

workforce CONNECTIONS

ADULT & DISLOCATED WORKER PROGRAM COMMITTEE

AGENDA

REVISED

Wednesday, June 22, 2011

1:00 P.M.

Texas Station

Dallas Ballroom E

2101 Texas Star Lane, North Las Vegas, NV 89032

This meeting has been properly noticed and posted in the following locations:

City of North Las Vegas, 2200 Civic Center Dr., North Las Vegas, NV
City of Las Vegas, City Clerk's Office, 400 Stewart Avenue, Las Vegas, NV
Clark County, County Clerk's Office 500 S. Grand Central Parkway, Las Vegas, NV
Esmeralda County Courthouse, 233 Crook Street, Goldfield, NV
Henderson City Hall, 240 Water Street, Henderson, NV
City Hall, Boulder City, 401 California Ave., Boulder City, NV
workforce CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV
Nevada JobConnect, 3405 S. Maryland Pkwy., Las Vegas, NV
Lincoln County 181 Main Street Courthouse, Pioche, NV
Nye County School District, 484 S. West St., Pahrump, NV
Pahrump Chamber of Commerce, 1302 S. Highway 160, Pahrump, NV

This Agenda is also available on the *workforce* CONNECTIONS internet website at www.nvworkforceCONNECTIONS.org.

COMMENTARY BY THE GENERAL PUBLIC

According to Nevada's Open Meeting Law, it is the Board's discretion to take Public Comment any other time other than during a Public Hearing or during the Public Comment Session. In all other instances, a citizen may speak on any matter before the Board for consideration, after receiving recognition and consent of the Chairman of the Board. Public Comment will be limited to three minutes. If any member of the Board wishes to extend the length of a presentation, the Chairman, or the Board will do this by majority vote.

If you wish to speak on a matter not posted on the agenda, you may do this during the Public Comment Session. Please clearly state your name and address – please spell your name for the record and limit your comments to no more than three minutes. No vote may be taken on any matter not listed on the posted agenda.

Adult & Dislocated Worker Program Committee members: Hannah Brown; Mark Keays; Valerie Murzl; Daniel Rose; Charles Perry and Maggie Arias-Petrel

Auxiliary aids and services are available upon request to individuals with disabilities by notifying Dianne Tracy, in writing at 7251 W. Lake Mead, #200, Las Vegas, NV 89128; or by calling (702) 638-8750; or by fax (702) 638-8774. The TTY/TDD access number is (800) 326-6868 / Nevada Relay 711. A sign language interpreter may also be made available with twenty-four (24) hour advance notice. An Equal Opportunity Employer/Program.

NOTE: Matters in this Agenda may be taken out of order.

All items listed on this agenda are for action by the Adult & Dislocated Worker Program Committee unless otherwise noted. Action may consist of any of the following: approve, deny, condition, hold or table. Public Hearings may be declared open by the Chairperson, as required for any of the items on this Agenda designated for discussion and possible action and forward recommendations to the workforce CONNECTIONS.

AGENDA

1. Call to order, confirmation of posting and roll call.
2. **ACTION:** Approve the agenda with inclusions of any emergency items and deletion of any items.
3. **ACTION:** Approve the Adult & Dislocated Worker Committee meeting minutes of April 13, 2011.....1
4. Citizen Participation
5. **ACTION:** Approve staff’s recommendation to negotiate and execute Green Economy Sector contracts procured through the Request for Proposal (RFP) process, to provide training and employment services for Adult and Dislocated Workers for the following contracts and recommended amounts:.....4

Bridge Counseling Associates.....	\$500,000
GNJ Family Life Center.....	\$600,000
Goodwill of Southern Nevada.....	\$600,000
Nevada Partners, Inc.....	\$600,000
Southern Nevada Regional Housing Authority.....	\$175,000

Contracts will be executed for the term of, July 1, 2011 through June 30, 2012, pending final approval by the Board.
6. **ACTION:** Approve staff’s recommendation to negotiate and execute PY’ 11 contracts with the following incumbent service providers:.....8

Latin Chamber Community Commerce Foundation.....	\$600,000
Nye Communities Coalition.....	\$750,000

PRIDE (Prisoner Re-entry).....	\$500,000
Southern Nevada Medical Industry Coalition.....	\$600,000

Contracts will be executed for the term of, July 1, 2011 through June 30, 2012, pending final approval by the Board.

- 7. **DISCUSSION and POSSIBLE ACTION:** Discuss proposals and their scores in response to *workforce CONNECTIONS* Healthcare Sector RFP from the following agencies:.....21

Nevada Partners, Inc.

Foundation for an Independent Tomorrow

Southern Nevada Regional Housing Authority

Clark County School District/Desert Rose High School

Arbor E.T./ResCare

Latin Chamber of Commerce Community Foundation

Bridge Counseling Associates

E.C.D.C. African Community Center

ISIS Connection

Las Vegas Urban League

The RFP scores will be presented by staff, presentation by staff regarding the proposals, including staff recommendation regarding which proposals to recommend to the full Board for approval. Vote to determine which proposals will be recommended to the full Board for approval.

NOTE: Any member of the Public may request a copy of the scores by emailing Kelly Ford at: kford@snvwc.org. The requested scores will be emailed on Tuesday, June 21, 2011 after 9:00 a.m. to those who emailed a request for the scores. Additionally, the scores will be distributed during the ADW committee meeting and may be picked up at workforce CONNECTIONS on June 21, 2011 after 9:00 a.m.

- 8. **ACTION:** To accept staff recommendation to negotiate and execute a contract with San Diego Second Chance procured as a result of the Prisoner Re-entry “Best Practices Model” Request for Proposals (RFP) released on May 28, 2011. The amount of the contract is not to exceed \$167,664.00.....25

- 9. Adjournment.

**MINUTES
ADULT & DISLOCATED WORKER COMMITTEE**

April 13, 2011

9:30 AM

workforce **CONNECTIONS**

Conference Room

7251 W. Lake Mead Blvd., Suite 200

Las Vegas, NV 89128

Members Present

Valerie Murzl, Chair
Dan Rose., Vice-Chair
Maggie Arias-Petrel
Hannah Brown
(via telephone)
Mark Keays
Charles Perry

Members Absent

Dana Wiggins
Deana Zelenik

Staff Present

John Ball, Executive
Director
Debra Collins
Jaime Cruz
Heather DeSart
Kelly Ford
Jeannie Kuennen
Scott Steinbach
Linda Yi
Carol Polke
Lynn Kerr

Others Present

Trnee Stephenson –ISIS
Connection/ NACS
Carol Elslager – ISIS
Connection

Peggy Calhoun– ISIS
Connection
Norma Zamora – Bridge
Counseling Associates
Donna Romo – DETR
Tiffany Tyler – Nevada
Partners
Doug Geinzer – SNMIC
Jake McClelland – FIT
Helicia Thomas – GNJ
Family Life Center
Rene Cantu – Latin
Chamber
Fran Phillips – CHR
John Mierzwa – CALA
Academy
Maggie Mendez – Easter
Seals

(It should be noted that not all attendees may be listed above)

Agenda Item 1 - Call to Order, confirmation of posting, roll call

Vice Chair, Valerie Murzl, called the meeting to order at 9:35 a.m. Staff confirmed the meeting had been properly noted and posted in accordance with the Nevada Open Meeting Law. Roll call was taken, and a quorum was present.

Agenda Item 2 –ACTION: Approval of agenda with inclusions of any emergency items and deletion of any items.

Motion was made to accept the agenda as presented by Charles Perry, and seconded by Mark Keays. Motion was carried.

Agenda Item 3 – ACTION: Approval of the Adult & Dislocated Worker Program meeting minutes: March 9, 2011.

Motion was made to approve the minutes of the March 9th meeting as corrected, by Charles Perry and seconded by Mark Keays. Motion was carried.

CORRECTION: Agenda Item #5 should read: Nominations and Elections for Chair and Vice-Chair of ADW Committee among the committee members.

A nomination of Valerie Murzl for Chairman was made by Valerie Murzl and seconded by Charles Perry; the nomination for Dan Rose for Vice Chairman was made by Valerie Murzl and seconded by Mark Keays. The vote was held and both positions were elected by acclamation.

Agenda Item 4 – ACTION: Approve revised scope of work for Latin Chamber of Commerce Community Foundation, Casa Verde Project.

ADW Program Director, Heather DeSart, gave background information on the events that caused Latin Chamber to consider a change in direction from the original scope of work they'd been operating under.

Rene Cantu, Executive Director for Latin Chamber of Commerce Community Foundation (LCCCF), addressed the committee and explained that their previous scope of work was written when SB 437 was intended to produce many jobs in the green field such as res net, photo voltaic, and retrofitting, but that is not what occurred. As a result, LCCCF reassessed the direction that they were moving in and opted not to continue training individuals in areas where there were no jobs. LCCCF has created a Green Employer Council which meets bi-monthly and provides information on what is needed by employers and where jobs may exist; their focus continues to be placement, retention, and a livable wage.

Committee member Mark Keays asked to see more specificity regarding the direction LCCCF would be moving in. Heather DeSart and Rene Cantu assured Mr. Keays he would be provided with the information he requires to feel sufficiently informed.

Motion was made to approve the revised scope of work for Latin Chamber of Commerce Community Foundation, Casa Verde Project by Charles Perry and seconded by Mark Keays. The motion carried. The motion carried. Maggie Arias Petrel and Hannah Brown recused themselves from the vote, as they sit on the Board of the Latin Chamber.

Agenda Item 5 – ACTION: Approve *workforce CONNECTIONS'* continuation of employment and training services for the PRIDE (prisoner re-entry) program for PY 2011.

ADW Program Director, Heather DeSart addressed the committee and gave a brief background: *workforce CONNECTIONS* received a waiver from the Governor to run the program in-house as a result of having to cancel the re-entry RFP. *Workforce CONNECTIONS* has been running the program and would like to continue to run it for an additional fiscal year as we strengthen relationships and attempt to bring in some of the Second Chance curriculum.

Motion was made to approve workforce CONNECTIONS' continuation of employment and training services for the PRIDE (prisoner re-entry) program for PY 2011 by Hannah Brown and seconded by Charles Perry.

Agenda Item 6 - INFORMATION: Termination by the Division of Workforce and Economic Development at the College of Southern Nevada, of the Lincoln County contract for employment and training services to Adult and Dislocated Workers.

Heather DeSart addressed the committee and drew their attention to the letter *workforce CONNECTIONS* received on March 30, 2011 from Rebecca Metty-Burns of the College of Southern Nevada terminating the contract for services to residents of Lincoln County. Ms. DeSart stated we are working on formulating a plan to continue service delivery in that area and we will bring that back to the committee once it's formalized.

Agenda Item 7- INFORMATION: RFP update for PY 2011.

Heather DeSart provided an update on the progress of the Sector Focused RFP's that have been released. Ms. DeSart stated that approximately 54 Letters of Intent has been submitted and reviewed the RFP calendar. There will be one evaluation team reviewing both Adult and Youth proposals as *workforce CONNECTIONS* aligns their both the Adult and Youth programs.

Agenda Item 8 - INFORMATION: Update on Rapid Response event with the Sahara Hotel.

Project Specialist, Debra Collins stated that a Rapid Response event was held at the Sahara Hotel was held on April 5th and 6th and the Rapid Response team saw approximately 350 people during the two-day event. A special Employment Edge workshop will be held specifically for the Sahara Employees on April 11, 12, and 13. Ms. Collins read a very nice thank you letter from the Operations Manager of the Sahara detailing the positive response of the employees for the Rapid Response event and looking forward to the Employment Edge workshop.

Agenda Item 9 - Citizen participation

Doug Geinzer, SNMIC, distributed a handout detailing the items that SNMIC accomplished in March as well as an article in the Nevada State Board of Nursing News.

Agenda Item 10 – The meeting adjourned at 10:38am

Proposed Program Descriptions

1. Bridge Counseling Associates –GREEN

Bridge Counseling Associates (BCA) proposes to provide sector training as identified by workforce CONNECTIONS. As a successful provider under WIA Title I funding for 10 years having met or exceeded all performance measures we intend to continue utilizing the effective programming that we have established.

BCA plans to use their partnerships with employers to meet the needs of green sector training in the area of transportation. BCA's partner employers have addressed the need of green sector growth by increasing fuel efficiency, decreased fuel consumption and decreased production in pollution. These partner employers are the primary transporters of green products for green companies.

2. Foundation for an Independent Tomorrow (FIT) – GREEN

FIT has experience as a skills-based employment service provider; their target population is under and unemployed adults and dislocated workers in Southern Nevada, especially people with ethnic and language diversity and those who are low-skilled.

The program will assess the conditions and potential for local Green Jobs by outreach to the community. It will propose Green Job training and suggest certifications that may be necessary, and then propel appropriate clients into Green Job training that provides for upward mobility and career sustainability.

3. Arbor E&T, LLC, d/b/a ResCare Workforce Services (RWS) –GREEN

Arbor E&T, LLC, d/b/a ResCare Workforce Services (RWS) is a national LLC with more than 3,000 employees. RWS proposes to recruit, assess, support, train, place, and provide retention and follow-up services to 155 adults/dislocated workers from Clark County, NV. Business services to "green employers" are embedded. The training component features state-of-the art proprietary curricula organized around our Basic Green Literacy program, blended with VantEDGE[®] job readiness. Participants can also earn a LEED[™] Green Associate certification for specific green-building related occupations, or the Green Clean Technician certification.

4. Easter Seals Southern Nevada – GREEN

Easter Seals Southern Nevada's Green Job Training and Placement Program for Adult and Dislocated workers will prepare workers in Southern Nevada who have been trained or require training in the green job sector to enter, remain and advance in the green economy workforce successfully. It will address this local priority and Southern Nevada's current dire economic condition by meeting the needs of business for specifically educated workers and providing workers with the sector specific education and

the supports that will allow them to be successful in the workplace. This project will train workers to enter the Green Energy sector with sector specific skills and a basic credential and such basic workplace skills that will make them employable.

5. Goodwill Industries of Southern Nevada, Inc. – GREEN

Following the passage of the American Reinvestment and Recovery Act (ARRA) Goodwill responded very favorably to the opportunity to get more involved in a green sector initiative. Goodwill defines a green job as an unskilled or skilled job in an environmentally conscious industry that promotes sustainable practices and the use of renewable resources. In anticipation of the green economy growth, Goodwill began seeking out employers and jobs that meet the criteria for green jobs, as such 35% of their OJT contracts leading to permanent employment are in green jobs. Goodwill uses both the Occupational Information Network (ONET) and the North American Industry Classification System (NAICS) to ascertain green jobs that are attainable with a minimal amount of education and training in industries such as transportation, heating, ventilation, air condition, information technology, construction and manufacturing.

6. CHR, Inc. – GREEN

In order to address the high unemployment rate, the CHR Green Sector Partnership will prepare individuals for jobs in the green employment and energy efficiency industry sectors in Clark County. CHR Green Sector employment and training program will prepare individuals for jobs to include, but not limited to, solar, heating, air conditioning and refrigeration technician, HVAC maintenance/repair trainees, green plumber & pipefitter, residential/commercial/industrial energy field auditor and weatherization auditor jobs. CHR's project will target unemployed and under-employed adults including veterans and ex-offenders

7. Nevada Partners, Inc. (NPI) – GREEN

NPI has entered into a memorandum of understanding with a nationally recognized leader in waste reduction and recycling strategies. The partners will leverage private resources to offer a set of trainings and certifications to businesses to support them in identifying and implementing sustainable and innovative processes, programs and practices in solid and natural resource waste reduction, reuse, recycling, pollution prevention, energy and water conservation and composting; and will provide WIA-supported training and certification to individuals who work in or are preparing to work in occupations employing sustainable and innovative processes, programs and practices. Nevada Partners will provide comprehensive assessment, case management, basic skills remediation, vocational training, and support services to unemployed and under-employed individuals to facilitate their placement in green jobs across sectors.

8. CCSD/Desert Rose High School – GREEN

Desert Rose High School (DRHS/DRAHS) has a Green Industry lab which allows students to receive practical instruction that will provide them the needed skill sets to succeed. DRHS/DRAHS states that they have collaborative partners in industry and education who will prepare participants for entry into the construction and particularly green construction.

9. Southern Nevada Regional Housing Authority (SNRHA) – GREEN

SNRHA has extensive experience as an employer and funding agency for contractors performing work in the Green Sector and is frequently at the center of job development programs and collaborative efforts. SNRHA has been designated to the Core Project Team for a new initiative called Project Renew and will also be the one-stop shop for coordination of job referrals for this combined Energy Audit and Weatherization job development plan. SNRHA is also currently developing its own Solar Screen manufacturing center to create training and employment opportunities participants. SNRHA is creating a one-of-a-kind opportunity for green job trainees which will address common barriers to employment. Participants will put their training to work and build practical work experience in this “incubator” program, which will operate as a stand alone business with all the necessary positions a company would require to manufacture, deliver and install solar screens for the broader community. Positions will include weatherization installers, solar screen technicians, delivery drivers, accounting clerks, sales representatives and administrative support positions.

10. GNJ Family Life Center (GNJ) - GREEN

GNJ has partnerships with agencies that receive funding from the Department of Energy, Department of Education, Department of Health and Human Services and the Department of Juvenile Justice Services.. The Department of Energy has funded clean energy projects proposed by business, agencies, and community-based organizations. GNJ has developed these partnerships to assist them in training participants on how to produce, manufacture, sell, and utilize their green technology.



Adult & Dislocated Worker

Scope of Work

Program Year 2011

<p>Program Name:</p>	<p>Casa Verde Project</p>
<p>Location:</p>	<p>300 N. 13th Street Las Vegas, NV 89101</p>
<p>Program Type: (Please note the funding stream)</p>	<p>WIA Green Sector Funding</p>
<p>Accomplishments: (Briefly describe "success story")</p>	<p>THE NUMBERS: Casa Verde has served 138 clients as of June 14, 2011 and is on track to serve 150 for this grant period. 80 clients are Adult and 55 are Dislocated Workers. We currently have 36 clients employed approximately, with an average wage of \$13.47. WE are on track to achieve all three goals as we continue to place participants in employment. THE STRATEGY: A diversity of Green Training areas has been a critical element in success. We have trained 15 clients in RESNET, 12 clients in BPI training and 5 clients in HVAC. We have ten clients pending HVAC training in June. Other trainings based on client needs have included Dialysis Technician (3) and Guest Room Attendants (3). OJT is a critical part of our success. Aqua Ganix has four Green OJTs at their Organic Shrimp Farming facilities. We are also doing OJTs with Extreme Green (Green Manufacturing), Republic Services, RENU Oil, and Luna's Construction (Green Recycling). SUCCESSFUL PARTNERSHIPS: The partnership with the Latin Chamber of Commerce connects the Casa Verde Project directly with over 1,500 businesses, and partnerships are constantly developed through this connection. Our first Employer Open House took place June 7, 2011. Over twenty businesses—many of them Green—attended. Many employers know nothing about OJT—the Chamber connection is unique and vital to connect with more business partners. This event will now become a monthly event. The Chamber now gives the Casa Verde Project five minutes on stage at every luncheon and event. This press is helping Casa Verde connect with more and more businesses. Casa Verde has successful partnerships with Aqua Ganix, a Green Agriculture Firm that is farming organic shrimp in North Las Vegas. Thus far, LCC has had four placements with Ganix. Luna Construction is a Green Recycling Firm in Las Vegas that is generating energy from trash. The LCC is in the process of placing four Program Participants at Luna. Casa Verde has</p>

	<p>partnerships in development with Brady Industries, Extreme Green, Evergreen/Republic Services, Simple Waste Solutions, MGM Mirage, Graphic Imaging, Harrah's, Hotel California and Nevada Adult Day Healthcare Centers (NADHC). New employer partnerships are always in development. Casa Verde is allied with the Green Alliance and the LV Green Chamber of Commerce. Casa Verde is setting up OJTs with Distinctive Energy Solutions and other Green Alliance members as a result of this partnership. These organizations are fertile grounds for partnerships with the Green Industry in Southern Nevada. SUCCESSFUL CLIENTS #1: Luis Hernandez was a Dislocated Worker who was out of work and receiving unemployment. He received HVAC Training through the program and will receive his Certification this spring. As a result of his training and Certification, Luis has been successfully placed as an Audit Technician at Service 1st Energy Solutions. Success Story #2: Josirman Rivera was an unemployed Adult who participated in the first training offered via Casa Verde for RESNET Certification. He received one of the highest scores in his class and demonstrated an excellent attitude and demeanor. Josir was hired as a temporary employee with Casa Verde as stopgap employment. His success working with WIA Program Participants led to his promotion to Case Manager. Success Story #3: Katy Duncan participated in the RESNET training class in January 2011, and received her BPI Certification. Katy is now working for the Green Chamber of Commerce as Development Director, and has her own company—MsEnergyStore.com. Success Story #4: Kevin McManus was an unemployed Adult. Kevin went through OJT beginning in March 2011; Kevin became Operations Manager for Aqua Ganix and now earns \$28.85 an hour for a Green company that is growing quickly.</p>
<p>Target Population:</p>	<p>Adult and Dislocated workers—especially those in the building trades and construction, language minority, displaced homemakers, women and minorities who--are underserved and undertrained identified and targeted field. We make a concerted effort to serve underserved populations in the zip codes identified by the Center for Economic and Business Research (CEBR) as having the highest unemployment, highest home insecurity, lowest educational attainment and lowest incomes including 89101 where the Casa Verde Project is housed (also including 89115, 89096, 89030, 89156, 89106 and 89038).</p>
<p>Program Description:</p>	<p>Program Uniqueness The Casa Verde Project's alliance with the Latin Chamber of Commerce is a unique and effective model for connecting Clients with Businesses. Casa Verde has used this linkage to connect with many green businesses and to help other</p>



businesses “Green” their workforce and practices. The Chamber provides Casa Verde with excellent **Employer Outreach**. **Employer Open Houses** and podium time at Chamber events provide critical connections to businesses. Driven by employer needs and market demands, the Casa Verde Project utilizes a **Green Council**, which meets quarterly to keep abreast of Green Economy trend in Southern Nevada. **Employer Appreciation** events are scheduled for the coming year. The Casa Verde Project closely links with other Latin Chamber Foundation programs to provide **wrap-around services** to clients in the program (e.g., **Public Computing Center, Shots for Tots, VITA/Earn It, Keep It, and Save It Program**). A significant component of the program is dedicated to OJT training, as this strategy is very effective for placing and training clients successfully. Currently, the Green Economy in Southern Nevada is very diverse and continues to grow. Casa Verde is working with Green businesses. On the Training side, the passage of AB 432 in the Nevada Legislature will portend the need for a smaller, yet still significant number of Home Energy Auditors to serve Southern Nevada.

Program Goals:

With a focus on **Green Recycling** (Evergreen/Republic Services), **Green Manufacturing** (Extreme Green), **Green Agriculture** (Aqua Ganix) and **Green Construction** (BPI/RESNET Training), Casa Verde will assist **200 Adult and Dislocated Workers** in Southern Nevada who were negatively impacted by the recent recession to enter stable and well-paying jobs in the Green Economy sector through effective and targeted Training, Case Management, Job Development and OJT. Goals include 1. Entered Employment Rate (63% for Adult and 70% for DW); 2. Retention After Six Months (70% for Adult and 80% for DW); and 3. Average Earnings Gain (\$11,500 for Adult and \$14,500 for DW).

Target Populations

Adult and Dislocated workers—especially those hardest hit by Las Vegas’ economic downturn. Individuals in the building trades and construction, language minority, displaced homemakers, women and people of diverse backgrounds who--are underserved and undertrained identified and targeted field. We make a concerted effort to serve underserved populations in the **zip codes identified** by the **Center for Economic and Business Research** (CEBR) as having the highest unemployment, highest home insecurity, lowest educational attainment and lowest incomes including 89101 where the Casa Verde Project is housed (also including 89115, 89096, 89030, 89156, 89106 and 89038).



	<p><u>Service Delivery Strategies and Mechanisms</u> Recruitment of Program Participants is achieved via media relations, word of mouth and inter-agency referrals. The Latin Chamber “brand” is an effective tool for reaching both Program Participants and Employers. The LCC utilizes Pathways from unemployment to employment via skills upgrades, training and OJT. Short term prevocational preparation is critical to preparing Clients for the Workforce, and we provide Employability Classes, Job Club and Computer Literacy skills classes. Classroom instruction via ETPL training is another critical component for creating a skilled Workforce. Solid case management is another essential component of our service delivery strategy that helps us to achieve our goals. Clients are provided individualized services, which may include GED and Literacy training, computer skills training, Supportive Services. Employer cultivation via Job Development is a central strategy, and OJT is one of the most important tools for placing Clients into Green Economy jobs. Many employers use OJT to train employees in high demand green jobs, and OJT incentivizes this activity.</p> <p><u>Connections to Other Programs and Services</u> Casa Verde is working with DETR, Nevada JobConnect, Welfare, and other social service agencies to ensure that clients have the support they need to succeed in the Green Economy. The United Way of Southern Nevada has approached the Foundation to develop a Center for Working Families where Clients can receive integrated services that would enhance their employability, job success and financial stability. Partnerships with the Urban League, which provides the Public Computing Center that clients use, enhances the wrap-around experience of clients.</p>
<p>Unique & Exemplary Attributes:</p>	<p>The Casa Verde Project possesses the following two Exemplary and Unique attributes. First, <u>the Latin Chamber knows business</u> in Southern Nevada since 1976, and the Casa Verde connects to these businesses through various partnerships that create synergies between Workforce and Employers. Second, <u>the Latin Chamber Foundation knows the community</u>. Our knowledge and connection to the community facilitates access to some of Southern Nevada’s highest need populations who would most benefit from Casa Verde. The Chamber’s diversity, cultural competency and accessibility to the community link it closely to the Las Vegas community. With over 1,500 business members, the connection to the Latin Chamber provides Casa Verde with a highly effective connection to employers in Southern Nevada. The Casa Verde Project has capitalized on this critical business connection by conducting Employer Open Houses, Media blasts, Green Council Meetings, and “Green Builds</p>



	Business” seminars in partnership with the United States Hispanic Chamber of Commerce.
Contact Person & Information:	Dr. Rene Cantu Jr. Executive Director Latin Chamber of Commerce Community Foundation Casa Verde Project 300 N. 13 th Street Las Vegas, NV 89101 (702) 385-7368 (702) 385-2614 rene@lcccf.org



Adult & Dislocated Worker

Scope of Work

Program Year 2011

Program Name:	NyECC Career Connections
Location:	(Nye & Esmeralda Counties) 1541 East Basin Ave Pahrump NV 89048 (Lincoln County) PO Box 499 Caliente, NV 89008 Admin Office: 2280 East Calvada Suite 103 Pahrump NV 89048
Program Type: (Please note the funding stream)	Formula
Accomplishments: (Briefly describe "success story")	211 Title I enrollments through the Pahrump office. 22 are in training or actively job searching so 189 are employed. Once specific situation included an offender male in his mid-30's that had just been released from prison after three years. He began volunteering at the Career Connections site to meet probation requirements. While a volunteer he attended any class or workshop available. He sought out work and was refused at sites including McDonalds due to facial tattoos and piercings. He was eventually able to obtain employment at an adult bookstore and is now attending college and is working to become a substance abuse counselor. He has been employed for almost 6 months.
Target Population:	Anyone that comes in from Nye, Esmeralda, Lincoln Counties.
Program Description:	NyECC Career Connections is a community specific hybrid of Title I services and Job Connect Services. As is often the case in rural communities, Career Connections serves as a holistic, customer based adult and dislocated worker program. The activities of Career Connections tie together the partners and resources necessary to the employability of the customers. Additionally, Career Connections provides services to the businesses community that increases collaboration between the job seekers and employers. Program Goals: To serve a minimum of 130 customers ADW services. Provide 25 hard to serve offenders services and provide job preparation workshops for customers. Target Populations Nye County current unemployment is 18.3%, Esmeralda is 8.1% and Lincoln County is 13%.



	<p>Service Delivery Strategies and Mechanisms Title I, intensive case management, resource center, job preparation workshops</p> <p>Connections to Other Programs and Services Strong connections to the business, service, nonprofit, and governmental organizations. Partners that reside within the Career Connections facility include AARP, Section 8, DETR, Sierra JobCorps, VITA, and Vocational Rehabilitation.</p> <p>Placements this year for employment included partnering with Maverick (new gas / convenience store) and Empire Aire among others.</p> <p>PLANNED EVENTS FOR THE NEXT YEAR INCLUDE: Open house for employers and consumers. Focused presentations for employers / businesses about the services provided through Career Connections. Will attend and promote at Rotary Meetings, Chamber of Commerce and Kiwanis among others. Will conduct employer orientations on a recurring basis.</p>
Unique & Exemplary Attributes:	<p>Successful with offender and reentry populations. There are 201 offenders receiving services (some are in the Title I but the overwhelming majority are not). Of those 201, 50 have been placed into employment. NyECC Career Connections is overcoming the distances and difficulties that are associated with servicing rural and frontier communities. Outlying areas are being reached telephonically and traveling as necessary. Career Connections staff has sought out employment opportunities across the state placing individuals with John Davis trucking in Elko, Labor Finders in Elko and by collaborating with the Winnemucca Job Connect. Double E Foods in Alaska place 6 individuals in Alaska for temporary work through collaboration with Career Connections.</p>
Contact Person & Information:	<p>Stacy Smith, 7757279970 stacy@nyecc.org 2280 East Calvada Suite 103 Pahrump NV 89048</p>



Adult & Dislocated Worker

Scope of Work

Program Year 2011

Program Name:	PRIDE
Location:	Casa Grande Transitional Housing
Program Type: (Please note the funding stream)	WIA Adult/DETR (Wagner Peyser)
Accomplishments: (Briefly describe "success story")	Within an abbreviated service period (7 months) at last report PRIDE had exceeded the required enrollment of 100 participants (115), has a 62% employment rate, average wage of \$9.00 per hour and 14.8% return to prison.
Target Population:	Adult, convicted felons
Program Description:	<p>PRIDE provides services to both pre- and post-release convicted felons. Services include: intensive case management, employment training, life skills training, vocational assessment and training, job development and placement, mentoring, mental health and substance abuse assessment/treatment. PRIDE also offers the full range of standard supportive services available through traditional WIA adult funding (rental assistance, work cards, uniforms, etc.) PRIDE will serve a total of 100 male and female ex-offenders during the program year.</p> <p>Services begin while participants are still pre-release inmates in the care of NDOC. The intensive case manager will determine eligibility and upon approval for services will complete an Individualized Employment Plan (IEP) with the assistance of the participant. This plan will address needs for housing, education, employment, vocational training, substance abuse/mental health assessment/treatment, family reunification, etc. The case manager will work cooperatively with NDOC staff to arrange and monitor participant movements in the community for the purpose of job search, employment, referrals, etc. Case management will continue when the individual transitions to post-release (paroles). Most participants will gain release from Casa Grande prior to exiting the program and services will continue after their release. Case managers will establish off-site office hours to continue providing services and guiding participants in their reintegration into society.</p> <p>The job developer will work with participants to assess their employability and job readiness skills. Assistance with resume building will be provided as well as coaching on applications and interviewing skills. Referrals for training will originate</p>

Name of Provider



	<p>with the job developer. The job developer will develop relationships with potential employers in the community and match those employers with program participants. Most ex-offenders lack healthy support networks/families to return to upon release. In recognition of participants' need for healthy, positive support the mentor-coordinator will recruit volunteer mentors from both the faith-based and secular communities. The mentor-coordinator will provide/oversee the training of these volunteers. Upon completion of training the mentor-coordinator will match the mentors with program participants.</p> <p>A 120 hour life skills/work readiness training will be delivered on-site at Casa Grande by PRIDE staff. Topics covered will include: applications, resumes, interviewing, dressing for success, personal finance/budgeting, personal hygiene, etc. This training will prepare participants to begin their job search in earnest. Additional classes covering basic resume writing and basic computers will be offered by PRIDE staff to all residents of Casa Grande on a weekly basis as well. PRIDE will contract with local providers for substance abuse assessment/treatment, mental health assessment/treatment and leadership/mentoring training for participants.</p>
Unique & Exemplary Attributes:	A partnership between <i>workforce</i> CONNECTIONS , DETR, NDOC and P&P. PRIDE is housed within an NDOC facility allowing unique access to the target population as well as presenting unique challenges.
Contact Person & Information:	Heather DeSart Program Director – ADW <i>Workforce</i> CONNECTIONS 702-638-8750

Adult & Dislocated Worker

Scope of Work

Program Year 2011

Program Name:	SNMIC – Health Care 20/20						
Location:	101 Convention Center Drive – 7 th Floor Las Vegas, NV 89109						
Program Type: (Please note the funding stream)	WIA – Adult & Dislocated Worker						
Accomplishments: (Briefly describe “success story”)	<p>Programs will focus on the continued success of <i>SMART Enrollment</i>:</p> <ul style="list-style-type: none"> - Strategic - Medical Skills, - Assessment & - Remediation thru - Training on the Job <p>The biggest contributing factor to the success of the SNMIC Health Care 20/20 Program was the design and implementation of <i>SMART NGN Enrollment</i>. This process values the most important relationship in workforce development – the relationship with the employer. Without the employers’ jobs, our work is meaningless. SNMIC worked closely with health care employers, allowing them to source screen and hire New Graduate Nurses for Internship Programs (OJTs). Upon selection, employers referred clients to SNMIC for SMART Enrollment into WIA, with clients being referred directly back to the employer to start a structured OJT Program.</p> <p>Our <i>New Graduate Nurse (NGN) Smart Enrollment</i> allowed us to report previously unheard of performance measures:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Entered Employment Rate:</td> <td>100%</td> </tr> <tr> <td>Retention Rate:</td> <td>100%</td> </tr> <tr> <td>Average Earnings:</td> <td>\$28,080</td> </tr> </table>	Entered Employment Rate:	100%	Retention Rate:	100%	Average Earnings:	\$28,080
Entered Employment Rate:	100%						
Retention Rate:	100%						
Average Earnings:	\$28,080						
Target Population:	Dislocated and New Graduate Health Care Workers						
Program Description:	<p><u>SMART NG (New Graduate) Nurse Enrollment</u> SNMIC plans to scale (expand upon) this program, enrolling a total of (a) 100 New Graduate Registered Nurses and (b) 40 Re-entry Registered Nurses (RNs looking to reenter the workforce, but in need of a refresher course).</p> <p><u>SMART D/W (Dislocated Worker) Enrollment</u> <i>SMART D/W Enrollment</i> is based on the same principals of a true partnership between the employer, the service provider and the local workforce investment board. This process allows the employer to source, screen and pre-hire clients based upon cultural fit and initial skills assessment, yet incentivize them to identify and</p>						



hire dislocated workers, furthering the mission of the entire workforce development system.

Basic skills in the health care profession become rusty without daily practice. On-The-Job Training is the best vehicle to remediate and elevate the skills necessary for a practitioner (client) to deliver safe and competent care to a patient. Simultaneously, OJTs are an easy way to incentivize the employer to hire dislocated workers. SNMIC is prepared to enroll all D/W clients into a minimum of a 4 week OJT with 50% wage reimbursement.

SMART D/W Enrollment allows SNMIC to leverage existing employer relationships and share the responsibility of qualification and enrollment with our employer partners. SNMIC will educate the entire human resources department (starting with recruiters) on how to identify and properly qualify potential employees as being dislocated workers. Our D/W addendum streamlines the application process allowing our Health Care 20/20 (HC2020) Liaison, who is located on-site, to work closely with HR personnel to properly enroll into WIA. HC 20/20 becomes a natural extension to the HR team, streamlining the paperwork process and making the Case Manager more accessible to clients needing supportive services or extensive case management.

SMART D/W Enrollment will also reduce costs/expenses in several ways:

- Office space will be donated by partner employer
- Travel expenses will be reduced
- Communications will be streamlined/integrated
- Increased case management ratios created by efficiency

Because dislocated clients are enrolled into WIA with an employment offer in hand they will require less supportive services, ensuring a larger investment into participant training as is indicated in our budget. SNMIC will further leverage WIA dollars with Silver State Works dollars to lessen the WIA burden.

Three (3) major hospital systems in Southern Nevada employ the majority of health care professionals. Each system hires and on-boards dozens of new employees each month, many of which are dislocated workers. The chart below represents those respective systems:

Organization	Average Weekly Hires	% Dislocated	Annual Clients
System # 1	25-30	30%	390
System # 2	20-30	30%	312



	System # 3	15-20	30%	234
	<p>Conservatively, SNMIC could serve 936 Dislocated Workers in FY 2011. According to the UNSOM Health Policy Report, the average wage of a hospital employee is \$23.67 per hour (we used \$18 for budgeting purposes).</p> <p>SNMIC will further leverage WIA dollars with Silver State Works to serve a larger client base.</p> <p>SNMIC would like to fund the placement of 800 dislocated workers.</p>			
<p>Unique & Exemplary Attributes:</p>	<p>With the expansion of Workforce Connection Service Providers serving the health care industry, it will be important for SNMIC to focus on its core competencies. No one understands health care workforce better than SNMIC. SNMIC is prepared to collaborate and play a substantial role in the implementation and success of the new health care service providers, sharing our proprietary suitability assessment, individualized education plans and leveraging our member (health care employer) relationships. This ensures optimal results for the entire system while delivering standardized and industry-driven, short term pre-vocational training. Furthermore, this plan delivers programmatic income that will create more OJT opportunities.</p> <p><i>SNMIC will best serve the workforce development system by focusing on three core areas:</i></p> <ol style="list-style-type: none"> 1. Recruitment and Placement of New Graduate and Re-entering Registered Nurses 2. Placement of skilled, yet dislocated, health care professionals. 3. Providing Suitability Assessments and Education Plans to other Service Providers <p><u>SMART Entry-Level Health Care Worker Enrollment</u></p> <p>Not every client is qualified or capable of being a safe and productive health care worker. A standardized and industry-driven suitability assessment that is trusted by the Southern Nevada Health care employer ensures that the Workforce Service Providers train the right people for the right profession.</p> <p>Five of the nine proposals received by Workforce Connections on the recent Health Care Sector RFP included the suitability assessment offered by SNMIC. This collaborative approach allows other service providers to leverage the knowledge and employer relationships of SNMIC, lowering the cost of program delivery while increasing effectiveness.</p>			



	<p>SNMIC has established employer trust and confidence in the most commonly used and trusted assessment tool used in workforce development– Health Keys. We have acquired a site license, identified a local Health Keys guru who will join the SNMIC team and are prepared to provide the suitability assessment to the other Service Providers selected for the health care sector. Clients will take the health career assessment upon completion of Health Care 101, an intensive workshop providing interested clients in an overview of health care professions.</p> <p>Administering suitability assessments will produce ‘programmatic income’ for SNMIC which will be reinvested into our participant training budget to fund additional OJTs.</p>
Contact Person & Information:	Douglas T. Geinzer, doug.geinzer@snmic.com , (702) 604-5627

Arbor/ResCare – Healthcare

Arbor E&T, LLC, d/b/a ResCare Workforce Services (RWS) is a national LLC with more than 3,000 employees. Founded in 1963, RWS has significant experience working in a multi-agency, collaborative environment. RWS is an operation of ResCare, Inc., the largest human service company serving individuals in the U.S., with 46,000 employees and four lines of business: Workforce Services: Home Care Services, Residential Services, and Youth Services. RWS' proprietary Health Care Information Technology Course for Medical Office Personnel is organized into courses or modules that can be scheduled to suit the needs of the area's adult/dislocated worker population. The course prepares candidates for entry-level employment as a Patient Services Representative, Patient Access Representative, Billing Services Representative, Unit Secretary, Patient Registrar, or Unit Clerk. Participants develop an understanding of Medical Insurance, Medical Terminology, Medisoft software program, and Electronic Health Records.

Bridge Counseling Associates - Healthcare

Bridge Counseling Associates (BCA) proposes to provide healthcare sector training as identified by Workforce Connections. BCA will continue our well established partnership with over 20 employers to meet the needs of health care sector training in the area of Substance Abuse and Mental Health Counseling and Prevention Services. Training partners for Counselor Training include the internship process and BCA proposes to expand training opportunities to envelop the areas of Supervisor Training and Mental Health Counseling as required and approved by the State Board of Examiners. Training will also be extended to include to Prevention Specialist.

CCSD/Desert Rose Adult High School - Healthcare

CCSD is requesting WIA funding to provide expanded education, training and employment opportunities focusing on healthcare for qualified adult and Dislocated Workers. Desert Rose High School and Desert Rose Adult High School would provide participant costs, tuition, expanded counseling and instruction in academics and healthcare. This proposed program would focus on academic and healthcare skills to prepare participants for employment and postsecondary education. Classes specific to the healthcare professions include: Certified Nursing Assistant, Medical Office Practices (Coding and Billing), Clinical experience and related course in science and business.

ECDC African Community Center - Healthcare

ECDC is a registered 501c3 non-profit organization dedicated to the resettlement of refugees into the Las Vegas Community. Since 2003, ECDC has been assisting refugees in building happy, healthy sustainable lives in Southern Nevada. Through participation in this program, ECDC proposes to ensure clients have the language, education and job skills necessary to work in the Healthcare sector. ECDC proposes to ensure that Southern Nevada's healthcare services are able to assist everyone, not just a majority of our citizens. They propose to offer employers, through appropriate cultural and language resources, the ability to reach into minority communities to increase the healthcare for all people in Southern Nevada.

Foundation to an Independent Tomorrow (FIT) – Healthcare

This program will propel newly graduated RN's into full time employment. Soon to be graduated RN's will be propelled into long term employment through a Nurse Apprenticeship Program. FIT proposes to propel lower skilled and diverse populations into jobs in Allied Healthcare and Healthcare IT through assessments, case management, provision of tuition and support services to educate people to be able to fill positions for which they had previously been unqualified. FIT also proposes to help place trained persons in Allied Healthcare jobs and assist those wanting to return to the workforce but need to update their certifications.

ISIS Connections – Healthcare

ISIS Connection provides Individual Support for an Independent Self, working with unemployed and underemployed individuals throughout Clark County. ISIS brings over 90 years of collective staff experience working with Workforce Investment Act (WIA), healthcare, social service, vocational rehabilitation and mental health services. ISIS proposes to closely with Nevada Health Care Association (NVHCA) in partnership to match qualified job candidates to open positions in home health, long term care, and other medical facilities.

Latin Chamber of Commerce Community Foundation - Healthcare

LCCCF proposes to service Adult and Dislocated Workers in obtaining placement in healthcare positions that offer long-term employment, livable wages and benefits in Southern Nevada. Specifically, LCCCF has assembled components in its partnerships to meet the need for preparing trained workers in the highest demand healthcare jobs including Personal Care Attendant, Health Information Technologist, Marriage and Family Counseling, Dental Hygienist and Health Education Officers. This program will also address the issue of extreme shortage in well trained bilingual Spanish healthcare workers.

Las Vegas Clark County Urban League - Healthcare

The Las Vegas Clark County Urban League proposes to implement the Adult and Dislocated Workers Health Care Sector program. This program will implement programs for the attainment of life and workforce skills and result in permanent employment for the Las Vegas Valley's most vulnerable population.

Nevada Partners, Inc. – Healthcare

NPI has historically addressed the workforce needs of vulnerable populations in our community's most economically challenged communities. NPI will recruit new registered nurse graduates, former graduates or experienced nurses not working or working in other fields. NPI will also recruit, assess and train and place new entrants interested in other healthcare occupations, specifically Certified Nursing Assistant, home health aide, long term care aide and health IT occupations. NPI will build upon their expertise to develop and implement effective internship programs to facilitate placement of mental health professionals.

Southern Nevada Regional Housing Authority

SNRHA has a comprehensive career and job training program, offering a One-Stop-Shop with resources to meet individual employment needs – educational assessments, vocational assessment, career and job skill training and transportation assistance. SNRHA proposes to focus on four opportunities to address the shortage of Healthcare Professionals: Training and skill building, re-training for Dislocated Workers, subsidizing the cost of higher education tracks for ongoing skill-building and career laddering and Workplace solutions for job placement. Skill development for Certified Nursing Assistants, Home Health care workers and other healthcare professions is a primary goal of SNRHA's Supportive Service Coordinators. The program will cover the cost to provide skills training for entry level and career-laddering clients.

workforce CONNECTIONS
ADW Healthcare Sector

Applicant	Average Score	Amount Requested	Amount Recommended	# to be served	Cost Per Participant
NPI	164.00	\$1,197,899.00	\$600,000.00	133	\$4,500.00
FIT	157.00	\$1,850,000.00	\$600,000.00	133	\$4,500.00
Housing Authority	155.00	\$360,940.00	\$175,000.00	48	\$3,609.40
Latin Chamber of Commerce	140.33	\$999,999.00	\$600,000.00	133	\$4,500.00
CCSD - Desert Rose	138.00	\$676,148.00	\$500,000.00	111	\$4,500.00
Bridge Counseling	131.00	\$198,081.00			
Arbor/ResCare	125.25	\$999,959.00			
Urban League	121.00	\$924,637.00			
ECDC African Community Center	118.00	\$308,261.00			
ISIS Connection	115.50	\$737,516.00			

TOTALS **\$8,253,440.00**

\$2,475,000.00

558

	America Works	Dale Carnegie	Ridge House	San Diego Second Chance
Cost	\$170,000.00	\$60,875.00	\$123,978.00	\$167,664.00
Staff training	No	Yes	Yes	Yes
Follow-up Technical Assist.	No	No	Yes – 930 hours	Yes – 200 hours
Length of training	1 year performance based	4 days	629 hours	4 weeks – 2 in San Diego, 2 in Las Vegas
Comments	Proposal does not address training local staff but rather focuses on providing all services. This does not develop the skills of local service providers.	Scope of service does not address the unique needs of the re-entry population.	The Request for Proposal specifies that we are seeking to “enhance our current program to include additional features that could more effectively and successfully prepare ex-offenders for work and life outside the prison.” The proposal notes that Ridge House developed the PRIDE model that is currently in use at Casa Grande. It presents no substantial changes from the original model. This proposal also states that the follow-up technical assistance is NOT intended for staff training.	The Request for Proposal specifies that we are seeking to “enhance our current program to include additional features that could more effectively and successfully prepare ex-offenders for work and life outside the prison.” This proposal identifies specific skills and competencies that local staff will be trained in to improve the quality of services provided. The bulk of the follow-up technical assistance is focused on continued staff training.