

Train Employees Now

NRS 231.068, NRS 231.147

The Nevada Train Employees Now (“TEN”) Program assists new and expanding companies to reach productivity quickly by providing short-term, skills-based intensive job training. A training program can be customized to cover recruitment, hiring, and job training for Nevada residents.

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 Governor’s Office of Economic Development (“GOED”), the Department of Employment, Training and Rehabilitation (“DETR”), and Nevada Industry Excellence (“NVIE”) – the statewide industrial outreach program for the Nevada System of Higher Education. Training providers include local community colleges, private postsecondary institutions, or others identified by the applicant.

Program Benefits

- Assistance with employee screening.
- The employer determines the goals and objectives of the training.
- 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; and 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. Generally the ceiling expenditure per trainee is between \$500 and \$1,000 depending on funding availability.
- Wages for jobs considered for training must exceed 80% of the statewide average annual hourly wage. The statewide average hourly wage established for fiscal year 2015 is \$20.62 (80% is \$16.50).
- 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 by generally meeting the requirements established in NRS 360.750.
- Grants are available for short-term customized training for new employees.
- The program can fund up to 75% of total eligible costs and the company must contribute a minimum of 25%.
- Businesses must attempt to leverage other state and federal training resources wherever feasible.
- The company commits to maintaining the business in Nevada for five years.
- Businesses that fail to meet program criteria as set out in their application may be required to return the funds.
- Companies that receive TEN funding are required to provide to GOED a report regarding the employees trained with these funds (e.g., current work status, trainees’ hourly wage, and company employment counts).
- Training providers that receive TEN funding will provide to GOED a report of all companies and their funding and training status on a quarterly basis during the training period.

Train Employees Now (cont'd)

The applicant should allow a minimum of 15 calendar days prior to the next regularly scheduled GOED Board meeting for the processing of a pre-approval application. GOED reserves the right to grant or deny eligibility on a case-by-case basis and based on fund availability.

Upon approval of an application, GOED will notify the company and the company and NVIE will develop a detailed course description of the training program. Training must commence within the first 90 days after approval of a program plan developed in coordination with the company and NVIE. An extension maybe granted up to an additional 90 days with written request to the executive director of GOED. Classroom training is limited to 30 days of training and must be completed within a 180-day period. If approved, these training monies will be granted to the appropriate educational institution, NOT to the business Payment will be made incrementally to the educational institution as training progresses. If the deadline is not met, GOED may, after review and reconsideration, reallocate the monies to other applicants seeking funding. An audit of completion shall be submitted to GOED by NVIE within 90 days of the completion of training.

For more information, visit: www.DiversifyNevada.com

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