

**WORKFORCE CONNECTIONS
ADULT & DISLOCATED WORKER PROGRAM COMMITTEE**

Wednesday, May 14, 2014

9:00 AM

6330 W. Charleston Blvd., Suite 150

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 North Las Vegas, 2250 Las Vegas Blvd. N., North Las Vegas, NV
City of Las Vegas, City Clerk's Office, 495 S. Main St., 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., 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.

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 Committee 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 Committee to give all citizens an opportunity to be heard.

Copies of non-confidential supporting materials provided to the Committee are available upon request. Request for such supporting materials should be made to Kelly Ford at (702) 638-8750 or at kford@snvwc.org. Such supporting materials are available at the front desk of WorkforceCONNECTIONS, at 6330 W. Charleston Blvd., Suite 150, Las Vegas, Nevada 89146.

Auxiliary aids and services are available upon request to individuals with disabilities by notifying Dianne Tracy, or Suzanne Potter in writing at 6330 W. Charleston Blvd., Suite 150, Las Vegas, Nevada 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 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.

Adult & Dislocated Worker Program Committee members: Valerie Murzl, Chair; Daniel Rose, Vice-Chair; Chelle Bize'; Hannah Brown; Matt Cecil; Mark Edgel; Dr. David Lee; Lynda Parven; Bart Patterson; Charles Perry; Maggie Arias-Petrel; Bill Regenhardt and Candace Young-Richey.

All items listed on this Agenda are for action by the Adult and Dislocated Worker Program Committee unless otherwise noted. Action may consist of any of the following: approve, deny, condition, hold or table. Public Hearings may be declared open by the Chairperson, as required for any of the items on this Agenda designated for discussion 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.
3. **FIRST PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter posted on this Agenda, which is before this Committee 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.
4. **INFORMATION:** Welcome new ADW member, Candace Young-Richey.
5. **DISCUSSION AND POSSIBLE ACTION:** Approve the meeting minutes of March 12, 2014 1
6. **DISCUSSION AND POSSIBLE ACTION:** Accept staff’s recommendation to award and execute a contract with Nevada Department of Corrections (NDOC) in the amount of \$800,000 in WIA Adult Formula Funds, for the purpose of administering pre-release training and employment services to incarcerated individuals. Upon approval by the WC Board, the term of this contract shall be October 1, 2014 to September 30, 20155
7. **DISCUSSION AND POSSIBLE ACTION:** Accept staff’s recommendation to award Foundation for an Independent Tomorrow’s Re-Entry contract in the amount of \$700,000 in WIA Adult Formula Funds, for the purpose of administering training and employment services to the re-entry population. A portion of these funds will be used to provide post-release services to individuals who are enrolled with Nevada Department of Corrections pre-release program (NDOC). Upon approval by the WC Board, the current contract will be extended with a contract period of July 1, 2014 to June 30, 20158
8. **DISCUSSION AND POSSIBLE ACTION:** Approve staff’s recommendation to negotiate and execute a Home Office contract with the following providers to deliver Adult and Dislocated Worker employment and training services.

Provider (in alphabetical order)	Amount Recommended
Goodwill of Southern Nevada	\$850,000
Nevada Partners, Inc.	\$850,000
Southern Nevada Regional Housing Authority	\$850,000

Upon approval by the WC Board, the contract period will be July 1, 2014 to June 30, 2015.....14

- 9. **DISCUSSION AND POSSIBLE ACTION:** Approve staff’s recommendation to negotiate and execute a One-Stop Career Center contract with the following providers to deliver Adult and Dislocated Worker employment and training services.

Provider (in alphabetical order)	Amount Recommended
Foundation for an Independent Tomorrow	\$1,050,000
Goodwill of Southern Nevada	\$1,050,000
Nevada Partners, Inc.	\$1,050,000
Southern Nevada Regional Housing Authority	\$1,050,000

Upon approval by the WC Board, the contract period will be July 1, 2014 to June 30, 2015.....15

- 10. **DISCUSSION AND POSSIBLE ACTION:** Approve staff’s recommendation to negotiate and execute a \$100,000 contract with Lincoln County School District to deliver an Adult and Dislocated Worker program to deliver employment and training services in Lincoln County. Upon approval by the WC Board, the contract period will be July 1, 2014 to June 30, 201516
- 11. **DISCUSSION AND POSSIBLE ACTION:** Approve staff’s recommendation to negotiate and execute a \$600,000 contract with Nye Communities Coalition to deliver an Adult and Dislocated Worker program to deliver employment and training services in Nye and Esmeralda Counties. Upon approval by the WC Board, the contract period will be July 1, 2014 to June 30, 201517
- 12. **INFORMATION:** ADW Committee Member Comments.
- 13. **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 address for the record. Each comment will be limited to three (3) minutes.
- 14. Adjournment

WORKFORCE CONNECTIONS
ADULT & DISLOCATED WORKER COMMITTEE MINUTES

March 12, 2014 - 9:00 a.m. -- Bronze Conference Room
6330 W. Charleston Blvd., Ste. 150
Las Vegas, NV 89146

Members Present

Bill Regenhardt (via telephone)
Lynda Parven
Dr. David Lee (via telephone)
Charles Perry
Bart Patterson
Dan Rose, Vice-Chair
Hannah Brown
Maggie Arias-Petrel
Chelle Bize

Members Absent

Mark Edgel
Valerie Murzl, Chair
Matt Cecil

Staff Present

Ardell Galbreth
Heather DeSart
Kelly Ford
Jim Kostecki
Brett Miller

Others Present

Trinette Burton, NDOC
Tanya Hill, NDOC
Janice Rael – NPI
Gary Rosenfeld, NDOC
Arcadio Bolanos, Academy of Human Development
Patrick Malone, NDOC
Sharon Morales, LCCCF
Janet Blumen, FIT
Onyaka Tiggart, LVUL
Tim Perez, LVUL
Al Ballista, NHA
Jennifer Casey, FIT
Bonita Fahy, GNJ
Tenesha McCulloch, Goodwill
Tamara Collins, LVUL
LaWanna Calhoun, Westcare
Donna Somera-Bensing, New Horizons
Dr. Tiffany Tyler, NPI
Linda Montgomery – The Learning Center
Nield Montgomery – The Learning Center

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

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

Chair, called the meeting to order at 9:10 a.m. Staff confirmed the meeting had been properly noticed and posted in accordance with the Nevada Open Meeting Law. Roll call was taken, and the quorum was confirmed.

Agenda Item 2 – Action: Approval of the agenda with the inclusions of any emergency items, and deletion of any items

A motion to approve the agenda as presented was made by Charles Perry and seconded by Lynda Parven. The motion carried.

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

Linda Montgomery, spoke as a representative for the Information Technology Sector, providing a handout with statistics on IT Certification credentialing for 2013. Ms. Montgomery stated she has 75 position openings with employers available, and not enough people to fill the positions.

Ardell Galbreth queried if the employers that Ms. Montgomery is working with are willing to accept trained ex-offenders in the entry-level positions. Ms. Montgomery responded that two of the employers are government

employers and cannot place an ex-offender in a government position. Her suggestion is to place an ex-offender into small computer repair shops where they do not have the requirements for background checking. Mr. Galbreth requested a list of employers forwarded to him or Heather DeSart in an effort to provide the information to the funded partners.

Janice Rael, Nevada Partners Inc. has provided services to 576 residents, which include 349 enrollments from the One Stop office of the 500 residents projected to receive services this program year. Return on investment has been over \$7,617,792.00 in earned wages. Provided training services to 403 job seekers, 260 out of the One-Stop office and approximately \$103,178.56 in supportive services (ie., transportation assistance, work cards and tools). To date, Nevada Partners has helped 240 residents gain employment, with an average hourly wage of \$15.26.

Jennifer Casey, Foundation for an Independent Tomorrow provided an overview of the Re-Entry Program. 94 new enrollments on track with a goal of 150. Placed 78 participants into training with 42 of the enrollments employed full-time. A client success story was included in the report with funding provided to the client for vocational training to obtain CDL Class A. The client has been hired and working approximately 60 hours a week making \$25.00 per hour. Ms. Casey provided a program demographics breakdown by race/ethnicity/gender/offense for the 94 enrolled participants with those placed into employment.

Agenda Item 4 – Discussion and Possible Action: Approve the minutes of the previous ADW Committee meeting minutes of February 12, 2014.

A motion to approve the meeting minutes of February 12, 2014 presented by staff, and made by Charles Perry and seconded by Maggie Arias-Petrel. Motion carried.

Agenda Item 5 – Discussion and Possible Action: Accept staff’s recommendation to award Nevada Partners Inc. additional funding in an amount not to exceed \$30,000. These funds will augment Nevada Partners Inc.’s current PY2013 WIA Adult and Dislocated Worker contract to provide training and supportive services to 20 additional participants.

Heather DeSart presented the letter from Nevada Partners Inc. drafted and submitted by Dr. Tiffany Tyler. Staff did meet, discuss, and review NPI’s program, budgets, expenditure rates, and training line items. NPI is running low on training funds in their home office with staff bringing the recommendation to the ADW Committee to award additional funding in an amount of \$30,000.

A motion was made to accept staff’s recommendation to award Nevada Partners Inc. additional funding in an amount not to exceed \$30,000. These funds will augment Nevada Partners Inc.’s current PY2013 WIA Adult and Dislocated Worker contract to provide training and supportive services to 20 additional participants, was made by Hannah Brown and seconded by Dr. David Lee. Motion carried.

Agenda Item 6 – Information: Workforce Connections is in the initial discussion phase with the Nevada Department of Corrections regarding a potential sole-source contract. The contract would be to serve pre-release inmates from the Florence McClure Women’s Correctional Center and the Southern Desert Correctional Center. Discussions are preliminary, and centered on program design and sole-source requirements.

Ms. DeSart stated Workforce Connections is working in tandem with the Nevada Department of Corrections as a first time pre-release program. This will be a sole-source contract. WC has had pilot programs in the past, but this is the first to come together with a specific plan, targeting inmates released from incarceration in 6-months, providing training inside the facilities, and then transition into the workforce. Anticipated start date is July 1, 2014.

Mr. Galbreth emphasized individuals released from incarceration will need training or supportive services. As WC moves forward with recommendations for additional funding for training and services, the committee can expect another contract with a service provider that the individuals will be passed too.

Mr. Patterson queried the scope and additional funds, and asked for a general preview of this contract. Ms. DeSart responded that WC has set-aside funding in the budget. The scope: Working closely with the Nevada Department of Corrections to address the anticipated barriers, the needs of the inmates while still incarcerated, identification issues resolved, to provide soft skills, and provisions for certification training.

Agenda Item 7 –Information: One-Stop Reports

a. Consortium report

Janet Blumen, Foundation for an Independent Tomorrow presented and distributed a packet addressing the functions of the One-Stop Career Center Consortium:

- Meeting minutes of March 12, 2014
- Glossary of Parties
- Voting Procedure
- Voting Chart
- Operations Manual
- Customer Flow
- Partner Observations
- Resources Needed`
- Policies
- Orientation PowerPoint
- Proposed Outcome Reporting/Proposed Data Collection
- Workforce Connection 7/1/13 – 1/31/14
- One-Stop Statistics

Noted: The Consortium are dedicated to making the southern Nevada One-Stop Career Center the premier One-Stop, dedicated to working together, and maximizing the productivity of all of the parties within the One-Stop System.

b. One-Stop affiliate update: Academy of Human Development

Ms. DeSart presented the Metrics on page 7 of the agenda packet.

Mr. Rose queried if the participants were able to access their email on the computers. Ms. DeSart stated they are able to access the Internet, email, apply for jobs, and send resumes. Arcadio Bolanos confirmed the Academy of Human Development monitors job related activities on the computers, and the report reflects numbers of participants that access the Resource Center only.

Ms. Bize requested a list of the participants that enter the Resource Center on one or more occasion to utilize services unavailable to them on a daily basis.

c. One-Stop affiliate update: Urban League

Ms. DeSart presented the Metrics on page 8 of the agenda packet.

Ms. Tiggart noted that in the month of October there was a significant drop in an effort to make everyone accountable to the One-Stop clients and the Las Vegas Urban League. Ms. Tiggart stated LVUL has a new database that will capture statistics with improvements to reflect employments,

placements, training placements, and employment retention. Ms. Tiggart further stated the Las Vegas Urban League is relocating as of March 31, 2014.

Agenda Item 8 – Information: Training and Employment Reports

Brett Miller reported on the Training and Employment Reports from July 1, 2013 through January 31, 2014 on pages 9 of the agenda packet, noting number of trainings at 1,227 with the most significant in Health & Medical Services at 476, Tourism, Gaming & Entertainment at 281, and Logistics & Operations at 253. Overall average spent on training is \$2,400. He continued with the Wage by Sector illustrated on page 10 total employed 1,286, and the effects of increased enrollments from opening the One-Stop Career Center. The most significant is Health & Medical Services at 346, Logistics & Operations at 255, and Tourism, Gaming & Entertainment at 226, and an Average wage of \$14.05. Brett Miller reported on the ADW Demographics by Zip and Locality on page 11 - 13 of the agenda packet.

Ms. Bize requested a report that indicates where home offices are located for each agency versus the One-Stop Career Center according to zip code to review the number of clients served. The report might indicate the clients are served greater at the primary home offices versus the One-Stop Career Center or vice versa.

Agenda Item 9 – Information: Adult and Dislocated Worker Fiscal Reports

Mr. Kostecki reported on the Awards and Expenditures Reports on pages 14 of the agenda packet. Of note is the WIA PY13 NEG monies slow to expend. The NEG money is Dislocated Worker money ramped up for individuals who have been out of work for 27-weeks or more, and an additional step to the Dislocated Worker requirements. These funds will end June 2015. Next year the State will require WC to meet a 25% Occupational Skill Training, On-the-Job training (contracts are mandated that employers will retain the client at the end of the training unless there is an egregious act) and related supportive services in each of the WIA contracts. Mr. Kostecki emphasized that all funds not spent will be recaptured and re-issued in next year's contracts.

Mr. Kostecki reported on the Adult and Dislocated Worker Funding Plan on page 15 of the agenda packet. Item of note is a next program year column that indicates \$2,800,000 anticipated to not be spent and/or set-aside in the event of sequestration in the first quarter. Mr. Kostecki also reviewed the pending projects and/or contracts.

Agenda Item 10 – Information: ADW Committee Member Comments

The Committee thanked staff for the reports, and work well done.

Agenda Item 11 – 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 address for the record. Each comment will be limited to three (3) minutes.

Janice Rael thanked the committee for approving NPI for the additional funding.

Arcadio Bolanos thanked staff for the technical assistance provided.

Agenda Item 12 – Adjournment: The meeting adjourned at 9:41 a.m.

Adult & Dislocated Worker Programs

Scope of Work

Program Year 2014

Program Name:	NDOC RE-Entry Vocational Training Program
Location:	<p>Florence McClure Women’s Correctional Center (FMWCC) 4370 Smiley Road Las Vegas, NV 89115</p> <p>Jean Conservation Camp (JCC) 3 Prison Rd. Jean, NV 89019</p>
Program Type: (Please note the funding stream)	WIA Adult and Dislocated Worker Program
Accomplishments: (Briefly describe “success story”)	This is a pilot program; therefore there are no success stories to note at this time.
Target Population:	150 Female Offenders who will be released from FMWCC and JCC within a six month time frame, and residing in the following Southern Nevada counties: Clark, Esmeralda, Nye, and Lincoln.
Program Description:	<p>Ex-offenders are at an extreme disadvantage in the workforce due to lack of work experience, low employment skills, mental health and substance abuse issues. Female offenders tend to face more obstacles than their male counterparts as evidenced by the fact that many female offenders are the primary care givers in the household. They are often responsible for caring for children or, taking care of an ailing family member.</p> <p>Research also shows that female offenders typically have significant mental health issues as many have been victims of physical and sexual abuse and have not received adequate treatment for those concerns. Many female offenders have a poor concept of self which leads to poor decision making and results in them coming to prison or returning to prison.</p> <p>This program is designed to address those issues. This program will serve 150 female offenders incarcerated in JCC and FMWCC. Nevada Department of Corrections (NDOC) will identify individuals who are within six months of release on either parole or discharge from NDOC custody and will be residing in the following Southern Nevada counties: Clark, Esmeralda, Nye, and Lincoln. The participants in this program will be given a career assessment to help them identify what their job and vocational skills and interest are. Based upon that assessment the offender will be placed in a vocational training program. The vocational programs being provided will be from the sectors of employment such as Logistics and Operations, Tourism, Information Technology, etc.</p> <p>The intention is to train offenders in a viable vocational capacity, with the expectation that upon release they have developed the tools necessary to obtain</p>

	<p>and maintain a sustainable living wage.</p> <p>This program recognizes that offering offenders vocational training opportunities is often not enough. Because of internal issues that plague most offenders the need for supportive services is crucial. Along with vocational training that should begin prior to an offenders release, the need for mental health and substance abuse treatment should begin while incarcerated as well.</p> <p>To accomplish this task supportive services such as substance abuse and mental health counseling will be provided pre and post release. Additionally, services such as three month rental assistance and bus passes will be provided.</p> <p>NDOC will collaborate with community organization that will provide the following;</p> <ul style="list-style-type: none"> • Case management to include initial development of IEP (Individual Employment Plan) in conjunction with NDOC staff and pre and post release follow-up services upon with the participants. • Assistance with finding employment, which may include but is not limited to: one-on-one assistance identifying job leads and submitting applications (for those with limited computer skills); job leads emailed to clients; participation in Job Club and Online Job Search Crash Course; and instruction on current job searching techniques so that clients can be encouraged to also look for work on their own. • Assistance with supportive services to include providing participants with bus passes to get to and from work as well as appointments. • Rental/Housing assistance for the program participants for a period of no more than two months. To receive this the participant must have exhausted all other community resources and has been determined that the participant is in continued compliance with IEP. • Continuing the coordination of mental health and substance abuse services, utilizing the same service provider chosen by NDOC. NDOC Mental Health and Substance Abuse staff will be members of the selection committee for choosing the appropriate Mental Health and Substance Abuse provider. • Assistance with employment or other needed documents (such as Nevada ID, Health Cards, TAM cards, work cards, etc.) • Possible additional vocational training opportunities (such as CPR, other vocational training programs, etc.) • Additional clothing related to employment (such as interview attire, uniforms needed, and equipment needed for employment). <p>To ensure a seamless transition NDOC will secure a position whose duties will include oversight of this program (both pre and post release) and coordination with the community organization. NDOC intends to ensure the participants receive the wrap around services in which this program is designed to deliver. Successfully building a program of this magnitude will ensure a safer Nevada.</p>
Unique &	This program imposes a strong emphasis on pre-release vocational training.

<p>Exemplary Attributes:</p>	<p>Inmates will be assigned to these pre-release vocational training programs as a result of the detailed career assessment they complete. This program encompasses the philosophy that wrap around services should be provided recognized that it takes a collaborative effort among agencies working in their field of expertise for offenders to have a successful reintegration into our communities.</p>
<p>Contact Person & Information:</p>	<p>Tanya Hill Assistant Warden of Programs, FMWCC (702) 668-7210 thill@doc.nv.gov Or Trinette Burton Program Officer II, FMWCC Re-Entry (702) 668-7294 tburton@doc.nv.gov</p>



Adult & Dislocated Worker

Scope of Work

Program Year 2014

Program Name:	FIT Re-Entry Initiative
Location:	1931 Stella Lake Drive Las Vegas, NV 89106
Program Type: (Please note the funding stream)	Re-Entry Adult
Accomplishments: (Briefly describe "success story")	<p>For the past 15 years, FIT has been providing employment and training services to ex-offenders, however, Program Year 2012 marked the establishment of a grant designed exclusively to serve that specific population.</p> <p>Contracted to enroll 150 new participants, as of this writing we are well on track to not only meet but exceed our contracted target. We are further on course to exceed all of the WIA Common Measures that are currently applicable.</p> <p>More than any numbers or statistics however, the success of our program is exemplified by the stories of clients like Lisa.</p> <p>Lisa came to FIT after having spent six years in prison. Unable to find work, Lisa and her daughter had been living off of social security income, and when that ran out, found themselves bouncing from homeless shelter to homeless shelter. Lisa was desperate for work of any kind but she did not even know how to begin job searching after such a long period of unemployment. Lisa came to FIT seeking whatever help could be offered to her. Lisa was set up with a resume, a case worker, and computer classes to introduce her to the online application process. With the assistance she received from FIT, Lisa was quickly able to secure part time employment, and with the continued support of her case manager, secured permanent, full-time employment as the general manager of a highly popular local restaurant.</p> <p>John likewise came to FIT after having spent a number of years in and out of prison as a result of his struggle with drug addiction. In the winter of 2013, John was living off of his son and daughter-in-law, wholly dependent upon them for his every need and expense.</p>



	<p>Desperate to stand on his own two feet and give back to his family, John worked with his case manager to obtain a letter of intent from one of his old employers. John was given training to re-obtain his CDL license, as well as the clothing and tools essential for his work. Shortly thereafter John became employed, and today has achieved his goal of not only supporting himself but paying back his family for all their assistance.</p> <p>Unlike John, Steven came to FIT unable to return to his old field as a result of the nature of his offense. Having worked in banking for most of his life, Steven was at a loss as to how he could find any other kind of employment. After many sessions with his case worker, Steven decided to pursue culinary training, and has since become a certified chef. In addition to this training, FIT has been able to help Steven become truly work-ready, providing him with uniforms, nonskid shoes, a knife set, and other tools required by employers. Since then, Steven has received multiple offers of employment from major restaurants both on and off the Las Vegas strip, and Steven is looking forward to making his pick soon.</p>
Target Population:	Ex-Offenders whose criminal convictions are a significant barrier to their re-entry to the workforce or employment at a self-sustaining wage.
Program Description:	<p>Participation in FIT's Re-Entry program begins with an orientation and assessment with the goals of (a) identifying the nature of the individual's convictions and how these may impact the job search, (b) recognizing and addressing any other potential barriers to employment beyond the criminal record, and (c) determining the participant's already-existing skills, as well as areas in which they may be skill-deficient.</p> <p>Based on the results of the assessment, an Individualized Employment Plan (IEP) is developed and the participant is placed into an appropriate track.</p> <p>The first track focuses on immediate skill development and vocational training, intended to serve individuals who already possess many or all of the basic attributes needed to find a job and now need only to learn a viable skill they can market to employers. In many cases, the individual in this track will have been out of prison for a significant period of time and may have secured employment since his or her release.</p> <p>The second track is centered on employment readiness skills and remedial coursework in such areas as computer use and basic reading and math skills. The centerpiece of this track is our 4-week</p>



“Stages of Employment” Job Readiness course. Stages of Employment teaches strategies for addressing a criminal background during the job search and interview processes, as well as empowerment and coping skills designed to reduce recidivism. Elements of this track – the development of job searching skills, in particular – are offered to individuals in Track 1, as well.

Regardless of the track an individual starts in, the ultimate goal is for each participant to identify a career path that is appropriate to them based upon their interests, workplace values, aptitude, and limitations that may arise from the specific offense they have been convicted of. Once this is accomplished, they progress into either Occupational Skills Training or preferably, an On-the-Job Training (OJT) opportunity.

Once the individual completes training (assuming they have not already been hired through OJT), they are provided with intensive job search assistance. This includes invitations to quarterly events in which employers who have indicated both having open positions and a willingness to hire from the re-entry population gather at the FIT office to collect applications/resumes and conduct interviews.

After a job has been obtained, FIT follows up with the individual for a period of one year in order to provide whatever retention services are needed to keep them employed. Depending on the type of job that is initially found, as well as the participant’s ultimate career goals, at this stage discussions may also begin regarding assisting the client in securing an even better position or employment.

During Program Year 2013, we found success with implementing our new “Warehouse Worker” career track by combining the Certified Logistics Technician (CLT) credential, offered through the non-profit Manufacturing Skill Standards Council (MSSC), with other nationally recognized industry credentials such as forklift, scissor lift and OSHA certifications.

We are the first entity in Nevada to offer this credential combination, and as more local employers become aware of the value of hiring a well-trained workforce with the nationally recognized CLT certification, we anticipate an increase in positive outcomes with higher wages.



	<p>In addition, we recently developed a new partnership with Nevada Department of Correction (NDOC) in order to offer services during the pre and post release phases of incarceration. In order to better serve this population, FIT's "Re-Entry Initiative" program will be the community partner for NDOC's pilot pre-release programs, and will provide such services as:</p> <ul style="list-style-type: none">• Case management to include initial development of IEP's in conjunction with NDOC staff and follow-up services upon release.• Instruction, no more than 6 weeks prior to release, or as needed after release including job readiness/resume/interview prep.• Job search assistance, which may include (but is not limited to): one-on-one assistance in identifying job leads and submitting applications (for those with limited computer skills); job leads emailed to clients; participation in Job Club and Online Job Search Crash Course; and instruction on current job searching techniques so that clients can be encouraged to also look for work on their own.• Assistance with supportive services to include providing participants with transportation assistance to get to and from work, as well as scheduled appointments.• Rental/Housing assistance for the program participants, once all other community resources have been exhausted and it has been determined that the participant is in continued compliance with IEP.• Continuing the coordination of mental health and substance abuse services.• Assistance with additional letter of intent to hire employment prerequisites. (Such as: Health Cards, TAM cards, work cards, tools etc.)• Assistance with additional clothing relating to employment (Such as: interview attire or uniforms.)
<p>Unique & Exemplary Attributes:</p>	<p>We feel that there are five (5) areas in particular that are strengths of FIT's Re-Entry Initiative:</p> <ol style="list-style-type: none">1) IEPs are truly developed on a case-by-case basis, and there are no "cookie cutter" plans. The term "ex-offender", as is the case with any group label, encompasses a broad array of individuals with strengths, weaknesses, goals, and life circumstances specific and unique to them. Our mission is to serve all types of ex-offenders, from the individual just released from incarceration, to the person who has been out for several years but is still struggling with employment-related issues.



- 2) FIT has developed an evidence-based program able to holistically address participant's strengths and barriers to employment, leading to higher levels of employment. The cornerstone of our program is our 4-week "Stages of Employment" Job Readiness course, which allows participants to learn not only the soft-skills that employers tell us they are looking for, but also new skills that address areas such as: motivation, potential employment ambivalence, and valuable pro-social behaviors. FIT's job readiness course is like no other, as it has been developed in-house to address the needs and issues participants have voiced to us. Based on these needs, FIT has also created daily workshops to address the development of skills such as: on-line job searching, resume writing, and advanced interviewing techniques. All courses utilize up-to-date evidence-based approaches and have yielded great success.
- 3) Our goal is to concentrate our efforts almost exclusively on services related to finding employment. Individuals not quite ready to actively look for a job will of course not be turned away, but they may be asked to work with a community partner to address certain barriers before being allowed to participate in the program in full. Through the development of strong community partnerships, FIT is able to work with agencies to provide substance abuse counseling, housing, and other basic services to our participants.
- 4) We are willing and able to do anything within our power, and use all potential tools or resources at our disposal, to help the individual not only find a job but become a successful member of the workforce. These services include the purchasing of bonds to provide assurance to an employer or networking with community partners to provide tattoo removal.
- 5) We employ a staff that is empathetic and non-judgmental, yet still able to set appropriate boundaries. Participants are informed that whatever effort they put into the program will be matched by each and every member of the FIT staff. We believe that it is vital to create an environment where the participants do not feel as though they are still being punished for past deeds, but rather are in a place where they may seek whatever assistance and support they need.

Contact Person & Information:

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2014 HOME OFFICE RFP Scores

	RFP	Eval - 114	Eval -115	Eval -116	Eval -33	Eval - 44	Total Sum	Average
1	GOODWILL	94	94	94	87	97	466	93.20
2	SNRHA	92	87	90	88	94	451	90.20
3	NPI	94.5	93	91	81	88	447.5	89.50
4	FIT	92	90	77	83	91	433	86.60
5	Salv. Army	80	87	91	80	92	430	86.00
6	LCCCF	85.5	75	83	78	83	404.5	80.90
7	GNJ	88.5	91	69	73	81	402.5	80.50
8	BCA	79	75	72	81	88	395	79.00
9	NHA	62.5	72	78	76	86	374.5	74.90
10	Comm. Svcs.	57.5	70	66	40	65	298.5	59.70
11	Easter Seals	66	45	41	41	60	253	50.60

2014 OSCC ADULT RFP Scores

	RFP	Eval - 111	Eval -112	Eval -113	Eval -22	Eval - 44	Total Sum	Average
1	GOODWILL	85.5	84	91	85	96	441.5	88.30
2	NPI	80	82	86	75	87	410	82.00
3	SNRHA	76.5	73	73	83	93	398.5	79.70
4	FIT	78	73	73	82	92	398	79.60
5	GNJ	72	75	82	75	82	386	77.20
6	UNLV	67.5	83	75	75	71	371.5	74.30
7	LCCCF	66	64	66	75	84	355	71.00

2014 Rurals ADW RFP Scores

	RFP	Eval - 117	Eval -118	Eval -119	Eval -66	Eval - 88	Eval - 33	Total Sum	Average
1	NYECC	100	100	98	90	85.5	82	555.5	92.58
	Lincoln								
2	County	98	70	84	73	88.5	74	487.5	81.25

2014 Rurals ADW RFP Scores

	RFP	Eval - 117	Eval -118	Eval -119	Eval -66	Eval - 88	Eval - 33	Total Sum	Average
1	NYECC	100	100	98	90	85.5	82	555.5	92.58
	Lincoln								
2	County	98	70	84	73	88.5	74	487.5	81.25