas expend 75 percent of Governor's reserve youth funds and local formula youth funds on OSY.

ETA Response: ETA approves for PY 2024 and PY 2025, which includes the entire time period for which states are authorized to spend each of those Program Year fund allotments, the State's request to waive the requirement that the State expend 75 percent of Governor's reserve youth funds on OSY. ETA reviewed Nevada's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the State to implement its plan to improve the workforce development system. Nevada may lower the expenditure requirement of Governor's reserve funds to 50 percent for OSY.

In addition, ETA approves for PY 2024 and PY 2025, which includes the entire time period for which states are authorized to spend each of those Program Year fund allotments, the State's request to waive the requirement that local areas expend 75 percent of local youth formula funds on OSY. The State may lower the local youth funds expenditure requirement to 50 percent for OSY. As a result of this waiver, ETA expects that the number of ISY served will increase, and performance accountability outcomes for overall WIOA Youth (including both ISY and OSY) will remain steady or increase for the majority of the WIOA Youth performance indicators. The State is also approved to calculate the lowered 50 percent expenditure rate at the State level instead of individually for each local area.

Requested Waiver: The State is requesting a waiver of WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b) in order to increase on-the-job training (OJT) employer reimbursement up to 90 percent for businesses with 50 or fewer employees.

ETA Response: ETA conditionally approves the State's waiver request through June 30, 2026, for the WIOA Title I Adult, Dislocated Worker, and Youth formula funds. ETA reviewed Nevada's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the State to implement its plan to improve the workforce development system. Existing statutory authority permits the State and its local workforce areas to increase the reimbursement rate for OJT contracts up to 75 percent. The State may also reimburse up to 90 percent for OJT for businesses with 50 or fewer employees. ETA expects the utilization of OJT to increase in the State as a result of this waiver. Prior to implementation of this waiver, the State must update its waiver request to include projected quantifiable outcomes (i.e., for the core indicators under WIOA or shorter-term state-defined indicators) for WIOA participants served under the waiver.

The State must report its waiver outcomes and implementation of the approved waiver in the WIOA Annual Report. ETA will use this information to assess continued waiver approval and to identify promising practices that may be adopted more widely. ETA is available to provide technical assistance to you in support of your goals. If you have questions, feel free to contact my office at (202) 693-2772.

Sincerely,



José Javier Rodríguez

Enclosure

cc: Scott Hammond, Executive Director, Governor's Office of Workforce Innovation
Dr. Tamika Ledbetter, ETA Regional Administrator
Karen Ware, ETA Federal Project Officer

Nevada Youth ITAs, 75 Percent OSY, and OJT Reimbursement

Submitted: March 4, 2024

Waiver #1: Individual Training Accounts (ITA) – WIOA sec. 134; 20 CFR §681.550

Pursuant to the Workforce Innovation and Opportunity Act (WIOA) Title I and Wagner-Peyser Act waiver requirements and request process (WIOA sec. 189(i)(3)(B); 20 CFR §679.620; TEGL 8-18), the Nevada Department of Employment Training and Rehabilitation (DETR), designated state workforce agency for the State of Nevada, requested to waive the requirement limiting individual training accounts (ITAs) to only out-of-school youth (OSY) ages 16-24 pursuant to 20 CFR §681.550, and to allow the use of said training funds for ITAs for in-school youth (ISY) per WIOA sec. 134.

This is a statewide requested waiver to grant ISY the same participant opportunities available to OSY by empowering local workforce area staff to use ITAs, when appropriate. It promotes the use of training funds for ISY, facilitating their access to provide education and training to ISY and promote training as another option to entry into an increasingly competitive labor market. The waiver grants local workforce boards the flexibility to select training providers from Nevada's list for ISY with choices and access to training aligned with high-growth industries and occupations. This waiver eliminates the requirement for local workforce board one-stop operators to register ISY participants aged 18 years or older in the WIOA Adult program. This alleviates disruption in training transitions as ISY participants can seamlessly progress from the WIOA Youth program to the WIOA Adult program without the need for re-enrollment. The state requested this waiver for the WIOA Title I 2020 program year (July 1, 2020-June 30, 2021) and subsequently received extensions through June 30, 2024.

State strategic goals/US Department of Labor priorities supported by waiver request: The WIOA Final Rule, U.S. Department of Labor (USDOL) indicated that ISY age 18 or older may access ITAs through a WIOA adult program. This creates a gap issue for younger ISY (e.g., 16-18) having the ability to access ITA-funded education and training programs who are at risk of dropping out of school. Youth caught in this gap are then

vulnerable to dropping out of school, leaving the workforce program, and not achieving the education, training and certifications needed to demonstrate requisite skills to employers.

The waiver is designed to increase program flexibility and increase choice and access to opportunities based on youth customers' assessed needs in terms of training that leads to employment in high growth industry sectors and occupations. The waiver removes barriers to training opportunities through not requiring local workforce board one-stop operators to register ISY participants who are 18 years or older in the WIOA Adult program, thus mitigating the disruption in training between WIOA Youth program enrollment to WIOA Adult program enrollment.

Projected programmatic outcomes from waiver: The waiver improves outcomes and provides other tangible benefits for jobseekers and employers as follows:

1. Increase the number of youth that utilize ITAs to gain an industry-recognized credential and/or another postsecondary credential. Current Performance: In PY22, 16 ISY youth (1.05 % of active ISY) received occupational skills training. Nevada anticipates utilizing this waiver on 10% of active ISY, equivalent to 25-50 times per program year.
2. Increase in performance accountability measures for youth as found in WIOA sec. 116(b)(2)(A)(ii), thus increasing credential attainment and measurable skills gains. Current Performance: Based on PY21 and current year performance indicators for all youth the following outcomes would be expected:
 - Increase of quarterly earnings of 29-30% for youth who receive occupational skills training vs. no occupational skills training.
 - Increase in 2Q employment of 7% for youth who receive occupational skills training vs. no occupational skills training.
 - Increase in 4Q employment of 10% for youth who receive occupational skills training vs. no occupational skills training.
 - Increase in credential rates of 14% for youth who receive occupational skills training vs. no occupational skills training.
 - Increase in measurable skills gain of 31% for youth who receive occupational skills training vs. no occupational skills training.

Given the small relative sample size of 20-25 ISY youth being served under this waiver annually, Nevada expects:

- Increase of quarterly earnings of 32-33% for youth who receive occupational skills training vs. no occupational skills training.
- Increase in 2Q employment of 11% for youth who receive occupational skills training vs. no occupational skills training.
- Increase in 4Q employment of 5% for youth who receive occupational skills training vs. no occupational skills training.
- Increase in credential rates of 7% for youth who receive occupational skills training vs. no occupational skills training.
- Increase in measurable skills gain of 15% for youth who receive occupational skills training vs. no occupational skills training.

3. Promotion of innovative strategies to address student dropouts through dual-enrollment, occupational training, and work-based learning opportunities such as pre-apprenticeships and internships.

4. Reduction in WIOA Youth program dropouts by allowing ISY to remain enrolled, mitigating the program re-enrollment gap.

Long-term benefit to ISY participants: DETR intends that this waiver will result in long-term benefits and gains to ISY by expanding training opportunities that will allow them to increase their career and work readiness, enhance their connections to training programs that align their occupational interests to prepare them for work-based learning and employment. Furthermore, by allowing ISY access to ITAs it enhances the continuity of services for all youth in Nevada by creating gainful and sustainable career pathways, as well as creating a sustainable trained workforce for Nevada employers for the long recovery period.

Procedure for monitoring progress of waiver implementation/collection of outcome information: DETR continues monitoring state and local area performance to assess the effectiveness of this waiver using both state and federal accountability systems to ensure that all negotiated performance measures are met including expenditure percentages, results are accurately reported and will provide necessary technical assistance to the Local Boards, one-stop operators and service providers. DETR's monitoring policy is outlined. State Compliance Policy 5.7.

Assurance of state posting of the request for public comment and notification of affected local workforce development boards: DETR provided public review and comment of this waiver on March 15, 2021, through April 15, 2021. The proposed waiver in compliance with Nevada statutory requirements was reviewed and responses were developed for all comments received. DETR notified all Boards of the waiver submission and sought their input before submitting this request to USDOL ETA.

- Waiver #1 Approved: November 13, 2020 (PY2019)
 - This waiver is approved through June 30, 2021.
- Waiver #1 Extension Approved: June 29, 2021 (PY2020)
 - This waiver is approved through June 30, 2022.
- Waiver #1 Extension Approved: June 7, 2022 (PY2022 & 2023)
 - This waiver is approved through June 30, 2024
- Waiver #2: On-The-Job Training (OJT) – WIOA sec. 134(c)(3)(H)(i); 20 CFR §680.720(b)

Pursuant to the Workforce Innovation and Opportunity Act (WIOA) Title I and Wagner-Peyser Act waiver requirements and request process (WIOA sec. 189(i)(3)(B); 20 CFR §679.620; TEGL 8-18), the Nevada Department of Employment Training and Rehabilitation (DETR), designated state workforce agency for the State of Nevada, requested a waiver of the requirements of the Workforce Innovation and Opportunity Act (WIOA) Section 134(c)(3)(H)(i) and 20 CFR §680.720(b) in order to increase on-the-job training (OJT) employer reimbursement up to 90 percent for businesses with less than 50 employees. Pursuant to 20 CFR §680.720, employers may be reimbursed up to 50 percent of the wage rate of an OJT participant, and up to 75 percent using the criteria in 20 CFR §680.730, for the extraordinary costs of providing the training and additional supervision related to the OJT.

The approved waiver allows for a sliding scale of OJT training employer reimbursements that range from 50-90 percent, depending on the number of employees. DETR received an extension request for this waiver to extend through June 30, 2024, to allow for a sliding scale for the OJT training employer reimbursements that range from 50-90percent, dependent on the number of employees. State strategic goals/US Department of Labor priorities supported by waiver request:

The waiver is in alignment with national policy aimed at cultivating a workforce system that is responsive to the diverse needs of both individuals and employers while prioritizing principles of diversity, equity, inclusion, and accessibility (DEIA). In Nevada, we anticipate achieving the following objectives upon approval of this waiver request, while ensuring a commitment to DEIA:

1. **Enhance Flexibility for Local Economic Impact with DEIA:** We will promote on-the-job training (OJT) as a vehicle to engage employers, with a particular emphasis on those in targeted sectors. Our approach will prioritize DEIA by ensuring that underrepresented individuals and communities have equitable access to these opportunities. This will not only maximize flexibility in resource allocation but also address systemic disparities.
2. **Transition to a Demand-Driven, Sector-Based System with DEIA:** Our goal is to transform our current workforce system into a demand-driven, sector-based, and regionally oriented model that is inherently inclusive. We will work to ensure that marginalized and underserved populations are fully integrated into this model, thus contributing to more equitable talent development and economic growth.
3. **Expand Training and Employment Opportunities with DEIA:** In our efforts to increase training and transitional employment opportunities, we will place a strong emphasis on reaching out to unemployed individuals and hard-to-serve youth and adults from diverse backgrounds. This commitment to DEIA will empower these communities with the skills and opportunities they need to access high-skill, high-wage, high-demand occupations and industries.
4. **Boost Business Engagement with a DEIA Lens:** Encouraging businesses to engage more with the local workforce system will include strategies that promote DEIA within the workplace. This includes incentivizing employers to create diverse and inclusive work environments, making hiring and training opportunities accessible to all individuals, regardless of their background.
5. **Ensuring Accessibility and Inclusion in Implementation:** Throughout the implementation of this waiver, we will proactively address barriers and biases that may hinder diverse populations from benefiting fully. This will include measures to ensure accessibility for individuals with disabilities and outreach efforts that take into account cultural sensitivities and languages spoken in our diverse communities.

By weaving the principles of Diversity, Equity, Inclusion, and Accessibility (DEIA) into our workforce strategies, we aim not only to enhance the economic vitality of our state but also to promote social equity

and inclusivity, making sure that the benefits of workforce development are accessible to all, regardless of their background or circumstances.

Projected programmatic outcomes from waiver: The projected programmatic outcomes of this waiver for employers with 50 or fewer employees up to a 90% On-The-Job (OJT) employer reimbursement are as follows:

1. **Enhanced Local Economic Vitality:** The flexibility provided by the waiver will allow for more effective allocation of resources to areas with the highest demand for workforce services. This in turn will lead to increased economic vitality in local communities, particularly in targeted industry sectors. By aligning workforce development with the needs of these sectors, we anticipate stronger, more resilient local economies.
2. **Capacity Building for Workforce and Industries:** By promoting on-the-job training (OJT) as a means to engage employers, we anticipate the growth of a skilled and adaptable workforce. This approach will also enhance the long-term viability of industries by ensuring they have access to a well-trained talent pool. As a result, industries will be better equipped to compete on a regional and national level.
3. **Transformation into a Demand-Driven System:** The waiver supports the transformation of the workforce system into one that is demand-driven, sector based, and regionally oriented. This shift will create a dynamic talent development pipeline that aligns with the evolving needs of industries. This, in turn, will lead to a more responsive and adaptable workforce.
4. **Increased Opportunities for Unemployed Workers:** The emphasis on training and transitional employment opportunities will benefit unemployed individuals, including those who are hard to serve. They will gain access to relevant job training and portable skills that prepare them for high-skill, high-wage, high-demand occupations and industries. This is expected to reduce unemployment rates and improve overall workforce participation.
5. **Business Engagement and Growth:** By providing additional incentives for businesses to hire and train new workers, we anticipate increased engagement with the local workforce system. Small and medium-sized businesses are expected to benefit significantly. This will lead to the growth of the local businesses and an expansion of employment opportunities.
6. **Promotion of Diversity, Equity, Inclusion, and Accessibility (DEIA):** The programmatic outcomes will include a focus on ensuring that the benefits of workforce development are accessible to all members of the

community. Efforts to promote DEIA will result in a more inclusive and equitable workforce, benefiting marginalized and underserved populations.

7. Addressing Prior Barriers: The implementation of a sliding scale for reimbursement will address previous barriers to the use of OJT, making it a more attractive option for businesses. This will facilitate more widespread adoption of OJT as a workforce development strategy.

8. Strategic Alignment with National Policy: The outcomes of this waiver will align with the national workforce development policy objectives, fostering collaboration and coherence between state and federal initiatives.

Overall, the projected programmatic outcomes of this waiver are designed to enhance workforce development, promote economic growth, and ensure that the benefits of these efforts are accessible and inclusive for all residents of Nevada.

Current Performance: During the period July 2020 through June 2023, Nevada has utilized the 90% waiver 226 times and obligated \$1,388,377 with a successful completion rate of 70.8%. The average wage for these OJTs is \$18.38. The top 5 occupations were: Receptionists and Information Clerks, Heating, Air Conditioning, and Refrigeration Mechanics and Installers; Billing and Posting Clerks; Dental Assistants; Bookkeeping, Accounting, and Auditing Clerks. In addition, the local areas have used the 75% rule to provide an additional 38 OJTs and obligated \$230,944 with a successful completion rate of 82.1%. Average wage for these OJTs has been \$19.16. Nevada projects the following outcomes associated with the 90% waiver:

- Annual utilization: 100
- Successful completion rate: 75% - Nevada expects slightly lower success rates with the increased number of OJTs.
- Average wage: \$18.00 Nevada expects a slight moderation in wage with the increase in the number of 90% OJTs and as labor markets continue loosening.

Nevada expects small businesses which most often use the 90% OJT waiver to be a critical part of the continued recovery from the economic shock caused by the COVID-19 pandemic.

Individuals, groups, or populations impacted by the proposed waiver:

1. Employers: Businesses, especially small to medium-sized enterprises, will be impacted by the proposed waiver as it provides incentives and flexibility for them to engage in on-the-job training (OJT) and invest in workforce development. This will benefit employers in various industry sectors by enabling them to hire and train new workers more effectively.
2. Unemployed Workers: Unemployed individuals will benefit from increased training and transitional employment opportunities, as the waiver aims to help them acquire relevant job training and portable skills. This will improve their employability and increase their chances of securing high-skill, high-wage, high-demand jobs.
3. Hard-to-Serve Youth and Adults: The waiver focuses on expanding opportunities for hard-to-serve youth and adults, making it easier for them to access training and employment opportunities. This population may include individuals with limited work experience, those with barriers to employment, or individuals who have faced challenges in finding stable employment.
4. Local Communities: The waiver's emphasis on enhancing local economic vitality will have a positive impact on communities by creating a stronger, more resilient workforce and contributing to economic growth and stability.
5. Industry Sectors: Various industry sectors, particularly those targeted in the waiver, will be impacted positively. They will benefit from a more skilled and adaptable workforce, helping them remain competitive and responsive to their evolving needs.
6. Diverse Populations: The commitment to diversity, equity, inclusion, and accessibility (DEIA) in the waiver will have a positive impact on marginalized and underserved populations. Efforts to ensure equitable access to workforce development opportunities will benefit these populations.

Long-term benefit to OJT participants: This waiver results in long-term benefits and gains to jobseekers by creating gainful and sustainable career pathways, as well as creating a skilled and versatile workforce for Nevada.

Procedure for monitoring progress of waiver implementation/collection of outcome information: DETR continues monitoring state and local area performance to assess the effectiveness of this waiver using both state and federal accountability systems to ensure that all negotiated performance measures are met

including expenditure percentages, results are accurately reported and will provide necessary technical assistance to the Local Boards, one- stop operators and service providers. DETR's monitoring policy is outlined State Compliance Policy 5.7.

Assurance of state posting of the request for public comment and notification of affected local workforce development boards: DETR provided public review and comment of this waiver on March 15, 2021, through April 15, 2021. The proposed waiver in compliance with Nevada statutory requirements was reviewed and responses were developed for all comments received. DETR notified all Boards of the waiver submission and sought their input before submitting this request to USDOL ETA.

- Waiver #2 Approved: November 13, 2020 (PY2020)
 - This waiver is approved through June 30, 2021.
- Waiver #2 Extension Approved: June 29, 2021 (PY2020)
 - This waiver is approved through June 30, 2022.
- Waiver #2 Approved: June 7, 2022 (PY2022 & 2023)
 - This waiver is approved through June 30, 2024.
- Waiver #3: Out of School Youth (OSY) – WIOA sec. 129(a)(4); 20 CFR §681.410

The Nevada Department of Employment Training and Rehabilitation (DETR) requested a waiver of the requirements of the Workforce Innovation and Opportunity Act (WIOA) Section 129 (a)(4) and 20 CFR 681.410 that mandate a minimum of 75 percent of youth funds be used to serve out of school youth (OSY). DETR requested a waiver to allow Nevada the flexibility to reduce the OSY funding requirement to a minimum of 50 percent.

State strategic goals/US Department of Labor priorities supported by waiver request:

This waiver supports the DOL policy priorities of:

- Secondary and postsecondary educational obtainment,
- Increase youth access to educational, training, employment, and support services for at- risk in school Youth (ISY) as needed,
- Support the development of career pathways that align with in-demand career areas identified by

Department of Labor and the Nevada Governor's Office of Workforce Innovation (OWINN).

Nevada determined that the local areas benefit from the OSY waiver because:

- ISY programs produce higher quality educational outcomes at a greater rate.
- Increased educational outcomes are strongly correlated to long term earnings and employment outcomes.

Nevada has frequently the highest drop-out rates in the nation. For 2017/18, Nevada recorded a statewide drop-out rate for 9th through 12th grade students of 3.1 percent followed by 2.7 percent for 2018/19, for the Clark County School District which is the fifth largest in the nation; the respective rates were 3.4 and 3.0 percent. Addressing the challenges which at-risk ISY face, reduce the dropout rate thereby reducing the number of OSY in need of WIOA services.

Engagement of additional ISY through the increased availability of WIOA funding provides them with additional education and training resources enabling them to both enter career oriented economically self-sufficient work and pursue additional postsecondary opportunities. Specific services that can be provided through WIOA include on the job training (OJT) and work experience (WEX) opportunities which should decrease the number of youths dropping out or otherwise failing to obtain a secondary credential. These activities also allow participants to gain the hard and soft work skills necessary for successful integration into the workplace.

While the state and local districts have made significant progress addressing the drop-out rate, this situation is an area of continued concern for education administrators and elected officials at both levels. Businesses, the State Board working through the Governor's Office of Workforce Innovation (OWINN) and other workforce system participants also recognize the issue as negatively impacting efforts to develop the labor force necessary to grow and diversify the state economy. Local and state agencies are attempting to address the problem but are often limited in scope and program design and additional resources provided through increased ISY funding will augment and improve their results. County school districts have developed local programs to help alleviate the situation. The Governor's Office provides significant support to the Jobs for Nevada's Graduates (J4NVG) program including the use of Governor's reserve (WIOA) funds, and the State Department of Education has developed ongoing programs and initiatives addressing

issues including distance learning, homelessness, and competency-based learning intended to increase the number of students obtaining secondary credentials.

Nevada has been successful with exceeding OSY expenditure requirements. With the implementation of WIOA, the local Boards have worked diligently to transition the system from ISY dominant to OSY dominant. Several factors have contributed to continued low ISY expenditure rates:

- The original strategy for implementation of WIOA was containment of ISY expenditures.
- Procurements have been primarily designed around serving OSY.
- Shift of expenditures to OSY has limited system capacity to work with and recruit ISY in the schools.

This waiver provides additional tools to both state and local, public, and private, service providers and administrators to address Nevada's situation. The reduction allows the local areas to continue serving the OSY population while also increasing the ability to meet the needs of ISY in alignment with WIOA's intent by supporting career pathways and the preparation of young people for in-demand careers in the workforce, regardless of a youth's school status.

DETR recognizes the need to continue to prioritize service to OSY and pursues strategies including youth and adult co-enrollment, seek to partnerships with other agencies including adult education, and remains in compliance with all programs and reporting requirements.

The State of Nevada and the Local Boards (Nevadaworks that serves northern Nevada, and Workforce Connections that serves the southern four counties of the state) also recognize their continued responsibility to address the needs of OSY. The state monitors the Local Boards to ensure compliance with the modified funding apportionment, to provide effective, quality service to both ISY and OSY participants, and ensures all other statutory and regulatory requirements are met by the Local Boards, one-stop operators, and client service providers.

Projected programmatic outcomes from waiver: This waiver extension permitted the Local Boards the opportunity to determine how best to meet the educational and training needs of youth, regardless of school

status, and specific to the population, geographical location, and the economic and employment conditions of each workforce area. Nevada is a majority/minority state, both Boards are responsible for serving urban and rural populations, both have areas of extreme poverty and significant English language learner populations. This waiver allows Nevada to efficiently target all at-risk youth, meet the revised expenditure targets and negotiated performance measures for this client population. Nevada expects to shift \$2.3 million from OSY expenditures to ISY expenditures to enroll 300 additional ISY because of the waiver. As a result, Nevada expects the following outcomes associated with WIOA:

WIOA School Status at Exit	ISY	OSY	Increase /(Decrease)
Drop-Outs	8	-164	-156
Diploma / GED	56	-86	-30
Entered Post-Secondary	8	-3	5

Current Performance: Actual results were as follows:
Enrollments July 2020 through June 2023

Population	PY20	PY21	PY22	
ISY	169	166	303	
OSY	579	564	935	
Grand Total	748	730	1,238	
WIOA Status at Exit PY22		ISY	OSY	Total
In-School, Secondary or Less		121	113	234
Secondary Drop-Out		8	46	54
Diploma or GED		56	18	74
In-School, Post-Secondary		8	54	62
Grand Total		193	231	424

Enrollments for the entire year of 2022 show a 21% split between In-School Youth (ISY) and Out-of-School

Youth (OSY). It is important to note that ISY enrollment efforts were negatively impacted by school closures, distance learning, and social distancing measures.

When examining the results for 2022:

1. ISY Drop-Out Rates: These rates decreased slightly to 16.7% from 17.9%. Additionally, the percentage of youth continuing on to postsecondary education increased to 27.8% from 25.6%.
2. Persistence Rates for ISY: Persistence rates, reflecting the number of youth who stay engaged until achieving an educational outcome, decreased to 23.5% from 53.1%. These decreased persistence rates were significantly affected by school closures, distance learning, and social distancing measures during the pandemic.

In contrast, for OSY in 2022:

1. OSY Drop-Out Rates: These rates increased to 64.2% from 53.2%. Moreover, the percentage of OSY continuing to postsecondary education decreased to 0.7% from 1.7%.
2. Persistence Rates for OSY: Persistence rates for OSY increased to 60.7% from 50.3%. This suggests a higher level of engagement among OSY in achieving educational outcomes despite the challenges they faced.

Nevada recognizes that, despite the challenges faced by ISY in terms of educational outcomes during the pandemic, there remains a significant benefit in serving ISY youth at a higher level. As stated earlier, ISY youth outperform OSY in terms of diploma rates and their transition to postsecondary education. Historically, individuals with high school diplomas, as compared to high school equivalencies, earn more and progress to higher levels of education, underscoring the importance of supporting ISY youth comprehensively.

Individuals, groups or populations impacted by the proposed waiver: DETR intends for this waiver to benefit the large number of at-risk ISY in Nevada. It will reduce barriers to education, training, and employment and will continue to serve OSY as a priority population as required by WIOA. Nevada expects to enroll 250 fewer OSY because of the proposed waiver.

Long term benefit to ISY participants: Based on Census data, noted above, long term educational achievement outcomes not measured by WIOA are projected to be as follows:

Highest Educational Level Achieved	ISY	OSY	Inc/(Dec)
Diploma / GED	225	(86)	139
Some College	89	(32)	57
Bachelor's or higher	75	(4)	71
Median Monthly Earnings			
Diploma / GED	\$724,950	(\$249,869)	\$475,081
Some College	\$338,045	(\$103,724)	\$234,321
Bachelor's or higher	\$470,984	(\$19,916)	\$451,068

Procedure for monitoring progress of waiver implementation/collection of outcome information: DETR continues monitoring state and local area performance to assess the effectiveness of this waiver using both state and federal accountability systems to ensure that all negotiated performance measures are met including expenditure percentages, results are accurately reported and will provide necessary technical assistance to the Local Boards, one-stop operators and service providers. DETR’s monitoring policy is outlined State Compliance Policy 5.7.

Assurance of state posting of the request for public comment and notification of affected local workforce development boards: DETR provided public review and comment of this waiver on March 15, 2021, through April 15, 2021. The proposed waiver in compliance with Nevada statutory requirements was reviewed and responses were developed for all comments received. DETR notified all Boards of the waiver submission and sought their input before submitting this request to USDOL ETA.

- Waiver #3 Approved: June 20, 2020 (PY2019)
 - This waiver is approved for Program Years (PYs) 2019 and 2020
- Waiver #3 Approved: June 29, 2021 (PY2020)

- The waiver is approved for Program Year (PY) 2021 which includes the entire time for which the State is authorized to spend PY 2021 funds.
- Waiver #3 Approved: June 7, 2022 (PY 2021)
 - This waiver is approved through June 30, 2024

The following applies to all current waivers:

Actions for the removal of state or local statutory or regulatory barriers: There are no State of Nevada or local statutory or regulatory barriers to implementation. DETR compliance policies meet current federal program requirements.