



Train Employees Now

State of Nevada
NRS 231.068

The Nevada *Train Employees Now* Program provides short-term, skills based intensive job training to assist new and expanding firms to reach productivity quickly. A customized program is designed covering recruitment, hiring and job training for Nevada residents. It is the State's policy to support firms demonstrating a human-relations commitment through a meaningful wage and fringe benefit policy.

Each training program is designed jointly by the firm and state agencies. Major elements of the program include the development of a job applicant list, programming, materials, and classroom training. State agencies involved are the Commission on Economic Development, the Employment Security Division and the State Job Training Office – both divisions of the Department of Employment, Training and Rehabilitation. Training providers include local community colleges, private post-secondary institutions, or others identified by the applicant.

Program Benefits

1. Assistance with employee screening;
2. The employer determines the goals and objectives of the training;
3. Most direct training costs are eligible for reimbursement, including:
 - Consumable materials and equipment;
 - Rental of tools and equipment;
 - Rental of training site;
 - Instructor salaries and benefits;
 - Travel and per diem for limited number of instructors and trainees (if applicable).

Eligibility

- Businesses must hire a minimum of 10 trainees to participate. Trainees must be Nevada residents. The ceiling expenditure per trainee is \$1,000.
- Wages for jobs considered for training must exceed 80% of the statewide average annual hourly wage (Current statewide average hourly wage is \$19.69 and 80% equals \$15.75)
- Businesses must provide health insurance with option for dependents.
- Training is provided only for full-time, primary jobs created by companies locating or undertaking a significant expansion in Nevada.
- Existing businesses must prove growth by significantly increased employment or other factors indicating new investment and job creation.
- Grants are available for short-term customized training for new employees.
- Classroom training is limited to 30 days of training, with the exception of published community college courses, and must be completed within a 180-day period.
- Training must commence within the first 90 days after approval by the Commission, with a written request to the executive director, an extension maybe granted up to an additional 90 days. If the deadline is not met, the Commission, after review and reconsideration, may reallocate the monies to other companies seeking funding during the fiscal year.
- The program can fund up to 75% of total eligible costs. The company is required to contribute at least 25% of total eligible costs.

Mission:

The Nevada Commission on Economic Development promotes a more diversified and prosperous economy enriching the quality of live for Nevada residents by stimulating business expansion and retention, encouraging entrepreneurial enterprises, and attracting businesses to create economic growth in Nevada, and assisting with community development.

Criteria:

- *The average hourly wage for the fiscal year.*
- *The number of full-time permanent jobs by the fourth quarter of operation in Nevada, and continue to employ the minimum.*
- *The capital investment required for the type of business or expansion based on county/city population.*

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- Businesses must attempt to leverage other state and federal training resources wherever feasible.
- Businesses (or parent company) must have a proven business history.
- Businesses must commit to Nevada for five years. Businesses that fail to meet program criteria as set out in their application, may be required to return all or a portion of the funds.
- Companies that receive *Train Employees Now* funding are required to provide to the Commission a report regarding the employees trained with these funds. (Current work status, “trainees” hourly wage and company employment counts.)
- Training providers that receive *Train Employees Now* funding will provide to Commission staff and the Commission a report of all companies and their funding and training status on a quarterly basis during the training period. Records must be maintained for possible Legislative review.
- Payment will be made incrementally to the community college as training progresses.
- An audit of completion shall be submitted to the Commission by the community college within 90 days of the completion of training.
- Detailed course descriptions of the training program as well as other information such as the number of trainees, training days and hours of instruction will be included in the Train Employees Now application.

Note: Applications for program development and related costs will be evaluated by a local post-secondary educational institution before final payment is rendered. If approved, these training monies will be granted to the appropriate educational institution, NOT the business. ■



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