

**WORKFORCE CONNECTIONS**  
**LOCAL ELECTED OFFICIALS CONSORTIUM**  
**AGENDA**

**September 24, 2013**  
**8:30 a.m.**

***Workforce Connections***  
***6330 W. Charleston Blvd., Ste. 150***  
***Bronze Conference Room***  
***Las Vegas, NV 89146***

Voice Stream Link: <http://www.nvworkforceconnections.org/mis/listen.php>

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

City of Las Vegas, 495 S. Main, Las Vegas  
City of North Las Vegas, 2250 Las Vegas Blvd. N., North 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, 6330 W. Charleston Blvd., Ste. 150, 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 at [www.nvworkforceconnections.org](http://www.nvworkforceconnections.org)

**COMMENTARY BY THE GENERAL PUBLIC**

This Board complies with Nevada's Open Meeting Law, by taking Public Comment at the beginning of the meeting immediately after the Board approves the Agenda and before any other action is taken and again before the adjournment of the meeting.

As required by Nevada's Open Meeting Law, the Board may only consider items posted on the agenda. Should you wish to speak on any agenda item or comment on any other matter during the Public Comment Session of the agenda; we respectfully request that you observe the following:

1. Please state your name and home address for the record
2. In fairness to others, groups or organizations are requested to designate one spokesperson
3. In the interest of time, please limit your comments to three (3) minutes. You are encouraged to give brief, non-repetitive statements to insure that all relevant information is presented.

It is the intent of the Board to give all citizens an opportunity to be heard.

Welcome to our meeting.

Copies of non-confidential supporting materials provided to the Board are available upon request. Request for such supporting materials should be made to Suzanne Potter at (702) 638-8750 or at [spotter@snvwc.org](mailto:spotter@snvwc.org). Such supporting materials are available at the front desk of Workforce Connections, at 6330 W. Charleston Blvd., Ste. 150, Las Vegas, NV 89146 and are available on-line at [www.nvworkforceconnections.org](http://www.nvworkforceconnections.org).

Auxiliary aids and services are available upon request to individuals with disabilities by notifying Dianne Tracy, in writing at 6330 W. Charleston Blvd., Ste. 150, Las Vegas, NV 89146; 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) hours advance notice. An Equal Opportunity Employer/Program.

**NOTE: MATTERS IN THIS AGENDA MAY BE TAKEN OUT OF ORDER.**

**LEO Consortium Members:** Chair Commissioner Lawrence Weekly (Clark County), Vice-Chair Councilwoman Anita Wood (City of North Las Vegas), Councilwoman Peggy Leavitt (Boulder City), Councilwoman Gerri Schroder (City of Henderson), Commissioner Butch Borasky (Nye County), Councilman Bob Beers (City of Las Vegas), Commissioner Ralph Keyes (Esmeralda County), Commissioner Adam Katschke (Lincoln County)

*All items listed on this Agenda are for action by the Local Elected Officials Consortium 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 or possible action or to provide direction and recommendations to Workforce Connections.*

### **AGENDA**

1. Call to order, confirmation of posting and roll call
2. **DISCUSSION AND POSSIBLE ACTION:** Approve the agenda with inclusions of any emergency items and deletion of any items .....2
3. **FIRST PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter posted on this Agenda, which is before this Board for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes .....3
4. **DISCUSSION AND POSSIBLE ACTION:** Approve the Minutes from the Local Elected Officials Consortium meeting of August 13, 2013.....4
5. **DISCUSSION AND POSSIBLE ACTION:** Approve the Youth Council’s recommendation to allow Jobs for America’s Graduates (JAG) and Graduate Advocate Initiative (GAI) to serve eligible youth in some of the same Clark County School District (CCSD) high schools.....11
  - a. Basic H.S.
  - b. Bonanza H.S.
  - c. Cheyenne H.S.
  - d. Cimarron-Memorial H.S.
  - e. Del Sol H.S.
  - f. Desert Pines H.S.
  - g. Mojave H.S.
  - h. Valley H.S.
6. **INFORMATION:** WIA Client Demographics Report – Youth & ADW .....15
7. **DISCUSSION AND POSSIBLE ACTION:** Evaluate Executive Director’s performance based on previously accepted performance report and criteria approved by the LEOs with consideration for salary adjustment commensurate with noted performance .....27
8. **DISCUSSION AND POSSIBLE ACTION:** Executive Director’s Report ~ Ardell Galbreth .....42
9. **SECOND PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state your address for the record. Each comment will be limited to three (3) minutes .....77
10. **INFORMATION:** LEO Consortium Member Comments .....78
11. **ACTION:** Adjournment .....79

**Agenda Item 3.**

**FIRST PUBLIC COMMENT:**

Members of the public may now comment on any matter posted on this Agenda, which is before this Board for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes

**Agenda Item 4. DISCUSSION AND POSSIBLE ACTION:**  
Approve the Minutes from the Local Elected Officials  
Consortium meeting of August 13, 2013

**WORKFORCE CONNECTIONS  
LOCAL ELECTED OFFICIALS CONSORTIUM  
MINUTES**

**August 13, 2013  
1:00 p.m.**

**WorkforceCONNECTIONS  
7251 W. Lake Mead Blvd.  
Suite 200 Conference Room  
Las Vegas, NV 89128**

**Members Present**

Commissioner Lawrence Weekly, Chair	Councilwoman Anita Wood (phone)
Councilman Bob Beers	Councilwoman Peggy Leavitt
Commissioner Butch Borasky	Councilwoman Gerri Schroder

**Members Absent**

Commissioner Adam Katschke	Commissioner Ralph Keyes
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**Staff Present**

Ardell Galbreth, Executive Director	Suzanne Potter	Carol Turner
Heather DeSart, Deputy Director	Jim Kostecki	

**Others Present**

Mark Wood, Legal Counsel	Jack Eslinger, City of Las Vegas
Nield Montgomery, The Learning Center	Michelle Bize, Workforce Connections' Board Member
Linda Montgomery, The Learning Center	Ron Hilke, DETR
Dr. Tiffany Tyler, Nevada Partners, Inc.	

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

**1. CALL TO ORDER, confirmation of posting, roll call**

The meeting was called to order by Chair Commissioner Lawrence Weekly at 1:06 p.m. Staff confirmed the meeting had been properly noticed and posted in accordance with the Nevada Open Meeting Law. Roll call was taken and a quorum was present.

**2. DISCUSSION AND POSSIBLE ACTION: Approve the Agenda with inclusions of any emergency items and deletion of any items**

*A motion was made to approve the agenda as presented by Councilman Bob Beers and seconded by Councilwoman Gerri Schroder. Motion carried.*

**3. FIRST PUBLIC COMMENT SESSION**

None

**4. DISCUSSION AND POSSIBLE ACTION: Approve the Minutes from the Local Elected Officials Consortium Meeting of June 11, 2013**

*A motion was made to approve the Minutes from the Local Elected Officials Consortium Meeting of June 11, 2013 by Councilman Bob Beers and seconded by Commissioner Butch Borasky. Motion carried.*

**5. INFORMATION: Certificates of Recognition to Workforce Connections in support of its One-Stop Career Center from:**

- Governor Brian Sandoval
- Senator Harry Reid, Senate Majority Leader
- Senator Dean Heller
- Congressman Joe Heck
- Congresswoman Dina Titus
- Congressman Steven Horsford

The Certificates of Recognition are provided on page 12 – 17 of the agenda packet.

**6. DISCUSSION AND POSSIBLE ACTION: Workforce Connections' One-Stop Career Center Report from Legal Counsel**

Ardell Galbreth, Executive Director provided a brief report on the One-Stop planning process, including establishing MOUs with the One-Stop Consortium and System Partners, the coordination efforts with DETR and other local entities, and the approval process by the Board and LEOs for the One-Stop Center and funding to support the lease agreement. Ardell noted that throughout the year-long process, meetings were held, training was provided and large packets of information were distributed at the Board and LEO meetings.

At their last meeting, the LEOs directed Legal Counsel to conduct a legal review of the One-Stop process. Upon conducting this review, Mark Wood, Legal Counsel reported that the founding documents adopted by the Workforce Connections' Board appear to have met all legal requirements and, so long as the parties comply with the Memorandum of Understanding, there is no apparent reason that there would be disallowed costs determined by the Department of Labor (DOL). Mr. Wood stated that DOL can find disallowed costs if there is any misappropriation of funds, but that is not the case here.

Councilman Bob Beers stated that his concern is that the One Stop is so massively wasteful when DETR is offering a free option, but he could not locate any DOL regulations that cover this area.

*A motion was made to accept the Workforce Connections' One-Stop Career Center Report from Legal Counsel by Councilwoman Gerri Schroder and seconded by Commissioner Butch Borasky. Motion carried.*

**7. DISCUSSION AND POSSIBLE ACTION: Review and discuss executive director's annual report and performance evaluation, along with any other criteria related to the executive director's employment**

The Executive Director is required to submit an annual report describing his accomplishments for the year, including but not limited to each of the following items:

- Policy implementation and daily operations
- Techniques and methods employed to assist the service providers
- Project development; secure new grants to enhance the workforce investment delivery area
- Fiscal management; developing and establishing a financial system that meets or exceeds federal, state or local requirements

Mr. Galbreth provided an overview of his accomplishments and noted that he will continue to work at establishing a Barber school in Southern Nevada as well as address the issue of clients not receiving timely access to quality service. Mr. Galbreth's future goals include getting more training for Workforce Connections' staff and partners, establishing a Workforce Development Academy, establishing more One-Stop Comprehensive Career Centers throughout the greater Las Vegas area

(i.e., Henderson, North Las Vegas) and One-Stop Career Center Affiliate Sites in Boulder City, Henderson, Pahrump and Mesquite.

The LEOs thanked Mr. Galbreth for his accomplishments.

Commissioner Butch Borasky requested a copy of the Workforce Connections' Employee Handbook.

Mr. Galbreth stated that earlier this year he met with the Barber Board to gain support to construct a Barber school in Southern Nevada. Currently, an individual has to go out of State to obtain a Barber's license and some individuals will stay anywhere from six to eight weeks out of State due to the lack of quality training here in Nevada. To be an eligible Barber School, there must at least two Master Barber's in the State to provide the training. Arizona, California and Utah have Barber schools on the Eligible Training Provider List and are possible candidates. There is currently one Master Barber in Nevada. Another individual is needed who is willing to go out of State to secure a Master Barber's license, then an Instructor Barber's license and come back to Southern Nevada. Mr. Galbreth put together a proposal and is working with the Barber License Board.

Chair Weekly stated that this is a very diverse field for men and women and hopes Workforce Connections is successful at pursuing the Barber School as it will be a great opportunity for Workforce Connections' to assist individuals obtain a Barber's license here in Nevada.

Mr. Galbreth spoke about his strategies to provide individuals timely access to services including reviewing and improving funded partners' intake and assessment processes (i.e., Individual Employment Plan). Workforce Connections' will ask the funded partners for a detailed narrative for their intake process so staff can review it for any unnecessary steps they may be taking that could impede the intake process, and staff can mandate that these steps are removed. Staff was able to run a preliminary report to show how long funded partners take to process a client from the date of first service, to the date client enters training, to exit, etc. This allows staff to see exactly what is happening.

Mr. Galbreth announced that he will be going through an Executive Leadership course and his project, working with the National Association of Workforce Boards and the U.S. Department of Labor, is to devise a method to reduce the time it takes for clients to access services.

There being no further discussion, Chair Weekly referred to Legal asking for the proper action to be taken on this agenda item. Mr. Wood replied that the way the agenda item is written is all the guidance he can provide.

***A motion was made to accept the Executive Director's Annual Report by Councilman Bob Beers and seconded by Councilwoman Gerri Schroder. Motion carried.***

## **8. DISCUSSION AND POSSIBLE ACTION: Review, Discuss, Accept and Approve**

### **a. PY2013 WIA Formula Budget July 1, 2013 through June 30, 2014 and Budget Narrative**

Carol Turner presented the PY2013 WIA Formula Budget and Budget Narrative provided on page 21 - 29 of the agenda packet. This Budget/Narrative was presented at last month's meeting. On July 1<sup>st</sup> the One Stop Center & System Budget was increased by \$348,000 (\$150,000 Academy of Human Development Computer Center; \$168,000 Construction Costs; \$38,000 for incurred safety upgrades at One-Stop Center and Workforce Connections' Administrative Offices). New One-Stop Center & System Budget amount is \$1,548,000.

### **b. PY2012 WIA Formula Budget July 1, 2012 through June 30, 2013 and Budget Narrative with One-Stop Construction Summary**

Carol presented the PY2012 WIA Formula Budget and Narrative with One-Stop Construction Summary provided on page 30 - 37 of the agenda packet. This is the final revision for the PY2012 Budget to include an increase of \$10,000 for Systems Communications (Web and Licensing Costs for Software). The total amount budgeted for this line item is \$60,000.

c. Budget vs. Actual Finance Report (Workforce Connections' Operations) for the period July 1, 2012 through June 30, 2013 (Formula WIA)

Carol presented the Budget vs. Actual Finance Report provided on page 37 of the agenda packet. This report includes expenses through May 2013 with a Budget Authority Remaining of \$1,762,739. As of June 2013, there is approximately \$1,500,000 remaining that is carry forward on July 1, 2013, of which approximately 80% (plus) will be put back out into service providers' contracts.

Approximately \$53,000 is remaining in the following line items:

7050 Tuition, Training and Seminars (staff).....	\$23,000 (Conference fees for out of State)
7055 Travel and Mileage (staff) .....	\$6,606 (Out of State travel & local mileage)
7090 Non Board Meetings & Outreach .....	\$14,893 (Chamber/Business Events & Outreach)
7095 Board Meetings & Travel .....	\$8,652 (Conferences & Board Meeting banquet fees)

Councilwoman Peggy Leavitt explained that Boulder City has cut back on their travel expenses and wanted further explanation of Workforce Connections' budget line items for travel related expenses. Staff will provide a summary total for staff mileage, travel, and training conference expenses and Board meeting and travel expenses incurred in Program Year 2012.

Councilman Beers suggested that more staff (i.e., Department Managers) attend more Best Practices seminars, rather than the Executive Director.

d. PY2011/PY2012 Awards & Expenditures Report – Monthly Update

Carol presented the PY2011/PY2012 Awards & Expenditures update for June 30<sup>th</sup> provided on page 38 - 40 of the agenda packet. The format for this report has been revised to include open pink papers issued to any of the funded partners (*see Workforce Connections' General Policy 5.02 Non-Compliance Sanctioning Process*).

The ADW funded partner contracts (pg. 38) have been extended. The remaining PY2012 funds in the amount of \$1,500,000 will be recaptured at the end of June and put back into funded partner contracts. The Rural Services contracts (Lincoln County and Nye Communities Coalition) and the Re-Entry Services contract (Foundation for an Independent Tomorrow) have been extended to June 30, 2014. The previous contract funds will roll over and will not be recaptured.

The majority of Youth funded partner contracts (pg. 39) were extended to September 30, 2013 (a few have been extended to September 30, 2014). Approximately \$1,400,000 will be recaptured from prior year's contracts. The Rural Services contracts (Lincoln County and Nye Communities Coalition) and Re-Entry Services contract (Youth Advocate Programs) will be extended to 2014.

Southern Nevada Children First (SNCF) has been issued a pink paper under its PY11 Summer Component and PY12 Out-of-School Youth contract both ending on September 30, 2013. Workforce Connections' staff is providing continuous technical assistance and audits SNCF's financial transactions every two weeks.

Under Direct Grants (pg. 40), The State Energy Sector Partnership (SESP) grant ends on June 30, 2013 and the four Workforce Connections' staff members will be moved to WIA funds. The YouthBuild PY11 grant ends on May 31, 2014 and Workforce Connections was awarded the new PY2013 YouthBuild Grant for \$1,100,000 and YouthBuild USA AmeriCorps Grant for \$25,000.

e. Workforce Connections' Grant Awards

- i. National Emergency Grant - \$1,400,000 (of \$1,800,000 awarded to Nevada)
- ii. YouthBuild Grant - \$1,100,000
- iii. YouthBuild USA AmeriCorps - \$25,000



The National Emergency Grant is for On-the-Job Training for individuals receiving unemployment benefits for at least 27 weeks.

f. Adult & Dislocated Worker and Youth Funding Plans

Carol Turner presented the PY2013 Adult & Dislocated Worker (pg. 42) and Youth (pg. 43) Funding Plans.

There is an ADW fund balance of .48 months. Funds have been set aside for pending contracts including \$650,000 for Veterans Services (to start October 1, 2013); \$850,000 for Re-Entry/Barber Training; \$500,000 for Re-Entry/Logistics - Warehousing Operations, and \$50,000 each for Rural/Esmeralda and Mesquite (to start January 1, 2014). Total pending commitments are approximately \$1,400,000.

There is a Youth fund balance of 1.11 months. Funds have been set aside for pending contracts including \$300,000 for Rural Youth Services (contracts extended to September 30, 2014); \$1,500,000 In-School Youth (contracts extended to September 30, 2014); \$350,000 Youth Jobs for America's Graduates (to start July 1, 2013) and \$1,400,000 for Out-of-School Youth (to start October 1, 2013).

Chair Weekly requested a meeting with staff to further discuss workforce development initiatives.

Mr. Galbreth stated that he has been in contact with Regional Transportation Commission (RTC) to discuss their training needs for new positions when they become available, and that Workforce Connections' staff is out in the community meeting with local businesses to provide employment and training resources; however, if the LEOs have any intelligence of available jobs and/or skills, training needs in the community, he would appreciate that information so that Workforce Connections can respond by meeting those needs.

Chair Weekly stated that RTC needs to make a presentation to this Board. He is happy for the potential 10,000 new jobs but he is not in full support because there is no guarantee that the jobs will be offered to local residents.

Ms. DeSart explained the steps staff took to locate qualified candidates for 25 bus driver positions with RTC.

Councilwoman Gerri Schroder commented that the funded partners may not be fully aware of the employment and training needs of the various sectors (e.g. diesel mechanics) and suggested that the partners attend some of the sector council meetings for more information.

g. Audit Findings Report for Program Year 2011 (Year Ended June 30, 2012)

Carol presented the Audit Findings Report for PY2011 provided on page 45 - 46 of the agenda packet. There is no change from last month's report.

h. Workforce Connections' Standing Professional Services Contracts

Carol presented the Workforce Connections' Standing Professional Services Contracts report on page 46 - 50 of the agenda packet.

*A motion was made to accept and approve the Operations report by Councilwoman Gerri Schroeder and seconded by Councilwoman Peggy Leavitt. Motion carried.*

**9. DISCUSSION AND POSSIBLE ACTION: Executive Director's Report ~ Ardell Galbreth**

Mr. Galbreth reported that representatives from U.S. Department of Labor's Regional Office in San Francisco will be at the One-Stop Career Center on Friday, August 16<sup>th</sup> for training to launch a nationwide WebEx videoconference on the Affordable Healthcare Act on Wednesday, August 21<sup>st</sup>. Chair Weekly asked the LEOs to stop in during DOL's visit.

Last week, Workforce Connections' participated in the disallowed costs hearing with Department of Employment, Training and Rehabilitation (DETR) and Nevada State College regarding costs incurred for the Spanish Immersion training program in Guadalajara, Mexico. Workforce Connections approved the training which was on the Eligible Training Provider List, but DETR disallowed the costs. Workforce Connections made an appeal, which was denied, and requested it be presented to an impartial hearing officer, which took place last Thursday with Mr. Galbreth, the President of Nevada State College, the President/CEO of St. Rose Dominican Hospital and a number of community partners who provided testimony of the viability of the Spanish Immersion training program. The outcome of the hearing is pending. Mr. Galbreth stated that the WIA regulations do not prohibit this type of training; however, any travel to a foreign country is disallowed. Workforce Connections disallowed the travel so private funding was used to cover the travel. The amount of the disallowed costs is \$19,807.26.

Mr. Galbreth reported the 4<sup>th</sup> Quarter Youth Performance Measures:

- Placement in Employment/Education                      Increased by 4.2%
- Attainment of H.S. Diploma/Degree                      Increased by 13.2%
- Literacy/Numeracy Gains                                      Increased by 8.8%

In the Rurals, clients are participating in work experience opportunities, online training, especially bookkeeping, and OJT training opportunities are being reviewed. Today, Nye County is having Environmental Workforce Day.

Workforce Connections will host a Super Hiring Event on Thursday, October 30<sup>th</sup> at the One-Stop Career Center.

On August 30<sup>th</sup> the Workforce Connections' Administrative Office will relocate to the new building at 6330 W. Charleston Blvd., Suite 150, Las Vegas, NV 89146. Effective September 1<sup>st</sup>, all Board and Committee meetings will be held at this location.

*A motion was made to accept the Executive Director's Report by Councilwoman Gerri Schroder and seconded by Councilwoman Anita Wood. Motion carried.*

## **10. SECOND PUBLIC COMMENT SESSION**

Dr. Tiffany Tyler, Nevada Partners, Inc.: Dr. Tyler reported that over the last three years Nevada Partners placed 1,383 individuals into employment and 291 were placed this past year; 31 participants were trained in Logistics and 38 were placed into related employment.

## **11. INFORMATION: LEO Consortium Member Comments:**

Councilwoman Leavitt commended Ardell for doing a great job.

## **12. ACTION: Adjournment**

*The meeting adjourned at 2:41 p.m.*

**Agenda Item 5. DISCUSSION AND POSSIBLE ACTION:** Approve the Youth Council's recommendation to allow Jobs for America's Graduates (JAG) and Graduate Advocate Initiative (GAI) to serve eligible youth in some of the same Clark County School District (CCSD) high schools

- a. Basic H.S.
- b. Bonanza H.S.
- c. Cheyenne H.S.
- d. Cimarron-Memorial H.S.
- e. Del Sol H.S.
- f. Desert Pines H.S.
- g. Mojave H.S.
- h. Valley H.S.

## **Program Differentiation**

### **Graduate Advocate Initiative & Jobs for America's Graduates**

#### **GRADUATE ADVOCATE INITIATIVE**

- A local strategy for helping seniors at 14 at-risk high schools in the Clark County School District succeed, in school and after graduation in both post-secondary endeavors and on the job
- Has served more than 1500 young people in the Clark County School District
- Has been implemented in Clark County since December 2011.
- Completely funded by partnering organizations resulting in no cost to the Clark County School District
- Serves 50 senior class status students in 14 high schools each school year
- Students are selected based on the risk of not completing the requirements for a high school diploma due to:
  - 1-2 credits deficient
  - Unable to pass all or part of the High School Proficiency Exam
  - Possess at least 2 barriers preventing them from being successful academically
- Mentors provided through the Reclaim Your Future Mentoring Project
- Participating students meet with the Graduate Advocate Coordinator monthly and participate in supportive programs provided by the funded partners
- Supportive services are provided by local nonprofit organizations
- Data is collected using the NVTrac data management system

#### **JOBS FOR AMERICA'S GRADUATES**

- A national strategy for helping the highest-risk, most disadvantaged young people succeed, both in school and on the job
- Has served more than 900,000 young people in 32 states
- Has been implemented in the state of Nevada since October 2012
- Funded by federal, state and private resources, including the school district
- Serves 35-45 students each school year; 2/3 junior class status, 1/3 senior class status in 10 high schools
  - Selected students are those that are most at risk of not completing the requirements for a high school diploma, transitioning from school to workplace, and/or enrolling in a postsecondary institution. JAG defines the most at risk young people are those who have one or more of the following characteristics: one or more years behind modal grade for one's age group; below-average

academic test scores relative to students in his class, with particular emphasis on those in the bottom 25% of the test distribution; above-average number of absences during the past school year in comparison to other students in the school; placed on probation, suspended from school one or more times during the past two years; member of an economically disadvantaged family; lives with only one or neither of his/her natural parents; mother has not graduated from high school; closest friends have limited educational experiences

- Student selection is guided by the In-School Advisory Committee
- Students meet with the JAG Specialist every day
- Students must enroll in the Jobs for America's Graduates class as part of their daily school schedule. Students earn an elective credit for completing the class
- Students participate in the Nevada Career Association; a student organization
- Supportive services are provided by a Reno, NV based nonprofit organization
- Data is collected using the e-NDMS and NevadaWorks data management systems

## Community & Government Relations

### *School-Community Partnership Program*

C/O WESTERN HIGH SCHOOL • 4601 W. BONANZA ROAD • LAS VEGAS, NV 89107 • (702) 799-6560 • FAX (702) 799-6570

August 27, 2013

Ardell Galbreth  
Workforce Connections  
7251 W. Lake Mead Blvd., Suite 200  
Las Vegas, NV 89128

Dear Ardell,

I wanted to thank you for your support during the July 23, 2013 Workforce Connections Board meeting regarding the request to allocate funding for the Jobs for America's Graduates (JAG) program. I also wanted to clarify the decisions made regarding the schools which will host the program and the fact that some of these schools also have the Graduate Advocate Initiative (GAI) in place. As was discussed at the Workforce Connections Board meeting, eligible students at the following schools will participate in either the GAI or the JAG program; Basic, Bonanza, Cheyenne, Cimarron-Memorial, Del Sol, Desert Pines, Mojave and Valley. Each program will maintain separate data collection and management systems.

The advantage of providing both programs in these schools is that though both programs focus on improving the graduation rate, the strengths of each program will provide the opportunity to enroll students based on individual need of the students that each program can address. For example, the JAG program has a clearly defined curriculum which provides the students daily contact with the JAG Specialist where the GAI provides monthly contact with the Graduate Advocate Coordinator. The JAG program provides students with the opportunity to participate in the student association as a way to develop leadership skills while the GAI provides multiple opportunities for students to engage in workshops and learning activities to develop leadership skills.

I am looking forward to the opportunity to expand the Jobs for America's Graduates Program in our schools to meet the needs of our students.

Sincerely,



Debbie Tomasetti, Coordinator  
Graduation Initiatives  
School-Community Partnership Program  
Clark County School District

**Agenda Item 6. INFORMATION:** WIA Client Demographics Report –  
ADW & Youth

**workforce CONNECTIONS**  
**ADW Demographics by Zip and Locality**  
**Actives From July 1, 2013 through August 31, 2013**

	Ethnicity <sup>(1)</sup>							Gender	
		Alaskan Native /			Hawaiian /				
Community / Zip	African American	American Indian	Asian	Caucasian	Pacific Islander	Hispanic / Latino	Total Enrolled	Female	Male
<b><u>Henderson</u></b>									
89002	1	1	0	4	1	1	10	5	5
89011	3	1	0	2	1	2	10	6	4
89012	3	0	1	5	1	2	13	4	9
89014	4	0	0	14	0	2	24	12	12
89015	1	0	0	7	0	0	10	5	5
89044	0	0	0	2	0	0	3	0	3
89052	4	0	1	9	0	2	17	9	8
89074	1	0	0	4	0	3	8	4	4
89077	0	0	1	0	1	0	1	0	1
89016	0	0	0	1	0	0	1	1	0
89105	1	0	0	1	0	0	2	0	2
<b>Henderson Total</b>	<b>18</b>	<b>2</b>	<b>3</b>	<b>49</b>	<b>4</b>	<b>12</b>	<b>99</b>	<b>46</b>	<b>53</b>
<b><u>Las Vegas</u></b>									
89002									
89014									
89030									
89031	0	0	0	1	0	0	1	0	1
89032	1	0	0	0	0	0	1	0	1
89052	1	0	0	0	0	0	1	1	0
89101	14	1	0	9	1	5	39	11	28
89102	9	1	0	2	0	4	20	11	9
89103	16	1	1	5	1	3	35	11	24
89104	5	0	1	4	1	4	21	9	12
89105	1	0	0	0	0	0	1	1	0
89106	27	0	2	4	1	2	42	27	15
89107	6	2	0	10	1	4	21	14	7
89108	22	1	3	24	1	7	62	36	26
89109	1	0	0	3	0	0	6	2	4
89110	12	1	0	11	0	9	33	20	13
89113	8	0	2	5	0	1	16	10	6
89115	28	1	1	7	0	4	45	25	20
89116	0	0	0	0	0	0	1	0	1
89117	11	0	0	10	0	6	30	14	16
89118	11	0	1	3	0	1	19	4	15
89119	23	1	4	8	0	6	47	19	28
89120	2	0	0	5	0	2	8	5	3
89121	8	1	0	9	2	3	27	17	10
89122	5	1	0	14	1	8	33	17	16
89123	4	0	3	5	0	0	17	7	10
89125	1	0	0	1	0	1	3	3	0
89126	2	0	0	0	0	0	3	3	0
89128	7	0	1	11	0	8	28	16	12
89129	7	0	3	8	1	4	25	15	10
89130	5	0	0	5	0	5	16	9	7
89131	3	0	1	5	0	1	11	6	5



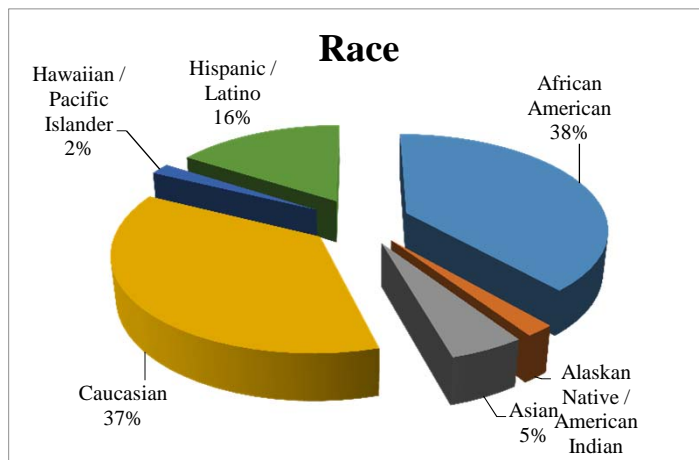
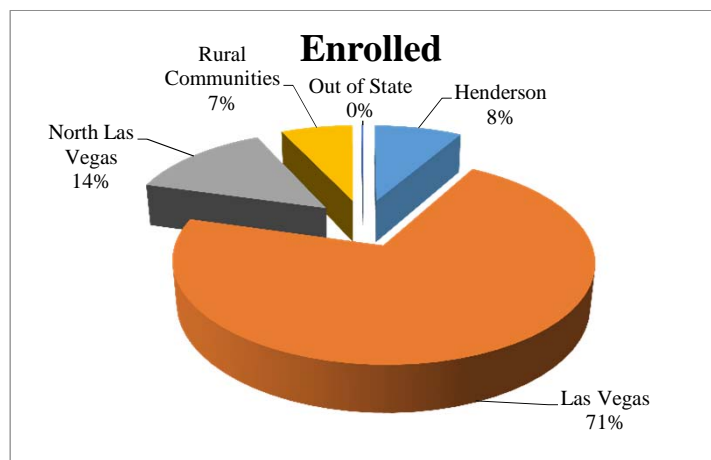
**workforce CONNECTIONS**  
**ADW Demographics by Zip and Locality**  
**Actives From July 1, 2013 through August 31, 2013**

Community / Zip	Ethnicity <sup>(1)</sup>						Total Enrolled	Gender	
	African American	Alaskan Native / American Indian	Asian	Caucasian	Hawaiian / Pacific Islander	Hispanic / Latino		Female	Male
89133	1	0	0	0	0	0	1	0	1
89134	1	1	0	3	0	1	8	5	3
89135	0	0	0	4	0	1	5	3	2
89138	0	0	2	5	0	0	9	5	4
89139	6	0	5	5	0	2	20	13	7
89141	7	0	0	3	0	1	13	6	7
89142	5	0	1	5	0	4	13	8	5
89143	0	0	0	2	0	0	3	1	2
89144	0	0	0	3	0	0	4	3	1
89145	6	1	2	9	0	2	19	11	8
89146	9	1	4	1	1	1	21	12	9
89147	6	0	1	7	0	4	21	10	11
89148	7	0	2	3	0	3	14	8	6
89149	1	0	0	7	0	2	11	5	6
89156	3	0	2	1	0	2	15	12	3
89160	1	0	0	0	0	0	1	0	1
89166	1	1	0	3	0	1	4	2	2
89169	4	0	1	7	1	3	15	7	8
89173	0	0	0	0	0	0	1	1	0
89178	5	0	1	11	1	2	17	10	7
89179	1	0	1	0	0	0	3	2	1
89183	2	0	4	4	1	2	15	8	7
<b>Las Vegas Total</b>	<b>306</b>	<b>15</b>	<b>49</b>	<b>252</b>	<b>14</b>	<b>119</b>	<b>845</b>	<b>445</b>	<b>400</b>
<b><u>North Las Vegas</u></b>									
89030	16	1	0	11	0	14	49	27	22
89031	15	1	1	7	0	5	34	19	15
89032	21	0	0	8	1	5	42	19	23
89081	13	0	0	3	1	2	19	14	5
89084	4	0	0	2	0	2	10	4	6
89086	6	0	0	1	0	1	7	3	4
89130	0	0	0	1	0	0	1	1	0
<b>North Las Vegas Total</b>	<b>75</b>	<b>2</b>	<b>1</b>	<b>33</b>	<b>2</b>	<b>29</b>	<b>162</b>	<b>87</b>	<b>75</b>

**workforce CONNECTIONS**  
**ADW Demographics by Zip and Locality**  
**Actives From July 1, 2013 through August 31, 2013**

	Ethnicity <sup>(1)</sup>							Gender	
		Alaskan Native /			Hawaiian /				
Community / Zip	African American	American Indian	Asian	Caucasian	Pacific Islander	Hispanic / Latino	Total Enrolled	Female	Male
<u>Rural Communities</u>									
Beatty	0	0	0	1	0	0	1	0	1
Boulder City	0	0	0	2	0	0	2	0	2
Caliente	0	0	0	5	0	0	5	2	3
Indian Springs	0	0	0	1	0	0	1	1	0
Jean	0	0	0	1	0	1	1	0	1
Pahrump	9	2	0	41	0	7	70	42	28
Reno	0	0	0	1	0	0	1	0	1
Rural Total	9	2	0	52	0	8	81	45	36
Out of State	0	0	0	1	0	0	2	0	2
Report Total	408	21	53	387	20	168	1,189	623	566

1) Totals for ethnicity will not generally equal total enrolled due to the fact that multiple ethnicities can be recorded or participants can choose not provide information.



**workforce CONNECTIONS**  
**ADW Demographics by Zip and Locality**  
**Actives From July 1, 2012 through June 30, 2013**

	Ethnicity <sup>(1)</sup>							Gender	
		Alaskan Native / American			Hawaiian / Pacific Islander	Hispanic / Latino	Total Enrolled		
Community / Zip	African American	Indian	Asian	Caucasian				Female	Male
<b><u>Henderson</u></b>									
89002	1	1	2	19	2	4	28	20	8
89009	0	0	0	1	0	0	1	1	0
89011	11	2	3	15	1	5	37	16	21
89012	7	0	2	13	0	1	29	15	14
89014	22	1	4	34	1	12	73	39	34
89015	7	0	1	32	0	5	46	28	18
89044	1	0	0	7	1	1	10	8	2
89052	6	0	7	21	3	5	41	26	15
89072	0	1	0	0	0	0	1	1	0
89074	4	1	5	19	1	4	35	21	14
89077	0	0	1	1	1	0	2	0	2
89105	1	0	0	1	0	0	2	0	2
<b>Henderson Total</b>	<b>60</b>	<b>6</b>	<b>25</b>	<b>163</b>	<b>10</b>	<b>37</b>	<b>305</b>	<b>175</b>	<b>130</b>
<b><u>Las Vegas</u></b>									
89002	0	0	0	1	0	0	1	0	1
89014	0	0	0	0	0	1	1	0	1
89030	1	0	0	1	0	0	2	0	2
89031	0	0	0	1	0	0	1	0	1
89032	1	0	0	1	0	1	2	1	1
89052	1	0	0	0	0	0	1	1	0
89074	0	0	0	1	0	0	1	0	1
89101	47	2	0	30	2	32	117	46	71
89102	21	2	3	13	0	14	59	33	26
89103	31	1	5	30	0	11	88	43	45
89104	15	0	1	20	2	18	64	30	34
89105	2	0	0	0	0	0	2	1	1
89106	70	0	2	13	1	10	109	63	46
89107	19	5	1	26	1	17	70	44	26
89108	54	2	7	47	1	30	152	96	56
89109	4	0	1	7	0	0	17	3	14
89110	35	1	2	39	0	46	120	58	62
89112	1	0	0	1	0	0	3	1	2
89113	11	0	4	11	1	3	32	19	13
89115	56	5	2	29	1	31	120	70	50
89116	1	0	0	0	0	0	1	1	0
89117	23	0	5	27	0	10	70	38	32
89118	20	3	4	29	0	6	68	21	47
89119	27	0	7	27	1	17	77	39	38
89120	5	1	2	19	0	12	36	17	19
89121	27	1	4	36	4	20	100	51	49
89122	13	1	13	39	4	23	99	50	49
89123	12	2	13	29	2	9	70	41	29
89124	0	0	0	0	0	0	1	0	1
89125	1	0	0	1	0	1	3	3	0
89126	1	0	0	2	0	0	4	4	0

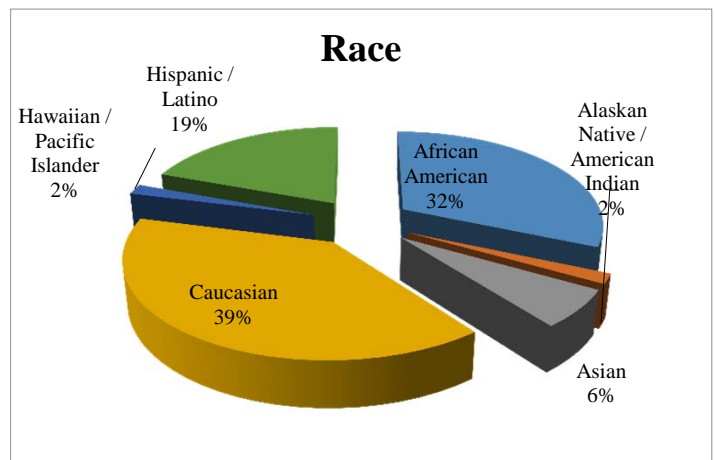
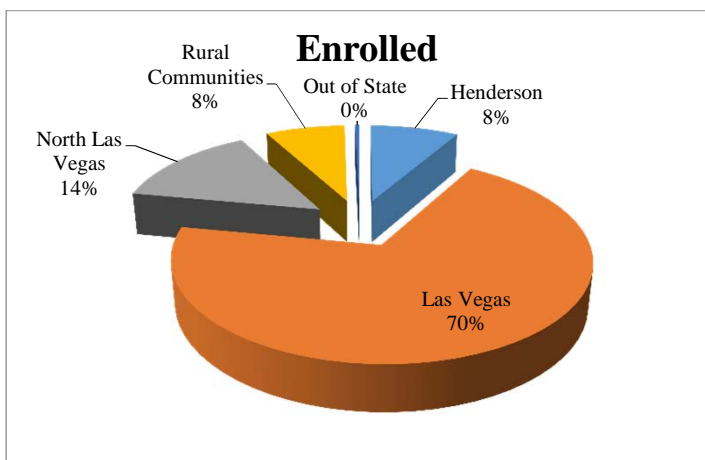
**workforce CONNECTIONS**  
**ADW Demographics by Zip and Locality**  
**Actives From July 1, 2012 through June 30, 2013**

	Ethnicity <sup>(1)</sup>							Gender	
		Alaskan Native /			Hawaiian /				
Community / Zip	African American	American Indian	Asian	Caucasian	Pacific Islander	Hispanic / Latino	Total Enrolled	Female	Male
89127	1	0	0	1	0	0	1	1	0
89128	21	1	8	27	0	21	80	50	30
89129	25	3	3	19	2	7	64	36	28
89130	19	0	0	24	0	9	55	29	26
89131	8	0	2	22	0	3	39	21	18
89133	1	0	0	0	0	0	1	0	1
89134	3	1	0	5	1	1	14	8	6
89135	6	0	2	4	0	0	13	9	4
89138	1	0	1	6	0	1	11	7	4
89139	10	0	9	16	0	6	46	27	19
89140	0	0	0	0	0	0	1	1	0
89141	11	0	1	9	1	5	29	11	18
89142	12	0	6	24	1	18	55	36	19
89143	4	0	1	9	0	0	14	8	6
89144	1	0	2	12	0	1	17	12	5
89145	9	0	4	22	1	6	47	26	21
89146	9	2	3	10	1	3	29	19	10
89147	12	0	5	17	3	9	56	27	29
89148	15	0	5	28	2	9	62	37	25
89149	5	0	2	14	3	5	32	14	18
89151	0	0	0	1	0	0	1	0	1
89156	21	1	4	10	0	12	53	32	21
89160	1	0	0	0	0	0	1	0	1
89166	3	1	0	8	0	3	15	10	5
89169	9	1	1	10	0	6	36	18	18
89170	1	0	0	0	0	0	2	1	1
89173	0	0	1	0	0	0	2	2	0
89178	6	0	9	16	0	6	34	22	12
89179	1	0	1	2	0	1	4	2	2
89180	0	0	1	0	0	0	1	0	1
89183	4	0	9	12	2	7	34	18	16
89193	0	0	1	0	0	0	1	1	0
Las Vegas Total	718	36	157	808	37	451	2,341	1,259	1,082
North Las Vegas									
89030	53	3	2	27	0	47	132	71	61
89031	47	2	12	37	3	16	124	76	48
89032	70	1	3	22	1	20	129	65	64
89081	28	1	2	14	2	14	64	45	19
89084	11	0	1	10	2	8	34	23	11
89085	1	0	0	1	0	1	4	1	3
89086	13	0	0	5	0	4	21	9	12
89106	1	0	0	0	0	0	1	1	0
89115	0	0	0	1	0	1	1	0	1
89125	0	0	0	0	0	0	1	1	0
89130	1	0	0	1	0	0	2	2	0
89131	0	0	0	0	0	1	1	0	1

**workforce CONNECTIONS**  
**ADW Demographics by Zip and Locality**  
**Actives From July 1, 2012 through June 30, 2013**

Community / Zip	Ethnicity <sup>(1)</sup>						Total Enrolled	Gender	
	African American	Alaskan Native / American Indian	Asian	Caucasian	Hawaiian / Pacific Islander	Hispanic / Latino		Female	Male
North Las Vegas Total	225	7	20	118	8	112	514	294	220
<b><u>Rural Communities</u></b>									
Sparks	0	0	0	0	0	1	1	1	0
Beatty	0	0	0	1	0	0	1	0	1
Boulder City	0	0	0	13	0	2	13	10	3
Bunkerville	0	0	0	1	0	0	1	0	1
Caliente	0	0	0	7	0	0	8	1	7
Dyer	0	0	0	1	0	0	1	0	1
Ely	0	0	0	1	0	0	1	0	1
Indian Springs	0	0	0	1	0	0	1	1	0
Jean	0	0	0	3	0	1	3	1	2
Laughlin	0	0	0	2	0	0	2	0	2
Logandale	0	0	0	0	0	0	1	0	1
Moapa	0	0	0	0	0	1	1	0	1
Overton	0	0	0	1	0	0	1	0	1
Pahrump	24	6	3	164	1	25	250	156	94
Reno	0	0	0	2	0	0	2	0	2
<b>Rural Total</b>	<b>24</b>	<b>6</b>	<b>3</b>	<b>197</b>	<b>1</b>	<b>30</b>	<b>287</b>	<b>170</b>	<b>117</b>
<b>Out of State</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>4</b>	<b>6</b>
<b>Report Total</b>	<b>1,030</b>	<b>55</b>	<b>205</b>	<b>1,289</b>	<b>56</b>	<b>632</b>	<b>3,457</b>	<b>1,902</b>	<b>1,555</b>

1) Totals for ethnicity will not generally equal total enrolled due to the fact that multiple ethnicities can be recorded or participants can choose not provide information.



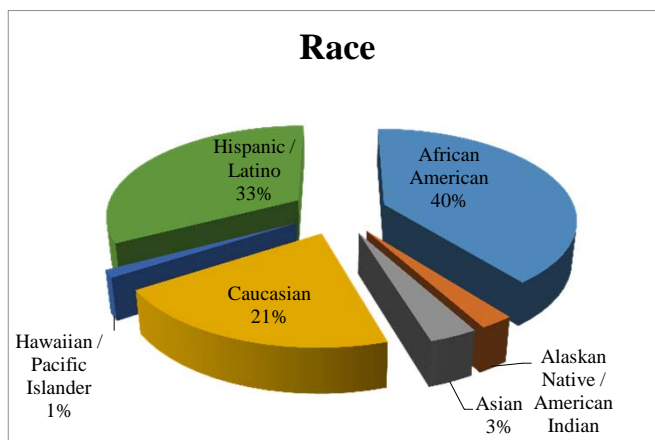
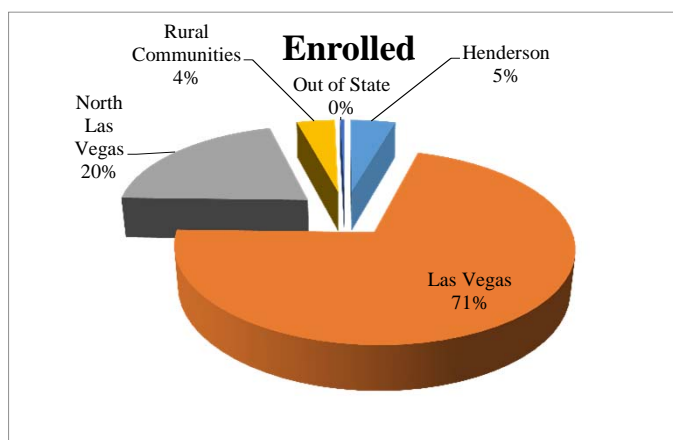
**workforce CONNECTIONS**  
**Youth Demographics by Zip and Locality**  
**Actives From July 1, 2013 through August 31, 2013**

Community / Zip	Ethnicity <sup>(1)</sup>						Total Enrolled	Gender	
	African American	Alaskan Native / American Indian	Asian	Caucasian	Hawaiian / Pacific Islander	Hispanic / Latino		Female	Male
<b><u>Henderson</u></b>									
89002	0	0	1	2	0	0	3	0	3
89011	1	0	0	1	0	2	4	4	0
89012	1	1	0	0	0	0	1	0	1
89014	2	0	1	1	0	4	6	6	0
89015	3	0	1	6	0	11	17	14	3
89074	2	0	0	0	0	0	2	1	1
<b>Henderson Total</b>	<b>9</b>	<b>1</b>	<b>3</b>	<b>10</b>	<b>0</b>	<b>17</b>	<b>33</b>	<b>25</b>	<b>8</b>
<b><u>Las Vegas</u></b>									
89081	1	0	0	0	0	0	1	1	0
89101	7	0	1	6	0	12	24	12	12
89102	2	0	1	2	0	6	9	4	5
89103	4	1	3	4	0	4	12	7	5
89104	3	0	0	3	0	8	13	8	5
89106	36	1	1	1	0	6	40	21	19
89107	7	2	0	5	3	8	21	11	10
89108	23	1	1	18	0	20	59	33	26
89109	1	0	0	0	0	0	1	0	1
89110	12	0	1	9	1	26	47	31	16
89113	0	0	0	1	0	0	1	1	0
89115	26	3	0	8	1	20	49	37	12
89117	3	0	0	7	0	3	9	3	6
89119	6	0	1	3	0	7	19	13	6
89120	2	0	0	3	0	6	10	7	3
89121	4	1	1	4	0	19	31	19	12
89122	11	0	4	6	0	4	23	17	6
89123	2	0	0	0	0	1	3	3	0
89124	2	0	0	0	0	0	2	0	2
89126	1	0	0	0	0	0	1	0	1
89128	7	1	1	4	1	8	19	10	9
89129	7	0	0	4	0	3	14	6	8
89130	9	0	0	1	0	0	9	5	4
89131	1	0	0	0	0	1	2	0	2
89134	1	0	0	0	0	1	1	0	1
89135	1	0	0	3	0	0	3	2	1
89139	2	0	1	2	1	0	4	2	2
89141	3	0	0	0	0	0	3	1	2
89142	7	1	1	5	0	10	19	11	8
89145	4	0	0	8	1	7	15	11	4
89146	5	0	2	4	1	5	10	8	2
89147	4	0	0	1	0	0	5	2	3
89148	1	0	0	2	0	2	5	3	2
89149	3	2	2	2	0	0	6	5	1
89156	7	3	0	7	0	14	23	10	13
89169	1	0	0	3	0	3	7	2	5
89183	2	0	0	0	0	0	2	2	0
<b>Las Vegas Total</b>	<b>218</b>	<b>16</b>	<b>21</b>	<b>126</b>	<b>9</b>	<b>204</b>	<b>522</b>	<b>308</b>	<b>214</b>

**workforce CONNECTIONS**  
**Youth Demographics by Zip and Locality**  
**Actives From July 1, 2013 through August 31, 2013**

Community / Zip	Ethnicity <sup>(1)</sup>						Gender		
	African American	Alaskan Native / American Indian	Asian	Caucasian	Hawaiian / Pacific Islander	Hispanic / Latino	Total Enrolled	Female	Male
<u>North Las Vegas</u>									
89030	16	0	1	4	0	23	42	24	18
89031	29	1	0	6	0	11	42	27	15
89032	31	0	0	2	0	8	41	24	17
89033	1	0	0	0	0	0	1	1	0
89080	1	0	0	0	0	0	1	1	0
89081	17	1	1	0	0	1	20	12	8
89084	2	0	0	0	0	0	2	1	1
89086	0	0	0	1	0	1	1	0	1
North Las Vegas Total	97	2	2	13	0	44	150	90	60
<u>Rural Communities</u>									
Boulder City	0	0	0	1	0	0	1	1	0
Caliente	0	0	0	3	0	0	3	2	1
Jean	0	0	1	3	0	1	4	3	1
Laughlin	0	0	0	0	0	0	0	0	0
Mesquite	0	0	0	0	0	1	1	0	1
Pahrump	1	0	1	13	2	5	17	8	9
Panaca	0	0	0	1	0	0	1	0	1
Searchlight	0	0	0	1	0	0	1	0	1
Rural Total	1	0	2	22	2	7	28	14	14
Out of State	3	1	0	1	0	0	3	2	1
Report Total	328	20	28	172	11	272	736	439	297

1) Totals for ethnicity will not generally equal total enrolled due to the fact that multiple ethnicities can be recorded or participants can choose not provide information.



**workforce CONNECTIONS**  
**Youth Demographics by Zip and Locality**  
**Actives From July 1, 2012 through June 30, 2013**

Community / Zip	Ethnicity <sup>(1)</sup>						Total Enrolled	Gender	
	African American	Alaskan Native / American Indian	Asian	Caucasian	Hawaiian / Pacific Islander	Hispanic / Latino		Female	Male
<b><u>Henderson</u></b>									
89002	0	0	1	2	0	0	3	0	3
89011	2	0	0	1	0	3	7	7	0
89012	2	1	0	0	0	0	2	0	2
89014	2	0	1	2	0	5	9	8	1
89015	6	0	1	8	0	12	22	17	5
89052	2	0	0	0	0	0	2	1	1
89074	2	0	0	2	1	0	4	2	2
<b>Henderson Total</b>	<b>16</b>	<b>1</b>	<b>3</b>	<b>15</b>	<b>1</b>	<b>20</b>	<b>49</b>	<b>35</b>	<b>14</b>
<b><u>Las Vegas</u></b>									
89030	0	0	0	0	0	1	1	0	1
89031	1	0	0	0	0	0	1	1	0
89032	1	0	0	0	0	0	1	1	0
89081	1	0	0	0	0	0	1	1	0
89101	14	0	1	16	0	21	48	21	27
89102	6	0	1	5	0	15	23	11	12
89103	11	2	4	10	1	13	27	16	11
89104	12	2	0	3	0	12	27	18	9
89106	64	1	1	3	0	9	74	39	35
89107	17	2	0	10	5	12	40	21	19
89108	41	1	1	26	0	32	94	54	40
89109	2	1	0	1	1	0	5	3	2
89110	29	0	3	12	1	37	76	50	26
89112	1	0	0	0	0	0	1	1	0
89113	0	0	0	1	0	0	1	1	0
89115	56	5	0	12	2	34	97	66	31
89117	5	0	0	10	0	5	15	6	9
89118	6	0	0	0	0	0	6	3	3
89119	17	1	1	9	1	14	43	28	15
89120	5	0	0	4	0	8	16	12	4
89121	9	2	1	8	0	26	45	27	18
89122	18	1	4	9	0	8	34	20	14
89123	3	0	0	0	0	3	5	4	1
89124	2	0	0	0	0	0	2	0	2
89126	1	0	0	0	0	0	1	0	1
89128	12	2	3	8	1	12	32	17	15
89129	10	0	1	5	0	5	19	8	11
89130	18	1	0	9	0	4	26	19	7
89131	3	1	0	1	0	1	4	1	3
89134	1	0	0	1	0	1	2	1	1
89135	2	0	0	3	0	0	4	3	1
89139	4	0	2	2	1	0	7	4	3



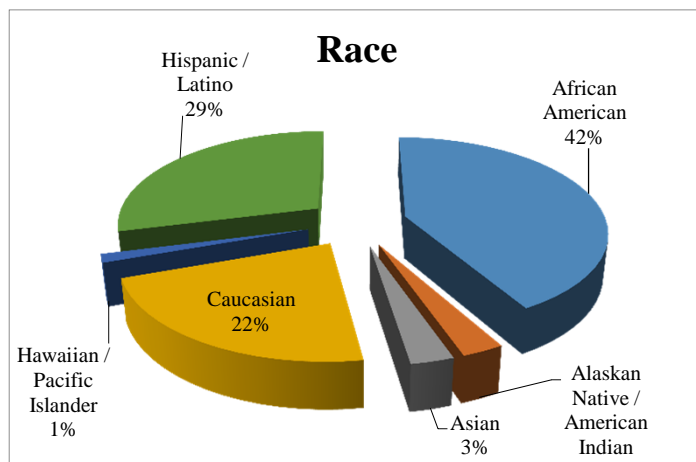
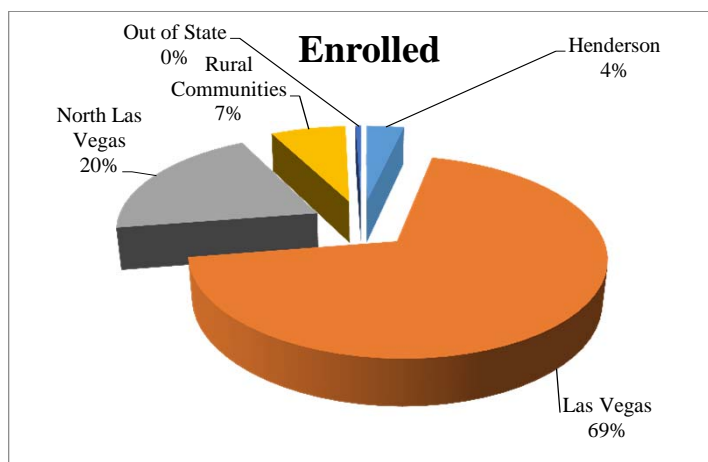
**workforce CONNECTIONS**  
**Youth Demographics by Zip and Locality**  
**Actives From July 1, 2012 through June 30, 2013**

Community / Zip	Ethnicity <sup>(1)</sup>						Total Enrolled	Gender	
	African American	Alaskan Native / American Indian	Asian	Caucasian	Hawaiian / Pacific Islander	Hispanic / Latino		Female	Male
89141	3	1	0	1	0	1	5	2	3
89142	14	1	2	6	0	12	29	16	13
89143	0	1	0	1	0	0	1	1	0
89144	0	0	0	1	0	0	1	1	0
89145	5	0	0	9	1	7	16	11	5
89146	5	0	3	6	1	7	13	10	3
89147	6	0	0	1	0	0	7	3	4
89148	2	0	0	2	1	3	7	4	3
89149	5	2	3	4	0	1	11	8	3
89152	0	0	0	0	0	1	1	1	0
89156	23	4	4	13	1	23	56	26	30
89169	8	1	1	5	0	6	20	10	10
89183	2	0	0	0	0	1	3	2	1
<b>Las Vegas Total</b>	<b>445</b>	<b>32</b>	<b>36</b>	<b>217</b>	<b>17</b>	<b>335</b>	<b>948</b>	<b>552</b>	<b>396</b>
<b><u>North Las Vegas</u></b>									
89018	1	0	0	0	0	0	1	1	0
89030	37	0	1	11	0	39	81	45	36
89031	45	4	1	11	0	17	71	49	22
89032	51	0	0	4	0	11	64	40	24
89033	1	0	0	0	0	0	1	1	0
89080	1	0	0	0	0	0	1	1	0
89081	28	1	1	3	1	6	39	18	21
89084	9	0	0	1	0	1	11	4	7
89086	1	0	0	1	0	1	2	1	1
89106	1	0	0	0	0	0	1	1	0
89115	1	0	0	0	0	0	1	1	0
<b>North Las Vegas Total</b>	<b>176</b>	<b>5</b>	<b>3</b>	<b>31</b>	<b>1</b>	<b>75</b>	<b>273</b>	<b>162</b>	<b>111</b>
<b><u>Rural Communities</u></b>									
Alamo	0	0	0	1	0	1	2	1	1
Amargosa Valley	0	0	0	1	0	0	1	0	1
Boulder City	0	0	0	1	0	0	1	1	0
Caliente	1	0	0	8	0	0	9	5	4
Goldfield	0	0	0	1	0	0	1	0	1
Jean	0	0	1	4	0	1	5	3	2
Mesquite	0	0	0	0	0	1	1	0	1
Pahrump	3	5	2	44	3	15	57	31	26
Panaca	0	0	0	4	0	0	4	1	3
Pioche	0	0	0	2	0	0	2	1	1
Reno	1	0	0	0	0	0	1	1	0

**workforce CONNECTIONS**  
**Youth Demographics by Zip and Locality**  
**Actives From July 1, 2012 through June 30, 2013**

Community / Zip	Ethnicity <sup>(1)</sup>						Gender		
	African American	Alaskan Native / American Indian	Asian	Caucasian	Hawaiian / Pacific Islander	Hispanic / Latino	Total Enrolled	Female	Male
Sandy Valley	0	0	0	3	0	1	3	2	1
Searchlight	0	0	0	6	0	0	6	1	5
Tonopah	0	0	0	4	0	1	5	1	4
Rural Total	5	5	3	79	3	20	98	48	50
Out of State	7	1	0	1	0	0	7	5	2
Report Total	649	44	45	343	22	450	1,375	802	573

1) Totals for ethnicity will not generally equal total enrolled due to the fact that multiple ethnicities can be recorded or participants can choose not provide information.



**Agenda Item 7. DISCUSSION AND POSSIBLE ACTION:** Evaluate Executive Director's performance based on previously accepted performance report and criteria approved by the LEOs with consideration for salary adjustment commensurate with noted performance



September 19, 2013

Southern Nevada Workforce Investment Area  
Local Elected Officials Consortium  
6330 West Charleston Blvd., Suite 150  
Las Vegas, Nevada 89146

RE: Performance Evaluation of Executive Director Ardell Galbreth

Consortium Members,

Per the executed employment agreement between Ardell Galbreth, Executive Director and the Southern Nevada Workforce Investment Board (SNWIB) that commenced on September 11, 2012, a written report was submitted to the board on August 13, 2013 describing the Executive Director's accomplishments for the budget year ending on June 30, 2013.

In consideration for salary adjustment commensurate with noted performance based on the previously accepted performance report and criteria approved by the LEOs and a comprehensive salary study conducted by Prism Global Management Group, LLC, we recommend that the Executive Director's compensation be adjusted to a base annual salary of \$170,000.

Thank you in advance for your consideration to this request.

Sincerely,

Mary Beth Hartleb, J.D., SPHR-CA  
CEO, Prism Global Management Group, LLC

MBH/jmp

Enclosures

## COMPENSATION ANALYSIS OF EXECUTIVE POSITIONS IN THE LOCAL JURISDICTIONS

Position	Jurisdiction	Base Salary	Other Comp	Benefits	Total Salary	Year
City Manager	Boulder City	\$161,216	\$127,833	\$46,408	\$335,457	2012
Finance Director	Boulder City	\$124,085	\$0	\$40,119	\$164,204	2012
Public Works Director	Boulder City	\$142,852	\$4,200	\$41,453	\$188,506	2012
City Manager	CLV	\$177,975	\$114,467	\$94,343	\$386,785	2012
Deputy City Manager	CLV	\$151,697	\$98,328	\$82,409	\$332,434	2012
Finance Director	CLV	\$132,120	\$81,861	\$69,847	\$283,828	2012
Director of Public Works	CLV	\$131,405	\$66,787	\$66,893	\$265,086	2012
City Manager	NLV	\$171,347	\$8,654	\$69,287	\$249,288	2012
Assistant City Manager	NLV	\$138,820	\$55,347	\$52,541	\$246,708	2011*
Finance Director	NLV	\$118,776	\$5,192	\$52,306	\$176,274	2012
Director of Public Works	NLV	\$150,904	\$8,027	\$63,651	\$222,581	2012
City Manager	COH	\$164,423	\$0	\$45,760	\$210,184	2012
Asst City Manager	COH	\$201,921	\$0	\$60,120	\$262,041	2012
Finance Director	COH	\$168,478	\$0	\$51,846	\$220,324	2012
Director of Public Works	COH	\$168,478	\$0	\$51,846	\$220,324	2012
County Manager	Clark County	\$199,285	\$36,803	\$72,452	\$308,540	2012
Asst County Manager	Clark County	\$146,182	\$9,514	\$48,123	\$203,819	2012
Chief Financial Officer	Clark County	\$187,886	\$43,613	\$73,726	\$305,225	2012
Director of Public Works	Clark County	\$144,997	\$36,630	\$50,268	\$231,894	2012

Source = Nevada Policy Research Institute

\* 2011 Data

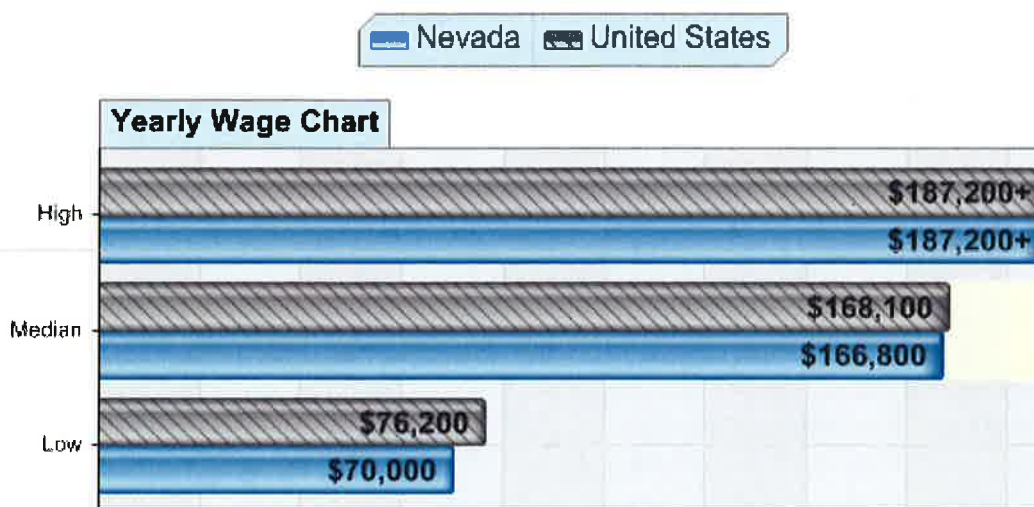


PREPARED BY PRISM GLOBAL MANAGEMENT GROUP, LLC

## CHIEF EXECUTIVES: NEVADA

### 2012 State and National Wages

Location	Pay Period	2012				
		10%	25%	Median	75%	90%
United States	Hourly	\$36.65	\$52.86	\$80.84	\$90.00+	\$90.00+
	Yearly	\$76,200	\$109,900	\$168,100	\$187,200+	\$187,200+
Nevada	Hourly	\$33.67	\$50.59	\$80.18	\$90.00+	\$90.00+
	Yearly	\$70,000	\$105,200	\$166,800	\$187,200+	\$187,200+



- High is the wage at which 90% of workers earn less and 10% earn more.
- Middle is the wage at which 50% of workers earn less and 50% earn more.
- Low is the wage at which 10% of workers earn less and 90% earn more.

**National Data Source:** [Bureau of Labor Statistics, Occupational Employment Statistics Survey](#)  
**State Data Source:** [Nevada Wage Information](#)

## Executive Director Salary in Las Vegas, NV - CBSalary

Page 1 of 2

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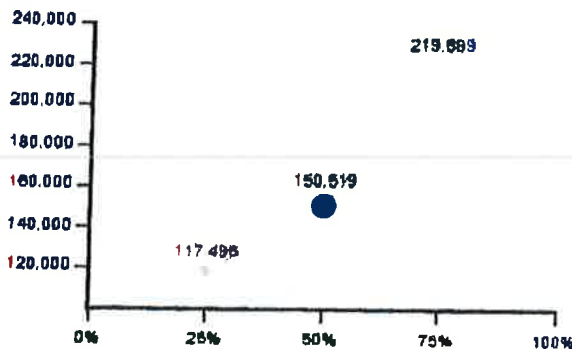
CBSalary.com Home &gt; Executive Director Salary Search Results &gt; Executive Director Salary In Las Vegas, NV

## Executive Director Salary in Las Vegas, NV

- **\$150,519 = Local Average Salary**
- \$122,697 = US National Average Salary**

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## Executive Director Job Description

Principal organization leader who plans, develops, and establishes policies and objectives of organization in accordance with board directives and corporation charter. This is the top executive in the organization. Title practices among companies vary; depending on the organization the position may have the title of Chairman of the Board & Chief Executive Officer, Chief Executive Officer, Chief Executive Officer & President, President, General Manager, or other combinations. However, this position is distinguished from others in that it is the top...

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# OFFICE OF THE DISTRICT ATTORNEY

## CIVIL DIVISION

July 23, 2013

 **COPY**

**STEVEN B. WOLFSON**

*District Attorney*

**CHRISTOPHER J. LALLI**

*Assistant District Attorney*

**TERESA M. LOWRY**

*Assistant District Attorney*

**MARY-ANNE MILLER**

*County Counsel*

**MARK E. WOOD**

*Deputy District Attorney*

**CONFIDENTIAL**

Ms. Jan Pieri  
Workforce Connections  
7251 W. Lake Mead Blvd., Suite 200  
Las Vegas, NV 89128

Re: Employment Agreement - File


Dear Ms. Pieri:

Suzanne Potter referred me to you for the safekeeping of the enclosed Employment Agreement of March 26, 2013 between Ardell Galbreth and SNWIB. Mr. Wood asked that I forward this to you as it has the original signature of Chairman Weekly.

If you have any questions, please do not hesitate to contact me.

Sincerely,

**STEVEN B. WOLFSON**  
**DISTRICT ATTORNEY**

By:   
Susan White, Legal Secretary to  
**MARK E. WOOD**  
Deputy District Attorney

MEW:sw  
Enclosure



## **EMPLOYMENT AGREEMENT**

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into this March 26, 2013, by and between Ardell Galbreth, (hereinafter referred to as "Executive Director"), and the Southern Nevada Workforce Investment Board (hereinafter referred to as "SNWIB").

### **RECITALS**

WHEREAS, the Southern Nevada Workforce Investment Board (SNWIB), doing business as Workforce Connections presently is the grant recipient and administrative entity for the Southern Nevada Workforce Investment Area for the provision and oversight of employment and training services under the State of Nevada pursuant to the Workforce Investment Act (WIA) (hereinafter referred to as the "Organization").

WHEREAS, it is the desire of the SNWIB to employ an individual to serve in the position of executive director for Workforce Connections;

WHEREAS, Section 1.6 of the SNWIB Bylaws provide that the executive director shall be selected and hired by the Local Elected Officials, as defined by WIA.

WHEREAS, it is the desire of the Local Elected Officials to secure and retain the services of an executive director, and to provide inducement for him to remain in such employment; and

WHEREAS, Ardell Galbreth desires to accept employment as the executive director for SNWIB upon the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and for other good and valuable consideration, the SNWIB and the Executive Director hereby agree as follows:

1. **EXECUTIVE DIRECTOR POSITION.** The Executive Director shall serve as the chief staff officer to the SNWIB as set forth in detail on the job description attached as Attachment A, the terms of which are incorporated herein, in a manner consistent with and subject to the responsibilities of SNWIB under WIA and Nevada law. In addition to the duties set forth in Attachment A, the Executive Director shall organize appropriate ongoing and periodic public relations programs within the limits of the Organization's fiscal budget and pursuant to direction from the Local Elected Officials of the SNWIB. Attachment A may be amended at any time and from time to time by a majority vote of the Local Elected Officials of the SNWIB.

### **2. RESPONSIBILITIES AND COVENANTS**

2.01. **Applicable Laws.** The parties acknowledge and agree that the delegations of powers and responsibilities to the Executive Director hereunder may be limited by applicable federal, state and local laws and regulations affecting the operation of the Organization, and the services provided therein. SNWIB and the Executive Director agree to fully comply with such applicable laws and regulations in the performance of their powers and responsibilities hereunder.

2.02. Approval of Purchases. Any provision of this Agreement to the contrary notwithstanding, the Executive Director shall take no action nor incur expenses with respect to a specific item, nor commit SNWIB or the Organization with respect to an item, except in accordance with the Local Government Purchasing Act (Chapter 332 of NRS), unless the expenditure is justified on an emergency basis as defined by Nevada law or as outlined in the SNWIB Bylaws or the Local Elected Officials' Consortium Agreement.

2.03. Control of Conflicts of Interest. The Executive Director shall not enter into any agreement with respect to the Organization with any association, partnership or company in which the Executive Director has an ownership interest without the prior written approval of SNWIB. The Executive Director shall comply with all Nevada laws and policies adopted by SNWIB related to the ethics and conduct of public employees, including but not limited to, Chapter 281A of the Nevada Revised Statutes. Further, the Executive Director agrees that, as a condition of his employment under this Agreement, the Executive Director will not engage in any employment, either as an employee or as an independent contractor, with any person, firm, corporation, or other entity without the prior, express, and written consent of SNWIB.

2.04 Nondisclosure of Confidential Information Retention of Records. The Executive Director covenants and agrees that he will not, either during the term of his employment or at any time thereafter, disclose to anyone any confidential information concerning the business or affairs of the Organization, except as required by law. The Executive Director further covenants and agrees that he will retain, or direct the retention of, as required by Nevada law, all records of the SNWIB, and that all such retained records shall remain in the custody of the SNWIB at all times, including after the termination of this Agreement.

### 3. COMPENSATION.

3.01. Basic Compensation. For services rendered by the Executive Director hereunder during the term of this Agreement and subject to funding availability, SNWIB shall provide the compensation set forth in Attachment B, the terms of which are incorporated herein. The SNWIB will withhold appropriate federal income taxes in accordance with the Form W-4 filled out by the Executive Director, and other deductions as directed by the Executive Director or law.

3.02 Performance Report. The Executive Director shall submit a written report to the board by September 30 of each year describing the Executive Director's accomplishments for the budget year ending on June 30, including but not limited to, each of the following items:

a) Policy implementation and daily operations – Describe either in general terms or specifically how each responsibility listed in the Job Description was executed.

b) Techniques and methods employed to assist the service providers – Describe the current system of assisting the service providers and any innovation techniques or methods utilized to improve the efficiency or productivity of the service providers.

c) Project development – Outline new grants with dates and sources of the grants for special projects that enhance the basic WIA activities.

d) Fiscal management – Provide a summary or a chart to explain how and whether the fiscal system has met or exceeded the requirements of federal, state, and local directives for the one year period preceding the budget year just ended.

3.03 Annual Evaluation. The Executive Director's annual evaluation will be completed by the Local Elected Officials within sixty (60) days after their receipt of the Executive Director's Performance Report and shall be based on criteria approved by the Local Elected Officials of the SNWIB.

4. TERM. The term of the Agreement shall commence on September 11, 2012 and shall end on September 10, 2015, unless terminated earlier pursuant to the terms of this Agreement. This Agreement may be extended for three (3) years, upon a mutual written agreement by both Parties.

#### 5. TERMINATION

5.01. Termination for Convenience. The Executive Director is an "at will" employee serving at the pleasure of the Local Elected Officials and SNWIB.

a) The Local Elected Officials may terminate the employment of the Executive Director at any time, with or without cause, upon the affirmative vote of a simple majority of the Local Elected Officials Consortium. Upon such termination, the Executive Director shall be entitled to severance pay equal to three (3) months of his then current base salary. The severance pay shall be paid in a lump sum, unless otherwise agreed to by the Parties.

b) If the Executive Director voluntarily resigns his position, the Executive Director shall provide a minimum of three (3) months written notice to the Local Elected Officials, unless otherwise agreed to by the Parties.

5.02 Termination for Cause. The following actions by the Executive Director shall constitute cause for termination:

- a) Failure to comply with the lawful directions of the SNWIB;
- b) Conviction in a court of law of a felony or of any crime or offense involving or related to honesty, moral turpitude, misuse or misappropriation of money or other property;
- c) Any act of dishonesty by the Executive Director which adversely affects the business of SNWIB;
- d) Willful violation of the policies or procedures of SNWIB or of any applicable state or local regulation or law, or the performance by the Executive Director of any willful or intentional act which reflects unfavorably, on the reputation of SNWIB; or
- e) Executive Director's abuse of drugs, alcohol, or other substance which interferes with Executive Director's performance of any of his obligations under this Agreement, and which is not remedied within sixty (60) days after notice.

5.03. The Executive Director will not be entitled to any severance pay if: 1) the Executive Director is terminated for any of the reasons set forth in Section 5.02, or any other circumstances constituting "just cause," or 2) the State of Nevada reorganizes its Workforce Investment operations by eliminating the SNWIB and/or creates a single state workforce investment board responsible for both northern and southern Nevada.

6. ASSIGNMENT. Assignment or an attempt to assign the rights or obligations of the Executive Director without the prior written consent of the Local Elected Officials is void and a breach of this Agreement.

7. NOTICES. All notices, requests and approvals required or permitted to be given hereunder shall be in writing and shall be sent by hand delivery, overnight carrier, facsimile, or by U.S. mail, with postage prepaid, registered or certified, and addressed to:

SNWIB: Workforce Connections  
7251 West Lake Mead Blvd., Suite 200  
Las Vegas, Nevada 89128

Executive Director: Ardell Galbreth  
8269 Trinity Oaks Court  
Las Vegas, Nevada 89139

Any notice required or permitted to be given hereunder shall be deemed to be given to, and received by the addressee thereof on the third business day after the sending thereof. Either of the parties may change the address for these purposes by such party giving notice of such change to the other party in the manner hereinabove provided.

8. SEVERABILITY. In the event that any provision of this Agreement is rendered invalid or unenforceable by any valid act of Congress or the Nevada State Legislature, or declared null and void by any court of competent jurisdiction, or is found to be in violation of Nevada statutes and/or regulations, said provision (s) will be immediately (or retroactively) void and may be renegotiated for the sole purpose of rectifying the non-compliance. The remainder of the provisions of this Agreement not in question shall remain in full force and effect.

9. WAIVER. The waiver by a party of any breach of any term, covenant or condition herein contained shall not be deemed to be a waiver of such term, covenant, or condition or subsequent breach of the same or any other term, covenant or condition herein contained. The subsequent acceptance by a party of performance by the other shall not be deemed to be a waiver of any preceding breach of any term, covenant or condition of this Agreement, other than the failure to perform the particular duties so accepted, regardless of knowledge of such preceding breach at the time of acceptance of such performance.

10. BENEFIT TO PARTIES. SNWIB does not intend to benefit any person who is not named as a party to this Agreement, to assume any duty to inspect, to provide for the safety of any person or to assume any other duty beyond that imposed by general law.

11. LIMITATION OF APPROPRIATED FUNDS. In accordance with NRS 354.626, the financial obligations under this Agreement between the parties shall not exceed those monies appropriated and approved by SNWIB for this Agreement for the then current fiscal year under the Local Government Budget Act. This Agreement shall terminate and SNWIB's obligations under it shall be extinguished at the end of any of the Organization's fiscal years in which SNWIB fails to appropriate monies for the ensuing fiscal year sufficient for the performance of the functions provided by this Agreement. SNWIB shall make, in good faith, all reasonable efforts to secure the necessary funding for the position filled by the Executive Director under this Agreement and for the operation of the Organization.

IN WITNESS WHEREOF, the parties hereto have set their hands the day and year first above written.

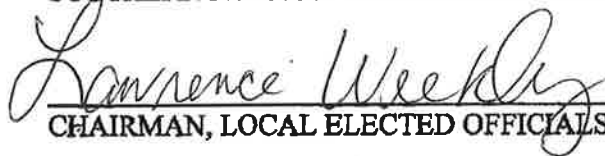
**EXECUTIVE DIRECTOR:**

A handwritten signature in dark ink, appearing to be "Ardeell Galbreth", written over a horizontal line.

ARDELL GALBRETH

**SNWIB**

**SOUTHERN NEVADA WORKFORCE INVESTMENT AREA**

A handwritten signature in dark ink, appearing to be "Lawrence Weekly", written over a horizontal line.

CHAIRMAN, LOCAL ELECTED OFFICIALS CONSORTIUM

**ATTACHMENT A**

**Southern Nevada Workforce Investment Board**

**EXECUTIVE DIRECTOR**

Date Approved: FLSA

Status: Exempt

**REPORTS TO:** Local Elected Officials of the Southern Nevada Workforce Investment Board

**POSITION STATEMENT:** Serves as chief staff officer to the Southern Nevada Workforce Investment Board. Plans, directs, manages and oversees the activities and operations of the Southern Nevada Workforce Investment Board including financial operations, grant management, financial analysis and planning, and establishing collaborative relationships with current and potential service providers and partners.

**SUPERVISION EXERCISED:** Provides direct supervision over management, professional, technical and clerical staff.

**SUPERVISION RECEIVED:** Receives general administrative direction from the Local Elected Officials of the Southern Nevada Workforce Investment Board.

**ESSENTIAL AND MARGINAL FUNCTION STATEMENTS**

*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

**Essential Functions:**

1. Develops and maintains collaborative relationships with service providers and partners.
2. Manages all financial services and activities consisting of accounting operations, cash management, grant management and oversight, budget, financial analysis and planning, and purchasing and contracts; recommend and administer policies and procedures.
3. Plans, organizes and oversees all corrective actions taken on outstanding internal control weaknesses identified through internal or external audit.
4. Plans, organizes, reviews and evaluates the activities of professional, technical and administration staff; recommends staffing levels for the budget and conducts annual performance evaluations.
5. Plans, organizes and oversees the administration of all Southern Nevada Workforce Investment Board activities and services.
6. Oversees and participates in the development and administration of the overall budget including short range and long range plans; approves expenditures and implements budgetary adjustments as appropriate and necessary.
7. Ensures fiduciary responsibilities are met, as directed by the Local Elected Officials and in compliance with federal, state and local laws, statutes, regulations, directives and policies.
8. Manages the development and implementation of internal goals, objectives, policies and priorities.

**Executive Director (continued)**

9. Directs the preparation of financial reports, analyses and audits; ensures that complete and accurate records are maintained.
10. Attends and participates in meetings of the Local Elected Officials and the Southern Nevada Workforce Investment Board and its committees; meets with board members, committees, councils and constituent groups.
11. Prepare and present timely updates, reports and other necessary communications to Local Elected Officials.
12. May serve as principal representative of the Southern Nevada Workforce Investment Board to outside entities such as national workforce agencies, auditors, trade associations, legislative representatives, various contractors, and communities within the Southern Nevada Workforce Investment service area.
13. Selects, disciplines and/or dismisses staff as necessary while ensuring effective morale, productivity and discipline; plans, organizes, administers, reviews and evaluates the activities and performance of staff; works with staff to establish work priorities and schedules; encourages and provides for staff training and professional development; interprets policies and procedures for staff; prepares and conducts formal performance evaluations; monitors accomplishments, establishes performance requirements and personal development targets and provides coaching for performance improvement and development.

**Marginal Functions:**

1. Performs other duties as assigned.

**QUALIFICATIONS:**

- Current knowledge of federal and state laws,, statutes, policies and regulations pertaining to workforce investment boards and the Workforce Investment Act.
- Current knowledge of national and local economic and employment trends and conditions.
- Thorough knowledge of modern senior management techniques and practices.
- Ability to analyze problems and opportunities, identify and evaluate alternatives, and develop sound, effective approaches.
- Ability to plan, implement and evaluate the achievement of goals, objectives and work-plans.
- Ability to lead, motivate and supervise senior staff and other employees.
- Ability to communicate clearly and concisely, both orally and in writing.
- Ability to establish and maintain effective cooperative working relationships with those contacted in the course of work.
- Ability to maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include the following:
  - *Sitting for extended periods of time; and*
  - *Operating assigned equipment.*
- Ability to maintain effective audio-visual discrimination and perception needed for:
  - *Making observations;*
  - *Communicating with others;*
  - *Reading and writing; and*
  - *Operating assigned equipment.*
- Ability to maintain mental capacity which allows the capability of:
  - *Making sound decisions;*

**Executive Director (continued)**

- **Effective interaction and communication with others; and**
- **Demonstrating intellectual capabilities.**

**EDUCATION and EXPERIENCE:**

A Bachelor's degree in business or public administration or a closely related field, and seven years increasingly responsible management experience, including three years at a senior management level. A combination of formal education and directly related work experience may substitute for the degree.

**WORKING CONDITIONS**

**Environmental Conditions:**

Work in an office environment; travel from site to site; exposure to computer screens. **Physical**

**Conditions:**

Essential and marginal functions may require maintaining physical condition necessary for sitting for prolonged periods of time.

**SALARY:**

Open and to be negotiated between LEO's and Executive Director candidate. In keeping with Public Law 109-234 (effective June 15, 2006) that implements the salary and bonus limitations for individuals being paid by Employment & Training Administration (ETA) funds, the Compensation is not to exceed \$179,700 in a 12-month period (effective January 2007). Final salary will require approval of the Local Elected Official's (LEO's).



**Attachment B**

**Compensation Package  
For  
Ardell Galbreth  
Southern Nevada Workforce Investment Board  
Executive Director**

<b>Base Salary</b>	<b>Current Salary \$130,200</b>
<b>Annual Leave Accrual</b>	<b>11.69 per pay period (Consistent with SNWIB Policy with 80 hours Advance)</b>

**Paid Holidays**

<b>New Year's Eve (1/2 day)</b>	<b>Nevada Day</b>
<b>New Year's Day</b>	<b>Veteran's Day</b>
<b>MLK's Birthday</b>	<b>Thanksgiving Day</b>
<b>President's Day</b>	<b>Day after Thanksgiving</b>
<b>Memorial Day</b>	<b>Christmas Eve (1/2 day)</b>
<b>Independence Day</b>	<b>Christmas Day</b>
<b>Labor Day</b>	<b>Employee Birthday</b>

<b>PERS</b>	<b>Fully funded by SNWIB</b>
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<b>Leave Buyback</b>	<b>Consistent with SNWIB Policy</b>
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<b>Professional Development Time</b>	<b>48 hrs / per year</b>
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**No Cost of Living Allowance increases**

**Agenda Item 8. DISCUSSION AND POSSIBLE ACTION:** Executive  
Director's Report ~ Ardell Galbreth

- a. Executive Director Report
- b. Workforce Connections' Annual Report - FY2012

***Executive Director's Report  
Local Elected Officials Meeting  
September 24, 2013***

**Rural Counties Update**

- **Lincoln County**
- New initiatives in Lincoln County, i.e., new staff on board
  - New Staff has completed Workforce Connections' NV Trac Training
  - Registering five new clients
- Established promotional goals to approach businesses and develop relationships
- Meetings were held with Lincoln County Telephone, Lincoln's Youth Center staff and two private businesses
  - Planning an interactive booth in conjunction with Lincoln County community events
- **Nye County**
- Job Fair on September 13, 2013
- Participated in a Health Family Festival on Saturday, September 14, 2013
  - Included activities as child car seat demo, access to medical services, suicide awareness, wellness activities, etc.

**One-Stop Career Center  
*Deliverables***

- Averaging approximately 100 clients per day
- Having issues with quality client services from some WIA partners, i.e., delayed service delivery, inadequate service delivery and inadequate staffing - not in accordance with contract requirement
- Service providers' contracts are under review with the intent of modifying service delivery with streamlined requirements to deliver services within five days after determining eligibility

- Will be encouraging consortium members to accept and assume ownership of One-Stop Career Center operations
- Workforce Connections will conduct an One-Stop Career Center activities monitoring review prior to year end

### **Upcoming Training Activities**

- Staff Monitoring Review and Report Writing Training – October/November 2013
- Service Providers/Partners Fiscal/Procurement Training – January/February 2014
- Service Providers and Community/Faith Based Agencies RFP 101 Training – January/February 2014 - Prior to release of RFPs

### **Workforce Development Challenges**

- Service Providers/Partners' Contract/Year End Close Outs
  - Identified significant cash short falls resulted in disallowed costs in the amount of \$121,014.78 for Bridge Counseling Associates
    - Staff providing technical assistance to recover all disallowed costs while minimizing client service delivery disruption
    - There may be other service providers/partners in similar situations due to poor cash management procedures like Bridge Counseling Associates

### **Workforce Activities Update**

- Disallowed costs amounting to \$19,807.26 assessed by DETR was overturned by official hearing officer
  - Now working with DETR to develop policy guidance to continue critically needed Medical Spanish Immersion Training minus travel costs for statewide implementation

# *Workforce* CONNECTIONS PEOPLE, PARTNERSHIPS, POSSIBILITIES

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## Executive Summary

This year was perhaps the best year ever for the Southern Nevada Workforce Investment Area. Not only did Workforce Connections (Southern Nevada's Workforce Investment Board) meet or exceed all established performance measures established by the State of Nevada and the U.S. Department of Labor, the agency did exceedingly well on its own measures, using key indicators leading to better overall performance. For example, for the first time in the agency's recent history, only a minimum number of findings or deficiencies were noted in this year's audit reports. More importantly, the total number of clients served far exceeded expectations and due to management's restructuring and resource allocation, the funding targeted for training was significantly greater in comparison to normal formula allotments.

One key feature or strategy introduced in Workforce Connections' tactical work plans was that of the Local Employer Advisory Panel (LEAP). The panel will provide the agency comprehensive intelligence that allows Workforce Connections to pinpoint demand-driven training and employment opportunities for job seekers. A direct result of Workforce Connections' LEAP initiatives will be increased wages earned by registered clients. Beyond this, Workforce Connections' staff and associated partners participated in community outreach initiatives throughout the program year. These initiatives included; 1) Town Hall meetings to hear and understand the employment and training concerns of local residents, 2) U.S. Department of Labor local Minimum Wage Forum hosted by the Acting Secretary of Labor; 3) Job Fairs supported and hosted by Nevada's U.S. Congressional Delegation and 4) the Nevada Hispanic Legislative Caucus which enabled Workforce Connections' management staff to submit critical inputs in support of State Legislature Bill Drafts resulting in Nevada Revised Statutes.

Most notably toward the latter part of this program year was the launching of Southern Nevada's Workforce Investment Area Comprehensive One-Stop Career Center. The Center's grand opening brought about a new wave of business customers and job seekers accessing critically needed employment and training services. This report highlights the strength of partnership in forming a consortium to collaborate to deliver better employment and training services to the residents of Southern Nevada. While there were many exciting initiatives during this program year, none can top the successful completion of the State Energy Sector Partnership Grant (SESP) which allows Workforce Connections' staff to excel in every area of service delivery and establishes sustained clean energy programs and services in support of the State's Clean Energy Sector.

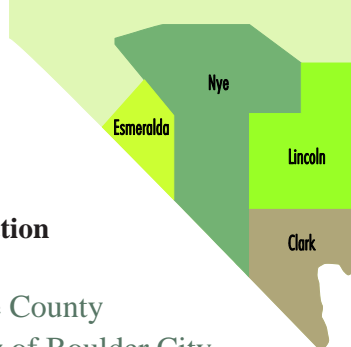
# PEOPLE, PARTNERSHIPS, POSSIBILITIES

## Local Leadership to Fulfill Local Needs

### Local Elected Officials Consortium

The Local Elected Officials Consortium oversees primary board activities such as the appointment of board members, fiduciary responsibilities over local area resources, budget approvals and the coordination of inter-local government agreements.

*Workforce Connections serves the Clark, Esmeralda, Lincoln and Nye Counties of Southern Nevada. The northern counties are served by sister board, Nevadaworks.*



#### Member

Commissioner Andrew Borasky  
 Councilwoman Peggy Leavitt  
 Commissioner Ralph Keyes  
 Councilwoman Anita Wood  
 Councilman Bob Beers  
 Commissioner Adam Katschke  
 Councilwoman Gerri Schroder  
 Commissioner Lawrence Weekly

#### Jurisdiction

Nye County  
 City of Boulder City  
 Esmeralda County  
 City of North Las Vegas  
 City of Las Vegas  
 Lincoln County  
 City of Henderson  
 Clark County

### Workforce Connections Board of Directors

Created to carry out the duties of regional workforce development outlined by the Workforce Investment Act of 1998, the Workforce Connections Board is a diverse group of people actively engaged in the community who identify needs and opportunities, and align resources towards effective workforce development. Our board members include leaders from various areas of the community including:

- Local elected officials
- Public service organizations
- Private business sector leaders
- Labor organizations
- Educational institutions
- Professional service associations

The Board uses their understanding of the local labor market and the economic forces

impacting us to define the scope of work performed by Workforce Connections and its program partners. Working with economic developers, K-12 and post-secondary educators, chambers of commerce and community service organizations, the Board keeps their ear to the ground and aligns strategies that build better partnerships for better investments in the community.

## Workforce Connections Board of Directors

Board Members	Representing	Committees: ADW	Budget & Finance	Executive	Youth Council
Maggie Arias-Petrel	Global Consulting	●			
Michelle Bizé	Las Vegas Review Journal	●			
Hannah Brown	Urban Chamber of Commerce Workforce Connections Chair	●	●	●	
William Bruninga	Advance Energy Applications		●		
Matthew T. Cecil	Fisher & Phillips LLP	●			
Mark Edgel	Southern Nevada Laborers Local # 827 Training Facility	●			
Willie J. Fields	WJF Shoe				●
Dan Gouker	College of Southern Nevada		●	●	
Sonja Holloway	Sierra Nevada Job Corps			●	●
William Kirby	Rural Nevada		●		
Dr. David Lee	Taiwanese Chamber of Commerce	●			
Vida Chan Lin	Western Risk		●		
Valerie Murzl	Station Casinos	●		●	
Bart Patterson	Nevada State College				
Lynda Parven	The Department of Employment, Training and Rehabilitation	●			
Charles Perry	Nevada Healthcare Association	●			
Mujahid Ramadan	MR Consulting				●
William Regenhardt	National University	●			
Daniel Rose	Sheet Metal Local #88 Joint Apprenticeship Training Center	●			●
Tommy Rowe	Rural Nevada				●

2012 WIA Participant Characteristics			
Characteristics of WIA Formula Adult			
		Number of Participants	Percentage of All Participants
<b>Total Number of Participants</b>		2,406	
<b>Gender</b>			
	Male	1,062	44.1
	Female	1,344	55.9
<b>Race*</b>			
	Latino or Hispanic	432	18.0
	Black or African American	740	30.8
	White	869	36.1
	American Indian or Alaskan Native	41	1.7
	Asian	161	6.7
	Hawaiian Native or Other Pacific Islander	42	1.7
<b>Age at Enrollment</b>			
	18-21	153	6.4
	22-54	1,990	82.7
	55+	241	10.0
Characteristics of WIA Formula Dislocated Worker			
		Number of Participants	Percentage of All Participants
<b>Total Number of Participants</b>		1,015	
<b>Gender</b>			
	Male	501	49.4
	Female	514	50.6
<b>Race*</b>			
	Latino or Hispanic	172	16.9
	Black or African American	299	29.5
	White	364	35.9
	American Indian or Alaskan Native	13	1.3
	Asian	36	3.5
	Hawaiian Native or Other Pacific Islander	13	1.3
<b>Age at Enrollment</b>			
	18-21	5	0.5
	22-54	812	80.0
	55+	197	19.4



## Characteristics of WIA Formula Youth

		Number of Participants	Percentage of All Participants
<b>Total Number of Youth Participants</b>		2,903	
<b>Gender</b>			
	Male	1,602	55.2
	Female	1,301	44.8
<b>Race*</b>			
	Latino or Hispanic	1,067	36.8
	Black or African American	1,243	42.8
	White	742	25.6
	American Indian or Alaskan Native	88	3.0
	Asian	100	3.4
	Hawaiian Native or Other Pacific Islander	70	2.4
<b>School Status (at registration)</b>			
	In-School	1,891	65.1
	Out-of-School	1,012	34.9
<b>Age at Enrollment</b>			
	14-18	2,125	73.2
	19-21	772	26.6

\* Participants acknowledge more than one race



Re-entry Town Hall Event hosted by Commissioner Weekly

# PEOPLE, PARTNERSHIPS, POSSIBILITIES

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## Strategic Workforce Development Initiatives

**Industry/Regional sectors:** We're focusing our efforts and aligning our resources to support the industries identified by the Governor's Economic Development Plan. We're implementing important rural initiatives that provide much needed services in these areas. These initiatives support the Governor's overall vision, fulfill community needs and create new career pathways in Southern Nevada.

**Targeted populations:** Our programs assist a wide variety of people, offering unique tools and training opportunities to ensure the fastest path to regaining employment and strengthening our workforce. These populations include: Adult & Dislocated Workers, Youth, Businesses, Veterans, Persons with Disabilities, Foster Care Youth, At Risk Youth and Ex-offenders.

**Rural Support:** The rural areas of Southern Nevada which include Esmeralda, Lincoln and Nye counties, pose unique challenges to support the workforce. Areas separated by distances are not serviced by public transportation, have a limited number of large employers, and lack the social services infrastructure commonly found elsewhere. These communities, therefore, require a different approach to sustain and develop jobs for residents. In service to adult workers in these areas, Workforce Connections and partners have coordinated hiring events, supported efforts to sustain local businesses and maintained Career Connections. Efforts to engage youth include providing education services, work readiness training, and on-the-job experiences in partnership with public and private sector employers.

### Demand Driven

**Local Employer Advisory Panel (LEAP):** As part of our 2 year Strategic Plan we've assembled an advisory panel comprised of local employers within our local workforce investment area. Panel members will be employer representatives with decision-making and hiring authority from local industry sectors. This panel will deliver "real time" and locally relevant workforce intelligence for Southern Nevada's One Stop System and One Stop Career Center. The intelligence received will help ensure the delivery of a full range of relevant services for employers and job seekers.

**Training Providers:** Training will be added and/or removed from the Eligible Training Provider List (ETPL) and the Pre-Vocational List (PVL) as needed, according to demand information gathered from LEAP and WIA partners system-wide.

## **Community Driven**

Throughout the year, Workforce Connections facilitated and participated in events which brought the community together with our board members, elected officials and staff.



- **Re-Entry Town Hall Meeting**, hosted by Clark County Commissioner Lawrence Weekly. On August 1, 2012 at the request of Commissioner Lawrence Weekly (Board Member), Workforce Connections staff and service providers were on hand to listen to and provide program information to both male and female ex-offenders. The town meeting was held at the Pearson Center. During the two and a half hour discussion several ex-offenders spoke about how they got to prison, what happened while in prison and the difficulties they've faced since being released from prison. Several ex-offenders spoke about their successes and what it took to get there.
- **Minimum Wage Forum**, hosted by Acting Secretary of Labor, Seth Harris. The Acting Secretary of Labor, Seth Harris, moderated a minimum wage roundtable on April 18, 2013. Secretary Harris has traveled throughout the United States requesting feedback from workers to determine what an increase in the minimum wage would mean to them. The stories shared from the participating roundtable were a strong indication of how individuals with families struggle to make ends meet.
- **Job Fair**, hosted by Senator Harry Reid. Workforce Connections was on hand June 15, 2013, when Senator Reid's office, together with UNLV's Office of Veterans Services and Career Services, hosted the Veterans Career Fair & Workshops. In attendance at the event were 156 representatives from 88 actively hiring employers. The event was open to all veterans, service members and dependents and was well attended with 220 attendees. The Career Fair offered workshops on resume and interview skills, VA benefits, and ways to "turbo charge" the job search by effectively using social media.

- **Community Fair**, hosted by Nevada Hispanic Legislative Caucus (NLHC). On March 2, 2013 the NHLC organized a Workforce Development Community Fair at the Rafael Rivera Community Center. WC staff was present to provide information on WIA resources available through the One Stop System. The STEM-based Green Mobile Classroom was there as well to engage youth in attendance.
- **Community Fair**, hosted by State Assemblywoman Marilyn Kirkpatrick, County Commissioner Lawrence Weekly, and North Las Vegas City Councilman Anita Wood. Workforce Connections was present at the event “Standing at the Crossroads” at Goynes Park. Strong vendor turnout provided over 31 community agencies the opportunity to interact with residents and provide much needed information and resources to the area. All of workforce Connections funded partners were present.
- **Job Fair**, hosted by Congressman Joe Heck. During this last program year Workforce Connections assisted Congressman Joe Heck’s office with assisting with two different job fairs. The goal of these job fairs was to connect future members of Southern Nevada’s workforce with companies that were actively recruiting new workers. Over 40 employers participated in each event. Both job fairs also provided workshops for attendees that assisted them on the spot with resume and cover letter preparation and interview skills. A workshop was also conducted at each event that was specific to Veterans.



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## Formula Funds

### **Program Year 2012 service providers for Adult and Dislocated Workers**

#### **Bridge Counseling Associates**

Bridge Counseling Associates provides employment and training services to Southern Nevada residents. Employment services include but are not limited to resume building, job search assistance, interview skills, assessments, referral information, etc. With regard to training services offered; BCA assists eligible participants with trainings in the following sectors:

- Logistics (Truck Driving)
- Clean Energy (Heating and Air Conditioner Repair & Refrigeration Repair)
- Healthcare (Substance Abuse Counselor Training)

Bridge Counseling Associates also provides follow up services to ensure employment retention. All services are offered on a one-on-one basis which provides participants with undivided attention from their case manager as well as privacy for sensitive matters.

#### **Easter Seals Nevada**

Easter Seals of Nevada provides services for individuals with disabilities, impairments, challenged with barriers to employment. Services are provided through a mix of intensive services such as employment & training assessments, an Individual Employment Plan (IEP), Job Development, short-term prevocational skills and in-house training tools. In house training tools include Dress for Success, Resume Writing, Job Search Tools, Interview Skills, Body Language Skills, Transferable Skills, Customer Service, and Soft Skills. These types of services assist an individual with disabilities to prepare and learn skills to successfully enter the workforce, or re-enter after an illness or injury. Training is individualized and the focus is placed on the individual's abilities versus their disability.

#### **Foundation for an Independent Tomorrow (FIT)**

FIT provides job seekers with the tools necessary to find and maintain employment, while at the same time creating a deep and talented workforce that will help businesses succeed and grow the economy.

We work with any and all individuals lacking the skills required to compete in today's workforce, and who wish to obtain or advance a career in one of Nevada's identified high-growth sectors.

We achieve our goals through a combination of free in-house trainings in the areas of digital literacy, work readiness, and job search techniques, as well as training provided through vocational schools and partner employers.

### **Foundation for an Independent Tomorrow – Re-Entry Program**

FIT Re-Entry Initiative provides ex-offenders with the tools necessary to successfully reintegrate back into the workforce.

Services provided include the following:

- Financial support for Occupational Skills Trainings, as determined on a case-by-case basis using a holistic assessment that takes into account: employment goals, the nature of previous charges and convictions, current aptitude and skillset, and previous work experience
- On-the-Job Training (OJT)
- “Stages of Employment” re-entry job readiness workshop that focuses on time management skills, effective job searching, and interviewing techniques.
- Individualized and intensive case management and career counseling, along with follow up retention services for one year after employment has been obtained
- Tools, uniforms, work cards and other items required for employment once a person has been hired for a job
- Courses in basic computers and digital literacy

### **GNJ Family Life Center**

GNJ’s WIA program provides registered participants with labor market information, career assessments, community resources, GED testing, personal development classes and employability workshops. In addition, registered participants may receive support services, assistance with the cost of training and employment placement.

### **Goodwill of Southern Nevada, Inc.**

“A hand up, not a handout”, an idea conceived by Goodwill’s founder 110 years ago, still guides Goodwill Industries of Southern Nevada, Inc. in fulfilling its workforce development mission today. At Goodwill, we believe that work creates the economic energy that builds strong families and strong communities.

Through our signature Career Connections Program we give job seekers year-round access to a comprehensive and holistic menu of job training and work readiness services, job search tools, career advice, one-on-one counseling, job leads as well as critically needed supportive services. Our efforts are supported by an exceptionally qualified, compassionate and motivated staff providing services in three office locations.

### **Latin Chamber of Commerce Community Foundation**

The mission of the Latin Chamber of Commerce Community Foundation is to carry on and expand the social, cultural and educational program of the Latin Chamber of Commerce. Taking a family-centered approach, the Foundation provides services for persons throughout the lifespan. Youth programs provide GED completion, occupational and on the job training, tutoring, scholarships, culturally based leadership programs and programs to help out of school youth. Adult and Dislocated Worker programs provide unemployed and underemployed Nevada adults with workforce development and training, job placement, occupational training and supportive services. The Arturo Cambeiro Senior Center provides seniors in the Hispanic community with high quality adult day healthcare programs.

### **Lincoln Adult Workforce**

The Lincoln Adult workforce provides career services, training opportunities, and OJT/WEX to participants and clients. Career services include resume workshops and job hunting support. The training opportunities align with the ETPL and in demand occupations. The majority of our clients do online trainings through PBS Vegas Virtual education. We also work closely with local businesses to provide On the Job trainings for new employees, or employees that want to grow in their current job, and work experiences for those that have little to no work history. Lincoln Adult Workforce is growing and becoming well known among the community.

### **Nevada Hospital Association**

The Nevada Hospital Association's Health Care 20/20 Program focuses on the health care industry sector by transitioning unemployed new graduate registered nurses into professional practice. The program helps them with training, job placement and supportive services in order to allow them to be economically self-sufficient. Health Care 20/20 helps in bridging the gap between the new graduate nurse and the community hospitals' New Grad Nurse Residency Programs.

The program also helps employers find and retain competent and qualified workers through On-the-Job (OJT) training.

### **Nevada Partners Inc.**

Nevada Partners, Inc. is a community-based, nonprofit agency in North Las Vegas, Nevada. Their mission is to build a healthy, sustainable community where all residents achieve their full potential through effective education, meaningful employment, safe and affordable housing, and vibrant civic and cultural engagement. By collaborating with



private employers, public agencies, community and faith-based groups, they are able to connect youth, adults, and dislocated workers with the support they need to thrive.

### **Nye Communities Coalition**

NyECC Career Connections is committed to delivering quality accessible service in a number of sectors including: manufacturing, logistics, healthcare, mining and clean energy. Through increasing collaboration with business, community, civic and non-profit organizations we strive to connect job seekers with employers through innovative strategies. Our program serves Nye and Esmeralda County which covers almost 22,000 square miles. To put this rural service area into perspective there are a little over two people per square mile. In addition to Adult Workforce the coalition offers Youth Workforce as well as Health and Wellness programs as we move towards the One Stop model.

### **Southern Nevada Regional Housing Authority**

Southern Nevada Regional Housing Authority focuses on the Green Economy and Health Care industry sectors by exposing participants to career development and work readiness training bundled with supportive services, career coaching, on the job training and job search assistance to help participants become self-sufficient. The typical participant is an unemployed or underemployed resident of the Southern Nevada Regional Housing Authority or an eligible individual 18 years of age and older in the Las Vegas metropolitan area.



## **Program Year 2012 service providers for youth**

### **GNJ Family Life Center**

GNJ serves the youth community through a mix of innovative practices including the following: Easy enrollment through a Quick Response code (QR). This QR code links to the enrollment questionnaire and enables the youth to complete the form from their cell phone any time or anywhere. GNJ's Career Simulation Center provides a hands-on classroom offering our participants real life employment simulations. This is done by immersing them in a physical work environment for either retail or a business office. We have also introduced an innovative track to employment titled; "Youth Industry Sector Bus Tour" that will introduce our youth participants to the industry sectors of Nevada.

### **Goodwill of Southern Nevada**

Goodwill of Southern Nevada's youth program, ELITE, provides educational, training and employment services to youth with disabilities and other barriers to education and employment. Services are tailored to meet the specific needs of each individual and can include tutoring, GED test preparation, career planning, on-the-job work experiences and occupational skills trainings where they can develop positive and productive work skills to help maximize their quality of life.

### **Help of Southern Nevada's WIA Youth Program**

HELP of Southern Nevada provides educational and work readiness services in a positive support system to help youth obtain career and educational aspirations. Participants take part in educational planning and credentialing assistance, work readiness, leadership development and life skills support programming. In the past year, HELP served homeless and/or at risk youth in the areas of Las Vegas, Searchlight, Sandy Valley, Jean and Good Springs with educational and employment related assistance to be successful in achieving educational and career goals. Credit deficient seniors received support and advocacy services to help ensure increased numbers of high school graduates in Basic, Bonanza, Chaparral, Cimarron, Clark, Del Sol and Sunrise Mountain High Schools.

### **Latin Chamber Community Foundation (Youth)**

The Foundation's Summer and Out of School Youth programs provide participants with assistance in completing high school or GED, career counseling, occupational training assistance work experience and job placement to help youth move from couch to career. Our goals with youth include assisting them with completion of a high school diploma or equivalent, entering the workplace, college or the military, and demonstrating improvements in literacy and numeracy. These goals are achieved using a one on one case management approach in which the following services are utilized:

- Tutoring
- GED/High School Completion
- Individualized career coaching
- On the Job Training in high demand job sectors such as Healthcare, Logistics, IT and Manufacturing
- Occupational training including truck driving, medical assistant, HVAC and many others
- Transportation, childcare, work-related tools, clothing assistance and other supportive services on an as-needed basis

### **Lincoln County Youth Career Program**

Our program works with both in school and out of school youth in rural Lincoln County. We provide career services as well as educational support such as tutoring and credit retrieval. Career services that we focus on are resume workshops and interview skills classes. We also do interest surveys and help youth figure out what careers interest them and what they want to do in the future. Tutoring and credit retrieval are helpful to youth here due to the lack of summer school and private tutoring services. We like to help the youth of Lincoln County succeed!

### **Nevada Partners Inc.**

Nevada Partners (NPI) provides an array of programming designed to ensure that youth secure educational credentials and viable post-secondary opportunities. Targeted to reach high-risk schools and zip codes, NPI provides academic advisement, career counseling, and developmental support in the areas of leadership, health and wellbeing, mental health and life skills.

### **Nye Communities Coalition**

The Youth WERKS program has been running for 5 years serving Nye and Esmeralda County. We focus on youth age 16 to 21 that have low-income and a second barrier preventing them from attaining employment or completing their educational goals. Youth WERKS staff work closely with youth by building positive work ethics, strengthening their personal development, and helping them become successful young adults. Staff are able to do this by providing trainings on: job interview skills, resume building, hygiene classes, group development, and activities involving communication skills, team building, and more. It is our goal to reach all eligible youth within our communities and provide the structure and support to attain their goals.

### **Olive Crest**

Project Independence is a program serving current and former foster youth, ages 17-21. The program is dedicated to helping our youth complete their high school diploma or

GED, pursue a trade certificate or secondary education and to assist our youth with securing a job or internship that will match their individual interests and financial needs. Project Independence is focused on helping every youth create a strong set of personal skills that will help them on their journey to become successful, self-supporting adults. We accomplish this goal by providing workshops related to resume building, interview preparation and overall work readiness.

### **Southern Nevada Children's First**

Southern Nevada Children's First has incorporated a unique wrap around program, with multiple services for their customers, with emphasis on all aspects of their development into adulthood. Participants are provided assistance in transitional housing, support service to the homeless youth and youth adults, eliminating the largest barrier to participation in mainstream society and programming. With intensive focus on self-sufficiency and independent citizens in their community. Southern Nevada Children's First provides intensive case management with an array of programs and trainings such as; mental health counseling, education and career planning, child care, life skills training, men's group, nutrition classes, anger management, high school tutoring on site, proficiency preparations classes; parenting classes, and virtual high school on site.

### **Southern Nevada Regional Housing Authority**

Southern Nevada Regional Housing Authority's YES Program provides educational and employment services in a comprehensive approach to help youth who have struggled to better be able to achieve their goals. The YES Program will create opportunities for youth in its program to explore career options in the fields of Science, Math, Engineering and Technology. Youth have access to a full range of services to support their goals of obtaining their educational credential and pursuing the career of their choice, including services that address barriers that may have stopped them from succeeding before.

### **Youth Advocate Program**

The Re-Entry program focuses on 17-21 year old youth that are at-risk/high-risk in the Clark County and Lincoln County area; a past with parole/probation, criminal history and/or homeless. We work with the Caliente Youth Center and Spring Mountain Youth Center to ensure high risk youth that are exiting these facilities succeed and act as a "step-up" program in assisting them with continued community support. This program focuses on job skill training, vocational skills and educational services to ensure that youth leave with gainful employment, techniques and knowledge to keep a job and/or a professional work reference. YAP has in house licensed social workers and counselors who counsel youth who are in need of Mental Health Services and Substance Abuse Services. Youth are assisted with obtaining their GED/High School Diploma, scholarships to technical trade schools, college and continued educational programs.

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## Non-Formula Funds

### YouthBuild Grant

YouthBuild Las Vegas (YBLV) continues to focus on supporting economically vulnerable youth in achieving academic success and receiving vocational training. Via a partnership with Habitat for Humanity Las Vegas, YBLV continues its emphasis on building and/or rehabilitating low-income housing, while youth commit to civic engagement and leadership development.

In 2012 YBLV received its initial YouthBuild AmeriCorps award. Since YBLV is already serving communities, developing leaders and providing educational opportunities for young people, becoming a YouthBuild AmeriCorps program gave greater recognition to the service-orientation of its model and provided opportunities for participants to see themselves as change agents within their communities. In addition, upon successful completion of their service, members receive the Eli Segal AmeriCorps Education Award to put towards post-secondary education and/or advanced vocational training opportunities.



*Youthbuild participants get hands on experience and the opportunity to learn about construction.*

### SESP Grant

In 2010 Nevada received the State Energy Sector Partnership (SESP) Grant from the U.S. Department of Labor. The SESP grant was designed to provide programs and services aimed at training Nevada's current and future workforce for jobs in the green economy. Through SESP, WC provided training funds for Job Seekers and Incumbent Workers aiming to improve their green skills, as well as green career pathways for Youth ages 14-

21. Since December of 2010, a total 3,333 participants were served by WC (1,214 above and beyond the initial target of 2,119 participants). The original award was \$3,503,000. In December of 2012 an additional SESP award of \$200,000 was received to serve participants specifically in the Healthcare Information Technology field, an emerging green practice. An additional 130 participants were served with the second award. 108 were Incumbent Workers and 22 were Job Seekers.

The grant period of performance ended on June 30, 2013. Here is a summary of the SESP grant outcomes:

- Participants enrolled in training: 3,463 (100%)
  - 502 Job Seekers
  - 1,326 Incumbent Workers
  - 1,635 Youth
- Participants that completed training: 3,013 (87%)
- Participants that received a certificate: 2,632 (76%)
- After completion of the training:
  - 382 Job Seekers (76%) were placed into employment
  - 1,323 Incumbent Workers (99%) retained their employment and/or received promotions
  - 1,439 Youth (88%) were on the path to post-secondary activity

As part of the SESP Sustainability Plan, all grant strategies and activities identified for sustainment have been incorporated into the WIA program model moving forward.



*The Green Mobile Classroom is equipped with STEM interactive labs and hands-on activities. The classroom is powered by solar energy (see photo-voltaic panels on the roof).*

## **Layoff Aversion Grant**

Layoff Aversion is a proactive upstream strategy on the continuum of Rapid Response. Operating at the intersection of economic development and workforce development, the objective is to assist businesses in high-growth industries that are experiencing operational challenges in an effort to avert layoffs and/or business closure.

In the last year, we were able to significantly impact businesses in the health care sector assisting physicians and their medical offices in the following specialties: Oral Surgery / Dentistry, Obstetrics/Gynecology, Cosmetic Surgery, Orthopedic Surgery, Pediatrics and Geriatrics. The challenges that these medical offices were experiencing includes the following: financial problems, declining patient load, operational inefficiencies, lack of workforce development and training, acquiring and implementing Health Information Technology (HIT), insurance contracting, Cross-training staff and Relocation to rural Nevada where health care is needed most.

As a result of our assistance, all of our clients not only survived their business challenges, but are now thriving in what many still believe is a difficult economy. With Workforce Connections' skilled business consultants and their use of dynamic community resources, the health care sector is stronger and more equipped to deliver the highest quality care available.

## **Department of Justice – “Get Out” grant**

Workforce Connections was awarded a Second Chance Act demonstration grant through the Department of Justice in the fall of 2010. The primary goal of this grant was to train ex-offenders in Photovoltaic Installation. This training consisted of 40 hours of classroom instruction, a final exam and preparation for the State of Nevada Photovoltaic Installers License administered by OSHA. For the past two years Workforce Connections has enrolled 391 ex-offenders into this program, and 372 ex-offenders completed the training successfully. Eligible trainees were identified with assistance from Nevada Department of Corrections at the following facilities: High Desert State Prison, Southern Desert Correctional Facility, Florence McClure Women's Correctional Facility and Casa Grande Transitional Center. Upon the trainees' release Workforce Connections assisted in referring to employers and other partnering agencies with further employment and training needs. This grant was successfully completed in December 2012.

# PEOPLE, PARTNERSHIPS, POSSIBILITIES

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## Possibilities Put to Work: Highlights from 2012

### Formulation of One Stop Career Center



In the midst of a challenging economy and the growing need for job opportunities in southern Nevada, Workforce Connections has implemented and opened the new Southern Nevada One Stop Career Center. Within a year of facing a myriad of challenges, the staff sought the support of independent consultants, with cumulative years of technical know-how and hands on experience, who guided them in the implementation and development of a cutting edge operation.

The success of this system is driven by the collaboration of many workforce system leaders and system partners who understand the demand driven economics of this area of the state and are willing to offer programs and services to meet these needs. The One Stop Career Center was designed to provide a full range of assistance to job seekers and employers under one roof.

The initial start of this project focused on developing a successful Center by hiring and training capable staff, seeking Consortium partnerships and developing key operational processes to affect a successful launch. The One Stop Career Center Consortium members which consisted of required partners (per WIA regulation) and community businesses and service providers worked diligently to craft the conceptual framework under which the center would operate.

Thirty-one (31) One Stop Delivery Systems Partnerships agreements were executed and all agreed to work toward common goals and measures in a “One Stop” partnership.

The majority of the required partners have signed on and we are constantly seeking partners to join our effort of serving the residents of Southern Nevada. The partners bring a myriad of occupational training options to the center such as:

- Careers in Culinary
- General Office training
- Medical Billing training
- Security Guard training
- Call Center training
- Administrative Assistant training
- Allied Health career training
- HVAC training
- CDL Trucking Certification

In addition to the aforementioned opportunities for training onsite classes will be held to develop or enhance skills for those customers who are underemployed or unemployed. Persons with Disabilities are also encouraged to visit our center to receive services from the State of Nevada's Vocational Rehabilitation Division.

Veterans receive first priority at the One Stop Career Center. The partners in the center will help Veterans find jobs and opportunities for which they qualify for by helping them translate their military job experience into civilian job criteria. In addition to priority referrals to jobs, vets can also enroll in the free job search workshops, find help developing a resume, learn about career training programs and get help understanding the network of veterans' benefits available through the Veterans Administration, state and local government.

The importance of selecting a site for the One Stop Career Center was also a critical consideration. Finding a location in an underserved area with high demand needs and accessible transportation was critical. The selected site is located across the street from the College of Southern Nevada, a two year college with an enrollment of 38,000 students, a perfect initial audience for the delivery of the One Stop Career Center's Core Services. (I.e. computer access, notary services, job search activities, resume building, assessment testing, employment statistics etc.)

Prior to the official opening of the Center, "casual drop-ins" averaged 45- 50 per day. On June 28th the Ribbon Cutting and Grand Opening took place and the Southern Nevada One Stop Career Center, located at 6330 West Charleston Blvd, was officially opened for business. In addition to the central location, an affiliate computer training site was set up in January 2013. This site offers local residents computer literacy training in an area where a large percent of the underserved and unemployed population reside.

Consideration is now being given for an expansion of these services by opening additional One Stop Career Centers to service residents throughout Southern Nevada. The One Stop Career Center is on the move in Southern Nevada and putting people back to work..... "Moving Nevada Forward"



## STEM Initiatives

Since World War 2, half of the U.S. economic growth has been due to scientific and technological innovation. In the immediate future, employment in STEM based occupations will grow 70% faster than employment in other occupations. Occupations in STEM fields generally provide good salaries, benefits and advancement opportunities. However the U.S. is losing its status as a preeminent scientific and technological innovator. In 1970, 50% of the people who held science and engineering doctorates in the world were Americans. By 2010, it had dwindled to 15%. The international competitiveness of the U.S. fell from 1<sup>st</sup> to 7<sup>th</sup>. Foreign-owned companies and foreign-owned investors now account for nearly half of all patents granted in the U.S. Businesses in the growing sectors of the U.S. economy are encountering a shortage of qualified workers with STEM skills. STEM knowledge has become essential whether workers are on the factory floor or in the executive suite. Employers want both entry-level and managerial workers to have the types of critical-thinking, problem-solving and teamwork skills that study of STEM can develop. Furthermore, all youth and adults need these skills in everyday life to solve problems and make decisions.

WC's original STEM program "What's It Mean To Be Green?" exposes participants to careers in the clean energy industry, one of the Governor's identified industry sectors. WC has expanded its STEM programs to include activities that expose participants to careers in the other sectors as well. The nine identified sectors are:

- Aerospace and Defense
- Agriculture
- Clean Energy
- Healthcare and Medical Services
- Information Technology
- Logistics and Operations
- Manufacturing
- Mining and Materials
- Tourism, Gaming and Entertainment



*The "What's It Mean To Be Green?" program utilizes curriculum and hands-on activities to introduce youth to the green economy and green career pathways.*

## **National Job Shadow Day**



For the third consecutive year Workforce Connections has partnered with the Clark County School District Community Partnership Program to host National Job Shadow Day. This collaboration aims to increase high school graduation rates, encourage students to enroll in post-secondary education, and connect the business and education communities in order to develop the future workforce.

This year's National Job Shadow Day was expanded to include every level of high school student. On February 4, 2013, approximately 350 of these 9th-12th graders visited various businesses and got their chance to "view their future" while engaging workforce professionals about the necessary skills needed to work in a variety of career fields. Consistent with Governor Sandoval's State Plan for Economic Development, National Job Shadow Day 2013 focused its "job shadows" within the eight identified industry sectors. These include Aerospace and Defense, Business IT Ecosystems, Clean Energy, Health & Medical Services, Logistics & Operations, Mining, Materials & Manufacturing, and Tourism, Gaming & Entertainment. The eight sectors not only leverage Nevada's strengths, but also provide the highest potential of labor market opportunities in core and emerging sectors for the Silver State's future workforce.

## **Rural Development**

Workforce Connections is expanding efforts in the rural areas of Southern Nevada by creating an interconnected virtual support system. By coordinating with local elected officials, local chambers of commerce, economic development initiatives and educational institutions such as University of Nevada Cooperative Extension and Great Basin College, Workforce Connections is assisting rural areas create capacity in their communities that support both their local economies as well as connecting them to urban areas of Southern Nevada.

## Success Stories

### Bridge Counseling Associates



A man came to Bridge Counseling Associates 04/04/2013 looking for work. During his initial assessment it was discovered that this participant was homeless and living in a shelter with no job or family. He had just been informed that he would no longer have a place in the shelter and needed to find another place to stay. His case manager immediately began looking up shelters and found him a place to stay. The only requirement was that he make strides toward self-sufficiency.

During the initial assessment it was discovered that this participant had many years of truck driver experience but it was too long ago to get a job in the field. Participant stated that he has been trying to get back into the field but could not afford to get his license and didn't have a truck to use for the driver's test. With help from his case manager, this participant was able to gather all eligibility documentation and was enrolled into the program.

BCA determined that this participant needed training in order to return to his desired career field. Participant with enrolled into training with Southwest Truck Driver Training and within 4 weeks had his class A CDL. Client completed training on a Thursday and left Las Vegas for orientation Sunday with Werner Enterprises. Client is now out on the road and living in his truck. He is ecstatic that all of his income is his as he has no expenses. This participant is well on his way to full self-sufficiency.



### Easter Seals Nevada

Easter Seals Nevada has enrolled an individual with a physical disability. She is a voluntary retirement and honorably discharged Veteran. This individual is a 50 years old, Hispanic female that would like to re-enter into an administration position whether in the tourism industry or medical services. She has physical barriers that limit her flexibility, stamina, ability to lift, kneel, bend, and overall be able to withstand the physical demands of a full-time shift within her previous position of healthcare. Through the assessment, development of an Individual Employment Plan the employment team discussed the types of jobs she would be best matched for due to her high level of customer service and management skills experience. She was very realistic in her pay range with transitioning into an entry level job with a company to then grow within. She was also flexible in changing fields and would consider training available to secure a new field of employment. The best practice of this enrollment was the candidate's participation and acceptance of responsibility for her own employment. The Job Developer was in weekly

contact with the individual following up on leads and developing other interview opportunities. The individual did accept a Reservation Coordinator position that had few physical demands, focused on customer service skills in the tourism industry, has medical & holiday benefits, overtime compensation, ability for sales compensation, and was full-time status. Individual was employed within thirty days of WIA enrollment.



### **Foundation for an Independent Tomorrow (FIT)**

Despite years of hard work in the fast food industry, 27 year-old Tysa could not bring in enough money to support herself and her 7 year-old son. She felt limited to a life of minimum wage jobs. At FIT, through vocational assessments and research, Tysa learned she was a great candidate for the dental field.

After Tysa enrolled in and completed free classes offered at the FIT office in computer literacy and introductory medical terminology - so that she would have the proficiency in those areas needed to be successful both in school and in the workplace - FIT paid for her books and tuition at an approved Dental Assistant training program. Tysa was also provided with bus passes to help with the added transportation costs getting to and from school. Despite the difficulty in balancing work, school and home life, Tysa was motivated by her son and maintained a 4.0 GPA through training.

Tysa is now employed as a Dental Assistant and is already in line for a raise. She is well on her way to a stable career that enables her to provide for her son!



### **Goodwill of Southern Nevada**

Las Vegas is a tough place to find work for a 43 year old who just moved to town, but add in two felony convictions, including a 12 year prison sentence for manslaughter and drugs, and the odds become even lower. This did not stop Goodwill's Career Connections and WIA client Marcus from working together to find a career.

Marcus was working as a welder in another state and was laid off from his job. He moved to Las Vegas looking to start over, and heard about Goodwill's Career Connections program from his family. He came in during April 2013 and met with our staff to talk about changing careers to less physically demanding work. Marcus was enrolled into WIA and was able to receive transportation assistance to evaluate training locations to fulfill his goal of becoming a truck driver. After researching his options, Marcus chose Southwest Trucking and Goodwill was able to pay for his training with WIA funding and get him enrolled into a truck driver program within a few weeks of

meeting with us. We were able to assist Marcus with his transportation needs while he attended school and provide encouragement along the way.

After graduating, Marcus was able to secure full-time employment with a Henderson based company as a driver and is now able to afford his own housing versus living with family. Marcus told Career Connection's staff he was "grateful for the opportunity and for someone to believe in him versus judging him for his past".



### **GNJ Family Life Center**

Mahogany Ducon has an astounding story of how a dream can be made a reality with the help of GNJ's WIA Youth Funding. Mahogany came into the program not sure if she could achieve her dream of becoming a Certified Nursing Assistant (CNA). She informed staff that ever since she could remember, she had dreamed of taking care of people who were sick. After researching several CNA programs she realized that she did not have the personal finances to attend the training, making it almost impossible for her to achieve her dream. After hearing about GNJ's youth programs and training services, she came to our office to ascertain if we could assist her with the cost of training. GNJ paid for her to attend the CNA training at CSN and through perseverance and determination, she successfully completed the course. Approximately a month after she graduated, she took the state exam and passed. Now she is a licensed CNA.



### **Help of Southern Nevada**

Michael, an 18 year old unemployed and high school dropout enrolled in HELP of Southern Nevada's WIA Youth Program at our Searchlight branch. His highest level of education was 10th grade due to being expelled because of behavior issues. After receiving supportive services to help remove some of his barriers, he slowly started getting back on track. He enrolled in an online High School and started taking a Mining course to further his education for a possible employment opportunity. Along with hard work and perseverance, he received a Certificate of Training from the U.S. Department of Labor Mine Safety and Health Administration. Shortly afterwards, he was hired as a Construction Laborer in the Mining Field at Skanska USA Civil West, Rocky Mountain District Inc. In addition, he studied to get good grades and obtained a High School Diploma from Jefferson High School. We are proud of this young man for perseveringly and being an excellent role model to the other youth in our program.



### **Latin Chamber of Commerce Community Foundation**

As a client enrolled in the Out of School Youth Program at the Latin Chamber of Commerce Community Foundation, William Llamas' story captures the essence of what wise investment in at-risk youth can accomplish. Mr. Llamas is one of four brothers raised by a single mother in Las Vegas. Without appropriate support and motivation, Mr. Llamas became increasingly disengaged from his studies in high school. He dropped out of high school before completing the eleventh grade. Responding to the Latin Chamber Foundation's recruitment efforts, Mr. Llamas learned about our Out of School Youth Program. Mr. Llamas was enrolled and provided with an individual plan for his development and growth. Through tutoring and supportive services, the Youth Case Management team helped William increase his literacy and numeracy skills. As an exemplary client, Mr. Llamas regularly attended tutoring sessions, complied with programmatic requests and remained determined to improve the prospects for his future through education, training and hard work. Not only did Mr. Llamas increase his demonstrated Literacy and Numeracy gains, he recently earned his GED. After completing the GED, Mr. Llamas entered into a Heating Ventilation and Air Conditioning (HVAC) Program to pursue work in this field. Mr. Llamas will shortly complete his HVAC training, and is sure to enter the HVAC field and enjoy a rewarding and productive career in service to the community.



### **Lincoln County Youth Career Program**

One of the success stories that we have for the youth program is an out of school youth that was interested in going to college to become a Veterinary tech. She was unsure how to do it and by the end of her time working with us we had her in college in Las Vegas at PIMA. She has been taking classes since March and has loved it. She went to the shelter the other day to work with the animals and is really happy with her choice to leave Lincoln County and pursue her dream of working with animals.

### **Lincoln Adult Workforce**

One of the Adult participants needed help finding full time work and wanted to take a bookkeeper class online. She was able to secure employment through the program by working on her resume and interview skills. She has maintained the job for over six (6) months and will be finished with her Bookkeeper class at the end of the month. With her certificate she hopes to find employment in the field and work full time. Without the



support of the Adult program she would not have been able to get started and stay living in Caliente.



### **Nevada Hospital Association**

M. Martinez from MountainView Hospital stated:

“I always knew that I would be a nurse, but I placed my dream on hold for 21 years in order to raise my two sons. When my youngest son was a freshman in high school, I started taking nursing classes, one class at a time, and when he was off to college, I enrolled in a nursing program. After receiving my nursing license, I enrolled with Health Care 20/20 and was offered to train in the New Grad Nursing Program with MountainView Hospital.”

The Health Care 20/20 Program has proven to be very successful in developing excellent new grad nurses and employer partners have shown their satisfaction with the program’s outcome. It proves that dreams do come true.



### **Nevada Partners (ADW)**

One of the year’s greatest success stories is the story of Ms. Staten. Ms. Staten began her journey with Nevada Partners in March 2012, as a student in need of licensing and work supports. With the initial assistance she received, Ms. Staten secured employment in the healthcare sector at the tremendous wage of \$32.50 per hour. Within 90 days, Ms. Staten’s wage increased to \$68.00 per hour. After much success in the healthcare field, Ms. Staten opened her own business this spring. With firm appreciation for the value of workforce development services, Ms. Staten now supports on-the-job training for motivated individuals desiring to enter the healthcare field. Workforce Investment Act services are changing lives!



### **Nevada Partners (Youth)**

In January 2012, I. Smith enrolled with Nevada Partners as a young father and high school dropout. Reengaged in education through adult education services, Mr. Smith struggled with obtaining his diploma while overcoming challenges with family and

financial support. Committed to Mr. Smith's success, Nevada Partners enrolled Mr. Smith in the Academy of Human Development to provide additional support with attaining a credential. Along this journey, Mr. Smith attended tutoring weekly, job searched, and overcame bouts of homelessness. Through perseverance, solid partnerships and intensive case management, Mr. Smith has graduated, secured employment at a major grocer, and purchased his first vehicle. This fall, Mr. Smith will attend the College of Southern Nevada. Workforce Investment Act Youth Services are changing lives!



### **NYE Communities Coalition**

The biggest success of the past year is the increase in collaboration with other agencies and organization. NyECC continues to take steps to move toward the One Stop model. With youth and adult workforce on the same campus we can serve job seekers of all ages and backgrounds. Our health, wellness and prevention division offers classes to quit smoking, manage diabetes or chronic disease and child car seat inspections and installations.

In the second half of the year we increased program reach by focusing on OJT's and hiring events. We were part of a group that organized a county-wide Job Fair that attracted 40 employers and 400 job seekers. This set the table for developing a monthly Job Fair on our campus. OJT's were setup with 21 clients at 10 businesses. The average wage was \$12.50 per hour.

Operating under the One Stop model we partner with Health and Human Services, VITA Tax Program and Vocational Rehabilitation on campus. A new initiative with the Pahrump library will establish a "Job Zone". This will increase access by extending hours and days to available services.

NOW HERE is where NyECC Career Connections is at. We are here to make a difference in the lives of Nye and Esmeralda County residents.



### **NYE Communities Coalition (Youth)**

There are many success stories in our 2012-2013 program year. We would like to share the story of one particular youth who stood out. Dallas Kelley came to us as a 17 year old teen mother. She had not completed high school, did not have family support throughout her pregnancy, was unemployed and was filled with doubt.



Dallas has come a long way since then. She completed her GED by taking the classes offered on campus and receiving financial assistance to pay for the exam. Dallas gained a work experience in our Campus Café and was provided with assistance to become ServSafe certified. NyECC previously ran a restaurant on campus named “Campus Café” that later transformed into Campus Catering. This allows youth with a culinary interest to gain real-world work experience in their career choice. Shortly after, Dallas then became employed at two different restaurants in town. She recently received a promotion to management. Dallas has also had a goal to become a Certified Nursing Assistant. She is now enrolled and on her way at Great Basic College. All Dallas needed was someone to hold her accountable, provide trainings and financial support in order to meet all her goals and become a successful WIA youth.



Removed from his parents at the age of 9 and placed with his grandmother until the age of 13, Jeremy was again removed from family and lived in 3 more foster homes by the time he turned 18. Jeremy was ready and eager to emancipate from the foster care system, but with his 16-month-old son, Jeremy Jr. at home, the need to make ends meet came with a much more significant price than that of other youth his age. Motivated to beat the odds and with a perseverance that Jeremy himself describes as a “Blessing from God,” Jeremy chose to stay voluntarily under the jurisdiction of the court. Jeremy was referred to the Olive Crest Project Independence program in May 2013. Since that time, he has received his high school diploma, secured a part-time job in the retail industry and is set to start college in the fall. With the knowledge that Jeremy is the recipient of a \$10,000 scholarship and working diligently towards his goal of becoming a therapist and providing for his family, Project Independence recently loaded him up with a new backpack full of school supplies, a gift card for graduating from high school, and a box of diapers for Jeremy Jr. With a grin that lights up any room he enters, Jeremy exudes humility and hope for his future. The team at Project Independence is grateful and honored to be a part of Jeremy’s journey.



### **Southern Nevada Children’s First**

Our success story for the month at Southern Nevada Children’s First is a client in our WIA program by the name of A. Carter. This young man’s journey began as a struggle. Carter came to us in the summer of 2012 and was chosen for the work experience training program. Although faced with many challenges, he excelled at his worksite at the 100 Academy, which resulted in him being offered permanent employment.

Upon completion of the employment process, Carter was involved in an altercation at the worksite that resulted in him not getting the permanent position. Feeling remorse, he wrote a letter of apology and took responsibility for his behavior in the incident.

While in his last year of high school, Carter again faced and worked through several challenges. In the last month prior to graduation, there was yet another incident that involved Carter being expelled and told he would not be permitted to walk with his class at graduation. His mother and I teamed up and contacted everyone possible who could assist us in making sure he did walk with his class. We felt that he had worked very hard, overcame many challenges and deserved to walk with his class. He earned that privilege despite the struggles!

In addition to speaking with school staff and officials, Carter was also introduced to a mentor who made himself available to discuss any issues and challenges while awaiting word on whether he would be allowed to walk with his class. This proved to be a wonderful relationship as the two bonded and another positive role model was in his life who offered additional support and guidance.

Mr. Carter did graduate and was allowed to walk with his class! He is currently enrolled in Job Corps and will start that program in the fall of this year. He is also employed, staying out of trouble and will be attending college at UNR when he completes Job Corps.



### **Southern Nevada Regional Housing Authority (Adult)**

In February 2012, M. Sunga, a 48 year-old female came to SNRHA, skilled as a pastry baker in CA, having owned her own business. Although she had over three years in CA, she stated that her experience would not allow her to obtain and maintain employment in NV. She was enrolled into the Baker's Helper training at the Culinary Academy of Las Vegas in February 2012 and completed in May of the same year. She was hired at the Vdara, prior to her training completion, earning \$17.31 an hour.

One month following Mrs. Sunga's enrollment, her under-employed husband, N. Sunga, enrolled into the WIA program. He was working at a local convenience store approximately 20 hours per week and earning minimum wage. His desire was to work in the medical field where he could help others and earn more for his family. Mr. Sunga entered training for Phlebotomy at Medical Skills for Life in April 2012, and completed in August 2012. He obtained employment as a Lab Technician within the same month, working full-time, and earning \$10 an hour.



### **Southern Nevada Regional Housing Authority (Youth)**

A 19 year-old female, out-of-school youth, enrolled into the GIFT Youth program in July 2012. The daughter of a single mother, she dropped out of high school and went into Job Corp during her tenth-grade year. Lasting a little over two months in Job Corps, she returned home. Her goal upon entering the youth program was to pursue her GED, become a Heating, Ventilation and Air Conditioning (HVAC) technician, and eventually enroll into the military with a skill. She attended several trainings that were offered through the GIFT program such as OSHA 10, “What’s It Mean to be Green” (WIMTBG), Leadership Training, Tutoring, Comprehensive Guidance and Counseling.

Throughout her time in the program, Miss Johnson has increased her score by one grade level on the Literacy/Numeracy testing. She has performed Work Experience (WEX) in August 2012, at a local HVAC company which led to with On-the-Job Training (OJT). Upon completing OJT she was offered her full-time employment. A short period after being hired in November 2012, Miss Johnson chose to leave her job and place more focus on obtaining her GED in which she received in April 2013. She is now focusing and studying hard to score high on the Armed Services Vocational Aptitude Battery (ASVAB) test to enter the military.

### **Youth Advocate Program**

Alfonso had a rough upbringing as a child. His mother and father were both alcoholics, and his father was incarcerated. As a teenager both of Alfonso’s parents passed away as well. Alfonso went to live with his older sister afterwards. Alfonso was arrested for various reasons and placed on formal juvenile probation. In the 11 months that Alfonso has been a part of the WIA program he has accomplished much. Alfonso started by working at Subway, he then enrolled in a GED program, and found a better job at Food-4-Less. Alfonso also has test anxiety, something he has been dealing with his entire life. With the mentorship and support provided by YAP, Alfonso overcame this and has successfully attained his GED. He has since enrolled in college with the help of a scholarship and desires to enter the military.

### **Workforce Connections – Layoff Aversion Grant**

As both a medical doctor and doctor of dental surgery, Mark Degen was able to offer his patients the most advanced medical and surgical techniques as well as the latest technology to ensure the highest quality care. But no one could pay for his expertise or

technology. For Dr. Degen, employee layoffs were imminent and practice closure a possibility if something did not change.

Unfortunately, most independent medical practices are facing these same challenges.

Across the nation, doctors list shrinking insurance reimbursements, changing regulations, rising business and drug costs among the factors preventing them from keeping their practices afloat. On average, there's a 10 to 15 percent profit leak in a private practice. Much of that is tied to money owed to the practice by patients or insurers.

Dr. Degen's problems represented the complex business challenges of compounding factors: the national recession, Southern Nevada's record breaking unemployment and the inherent challenges of the business of health care.

According to Mark Degen, "Since initiating Workforce Connections' Layoff Aversion program in May 2012, Red Rock Oral & Maxillofacial Surgery Center has recognized a 10 percent annual increase over last year's numbers within six months; retained three employees for whom employment was at risk; and added an additional three employees as of December 2012 - a 100 percent increase in staff. Overall Red Rock Oral has been able to right our business and grow with the assistance of the Workforce Connections 'Dream Team' of consultants."

**Agenda Item 9.**

**SECOND PUBLIC COMMENT:**

Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state your address for the record. Each comment will be limited to three (3) minutes

**Agenda Item 10. INFORMATION: LEO Consortium Member**  
Comments

**Agenda Item 11. ACTION:** Adjournment