



Nevada's Workforce Investment System

Annual Report

July 2006– June 2007

Presented by:

Nevada's Workforce Investment Boards

Coordinated by:

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Training and Rehabilitation*

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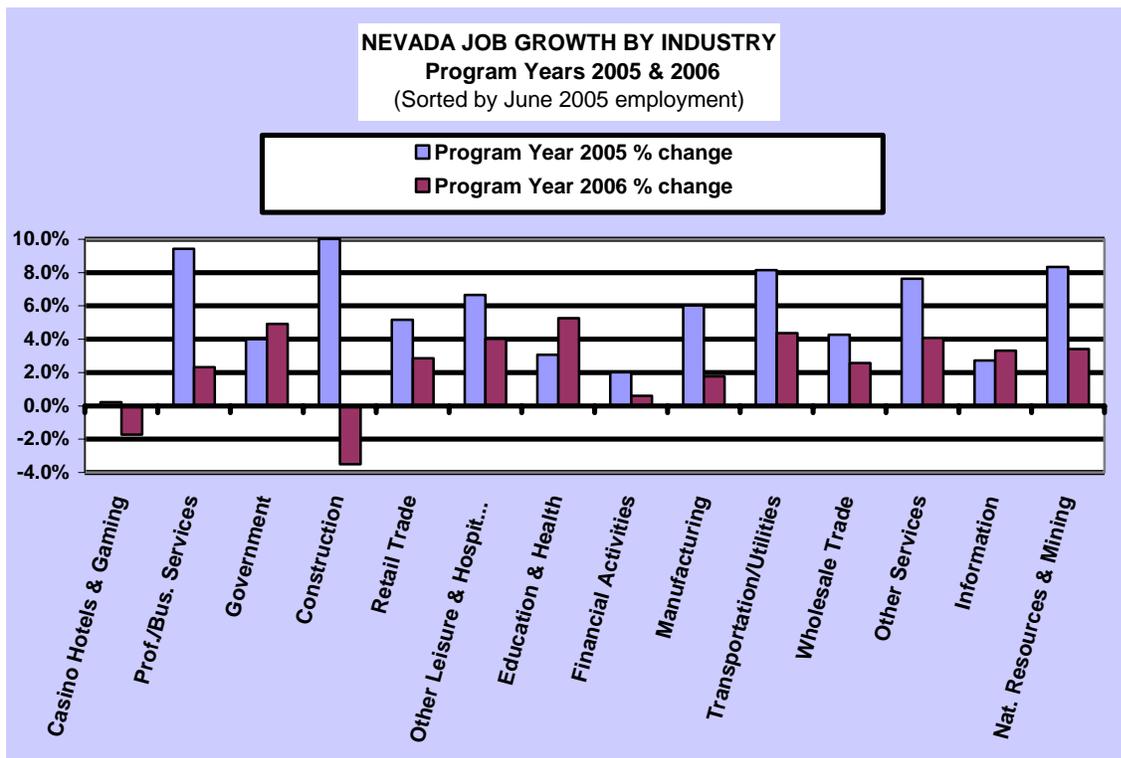
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State of Nevada
Workforce Investment System
Annual Report – Program Year 2006

Preface

The Nevada economy experienced a significant change during program year 2006. The construction-driven growth surge of the previous three years started to unravel just as the program year began. From June 2003 through June 2006, the construction industry added 47,500 jobs in the state, nearly one-fourth of all new jobs created during that period. During the 2006 program year, the industry also lost 5,200 jobs. The ongoing housing market slowdown, in evidence throughout the country, hit especially hard in states like Nevada that had experienced the biggest housing booms.

While the construction industry experienced the most dramatic correction, growth slowed across nearly all industries during the program year (see chart below). Some industries saw their growth diminish due to their direct connection to the housing industry. The Financial Activities sector, which includes the mortgage lending business, saw minimal growth during the program year. The Professional and Business Services industry experienced a sharp decline in its rate of growth, due in part to employment losses in the Employment Services (temporary help) industry that supplies some of the labor for the construction industry.



Other industries saw employment growth retreat due to one-time events. The planned closure of the Stardust hotel-casino put approximately 1,500 gaming industry employees out of work. A statewide anti-smoking ballot initiative passed by voters in November 2006 had an apparent effect on numerous bars that provided both food

service and gaming. Many business owners were required to choose between offering food service and allowing smoking to help retain their gaming customers. Whether due to the general economic slowdown and/or the effects of the anti-smoking initiative, unemployment claims among food service workers rose by approximately 50 percent over the year in the months following passage of the initiative.

As a result of these events, the state's overall rate of job growth slowed from 5.2 percent in June 2006 to 1.7 percent in June 2007, while the unemployment rate increased from 4.2 percent to 4.6 percent. With the housing slowdown expected to last into 2008 or 2009, Nevada will continue to see below normal job growth in the near term, and the number of unemployed persons may rise. However, approximately \$30 billion worth of commercial construction projects are planned over the next three to four years in the Las Vegas area. These projects will create job opportunities not only for thousands of construction workers, but also for tens of thousands of permanent employees. Meanwhile, the continued boom in mining in the state's rural areas has kept unemployment rates low and the demand for qualified workers high in several counties.

The longer-term outlook, therefore, calls for Nevada to regain its place as the nation's growth leader. Nevada's Workforce Investment System – Nevada JobConnect is preparing to meet two very different challenges: helping workers to find jobs in a moderating economy and preparing workers for the demands of the new growth cycle ahead.

Governance of the Nevada JobConnect System

Nevada's State Workforce Investment Board (SWIB), also known as the Governor's Workforce Investment Board, has continued to expand its role and responsibility for the strategic planning and oversight of the Nevada JobConnect system.

The SWIB has established seven standing committees, each of which have 51 percent representation from Nevada businesses. These standing committees are:



- Youth Council Taskforce
- Governor's Reserve Budget Committee
- Marketing and Business Support Committee
- Legislative Committee
- Individual Training Accounts Workgroup
- Employment of Persons with Disabilities Committee
- Workforce Information Committee

These standing committees hold public meetings and prepare written reports, which are included in the board packets for SWIB meetings. Committee chairmen are asked to provide additional verbal comments to these written reports at the meeting. The SWIB

Chair entertains discussion regarding the reports from board members and other interested parties. All SWIB and standing committee meetings are open to the public and posted according to Nevada Revised Statute (NRS), Open Meeting Law (*NRS 241.020*).



State of Nevada

**GOVERNOR'S WORKFORCE INVESTMENT BOARD
Representation List**

| MEMBER NAME | REPRESENTS: |
|-------------------------------------|--|
| Andriola, Clara | Business – Northern Nevada – Construction |
| Annis, Jim | Chair – Northern Nevada Workforce Investment Board Business – Northern Nevada – Staffing Firm |
| Bahn, Michael | Business – Northern Nevada – Information Technology |
| Branch, Linda | Business – Southern Nevada – Medical Consulting |
| Brewer, Robert E. | Chair-Southern Nevada Workforce Investment Board Business – Southern Nevada – Utilities |
| Brown, Mary-Ann | Youth – Northern Nevada |
| Carlton, Maggie | Nevada State Senate – Southern Nevada |
| Chavis, Jim | Business – Southern Nevada |
| Cornwall, Dianne | Office of the Governor |
| Egan, Pamela | Nevada State AFL/CIO/Southern Nevada Culinary Union |
| Fordham, David | Business – Southern Nevada – Real Estate |
| Furman, Marc | Southwest Regional Council of Carpenters |
| Ghanem, Elizabeth | Business – Southern Nevada – Law |
| Graham, Robbie | Business – Southern Nevada – Real Estate |
| Hendrickson, Sidney | Southern Nevada Chamber of Commerce |
| Lee, Richard (Vice-Chair) | Business – Statewide – Real Estate |
| Martin, Leslie | Business – Rural Nevada |
| Mosley, Larry | Director, Department of Employment, Training and Rehabilitation |
| Palmer, Cass (Chair) | Business – Southern Nevada – Gaming |
| Peltyn, Michael | Business – Southern Nevada – Gaming |
| Peyton, Jean | Persons with Disabilities Small Business – Southern Nevada – Disability Mediation and Consulting |
| Rheault, Keith | Nevada's Department of Education, Superintendent of Public Instruction |
| Rubald, Tim | Nevada Commission on Economic Development |
| Salazar, Maria | Business – Southern Nevada – Graphic Design |
| Smith, Assemblywoman Debbie | Nevada State Assembly – Northern Nevada |
| Sorenson, Cameron | Business – Northern Nevada – Manufacturing |
| Taylor, D. | Culinary Workers Union of Southern Nevada |
| Townsend, Senator Randolph | Nevada State Senate – Northern Nevada Business – Northern Nevada – Medical |
| Weber, Assemblywoman Valerie | Nevada State Assembly – Southern Nevada Business – Southern Nevada |
| Willden, Mike | Director, Department of Health and Human Services |
| Vacant | Business – Northern Nevada |
| Vacant | Business – Northern Nevada |
| Vacant | Business – Northern Nevada |
| Vacant | Business – Southern Nevada |
| Vacant | Nevada System of Higher Education |



Each Nevada JobConnect (NJC) office provides access to key partner programs, including employment and training programs funded under Title I of the Workforce Investment Act, Trade Adjustment Assistance, Wagner-Peyser, and Unemployment Insurance. Additional partners include the Rehabilitation Division, an active NJC partner offering services to eligible individuals with disabilities to assist them in preparing for and obtaining meaningful employment; the Veterans' Employment and Training program providing priority assistance to veterans seeking work or job training opportunities; and the Career Enhancement Program, funded by Nevada employers, helping to meet the training demand of the State's businesses for a skilled and productive workforce.

The cornerstone of the Southern Nevada Workforce Investment Board (SNWIB) is its One-Stop service delivery system. The SNWIB's comprehensive One-Stop Center is located in Pahrump, Nevada and several affiliate sites are in the urban area. WIA one-stop core services that are available in the comprehensive center and affiliate sites include:



Employer Services

- Recruitment and pre-screening of qualified applicants
- Easy access to post job listings through Nevada JobConnect Operations System (NJCOS), America's Job Exchange, and SNWIB-contracted service providers
- Job and industry growth trends
- Economic and business development assistance

Jobseekers Services

- Information about local, state, and national labor markets
- Job and career resources (computers, faxes, copy machines, telephones)
- Job listings
- Hiring/employment requirements
- Job referral and placement services
- Information on the quality of education and training programs
- Initial screening for training eligibility
- Testing and assessment
- Assistance in filing Unemployment Insurance claims
- Information regarding the availability of local supportive services; i.e., childcare, transportation, housing, and various other programs



The Southern Region of ESD has initiated a peer quality review program to improve the quality of both their Nevada JobConnect Operating System (NJCOS) customer registrations and the quality of their referrals to jobs listed with the Job Bank. Each week, staff in each of the three JobConnect offices are assigned specific job orders which have had referrals. These staff members are required to review the job order requirement as well as the NJCOS registrations of each of the individuals referred to the job order. The reviewing staff member is then required to pass or fail each referral. To “pass” the referral, staff must establish that the client met each of the requirements listed on the employer’s job order. Once the quality review is completed, each staff member whose referral was reviewed is advised of the review and whether it passed or failed. If it failed, they are advised as to why.

This peer quality review has engaged all staff in focusing on quality both in completing NJCOS registrations and in making referrals.

A continuing initiative in the NJC offices is to assist ex-offenders with a second chance to join the workforce after prison release. NJC Reentry Teams meet with inmates to discuss services and to secure employment or purchase work-related clothing, tools, and work cards. In addition, Reentry Team members perform in-person outreach each week to the Department of Correction Casa Grande Transitional Housing complex and the City of Las Vegas EVOLVE program to meet with inmates and assist them with employment services. Staff from the ESD Reentry Teams also regularly visits the prisons to meet with inmates who will soon be paroled or expiring their sentences to assist them in their reentry to the labor market.

The Nevadaworks JobConnect Consortium manages the JobConnect Centers in Northern Nevada. The Consortium incorporates a regional structure to enable the flexibility of resources and staff to meet the immediate needs of an area, business venture, or community. This approach ensures consistency in services, coordination and integration of programs, and unified marketing and outreach activities for businesses.

Nevada JobConnect Services

The JobConnect Centers, especially in Reno and Sparks, continually host on-site job fairs. During the month of July 2006, 27 job fairs were held in the Reno JobConnect office while 31 job fairs were held at the Sparks



JobConnect office. The increase of on-site job fairs held at the JobConnect centers is attributable to more businesses in Northern Nevada learning more about the JobConnect system and the benefits that it provides.

With the low unemployment rate experienced in Northern Nevada, many employers are looking for more innovative recruitment avenues. With in-house promotion and job announcements, human resource representatives are able to tap into the thousands of

job seekers who come through Nevada JobConnect's doors. These job fairs are usually held in conference rooms or interview offices.

Nevada JobConnect hiring events continue to yield good results for jobseekers because of the proper match between job seekers and employers. The Reno NJC Business Services Unit, which is located in Reno Town Mall, coordinated 238 hiring events at the Reno NJC and 176 hiring events at the Sparks NJC. This was an increase of 37 events in Reno and 66 at the Sparks NJC. The "team" approach to sharing hiring events and placements between the Reno and Sparks NJCs enabled both urban offices to meet or exceed their placement goals. Nevada JobConnect hiring events are popular with employers and those seeking employment.

The Youth Job Fair in the Sparks NJC was a noteworthy highlight. Twenty-three employers and 300-plus youthful jobseekers attended. The event was designed for the 17-21 age group, but many others attended too.

The NJCs in rural Nevada continue to work closely with the mining industry in the recruitment and training of employees. Rural WIA staff organized and participated in job fairs at Coeur Rochester Mine, Carry-On Trailers, Marigold Mine, *et al.* Workforce Investment Act personnel offered services such as arranging and booking a date to have job fairs at the Winnemucca Convention Center, placing full-page ads in the local newspaper as well as surrounding county newspapers. The rural counties continue to serve the high growth mining industry.

The Elko NJC attended two job fairs last year; a student job fair at Great Basin College and a 'Business to Business' Exposition. The Elko NJC staff also attended the State Mining Expo.

JobConnect resource centers are always busy. Waiting lists to use resource center computers are becoming a more frequent occurrence. The Resource Center staff assists clients with job search activities including: resume writing/updating, on-line job applications, e-mail registrations, typing tests, faxing resumes, job applications, and registrations on America's Job Bank, Career Builder, and other job posting web sites.

The Northern Region has made several improvements in its veterans' service delivery. The Disabled Veterans Outreach Program (DVOP) and Local Veterans Employment Representative (LVER) have quantitatively increased their service to veterans. The last quarter of the program year revealed a substantial growth in the number of placements and obtained employments for vets. The Fallon LVER and DVOP were invited to attend a Disabled American Veterans Conference in Laughlin to accept Recognition Awards for providing the best service to the Veteran residents in Nevada. The Fallon DVOP and Carson City DVOP both received Veterans Incentive Awards for providing excellent services to Disabled Veterans in Churchill, Lyon, and Douglas counties as well as Carson City. The DVOPs attended the 2007 Workforce Innovations National Conference in Kansas City, MO. Each veteran's representative also received an educational award to further his or her professional development. The Fallon LVER has developed a monthly support group for returning Iraqi and Afghanistan troops called "Operation Support."

The Career Enhancement Program (CEP) Initiative, which was pioneered in Sparks and subsequently established in Reno and Carson City NJC offices, has reinvigorated the relationship between the Employment Service Office and those receiving unemployment benefits. Fifteen Unemployment Insurance recipients per office are called in weekly and information provided relating to job search and training. The effort has not only increased customer traffic in the Sparks office, but also increased participation in the State of Nevada's CEP. All Unemployment Insurance recipients are eligible for CEP financial assistance for back to work expenses and training costs the program provides. The CEP co-registers its participants with our WIA partners, thereby leveraging dollars for each entity and increasing collaboration. The Reno NJC co-enrolled 80 percent of all Career Enhancement Program participants with our WIA partner, Job Opportunities in Nevada (JOIN).

The Nevada JobConnect system throughout the Northern Region maintains a close relationship to the several economic development entities throughout the rural and urban areas of northern Nevada. The Regional Chief, the NJC office managers, and the business service representatives participate in and maintain memberships in the economic development entities and the local chambers of commerce. The NJCs in the North are one of the first stops for immigrating employers.

The Elko/Ely NJC manager is a member of the Elko County Economic Diversification Authority's Elko County Economic Issues Committee. This committee meets to discuss economic issues facing Elko County, with the two major issues of labor force and housing shortages as the primary topics. The NJC manager is also a member of the Comprehensive Economic Development Plan committee for White Pine County.

The Fallon/Winnemucca NJC manager maintains those same community relationships and has an active relationship with the educational establishment of Lovelock, Nevada. The Fallon/Winnemucca NJC manager assisted with the establishment of a new resource center in Fernley.

The rural NJC managers are key players in Nevada's small towns and cities. The NJCs are an indispensable resource for the business community in the search for qualified employees and an asset to jobseekers who need training or assistance in their return to work. Rural Nevada continues to struggle with housing and job seeker shortages, but the Nevada JobConnect system continues to be part of the solution to rural economic issues.



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Coordinating Workforce Development for Northern Nevada

Northern Nevada's Local Workforce Area



The Local Workforce Investment Area of Northern Nevada encompasses over 70,000 square miles and thirteen counties. The thirteen counties are: Carson City, Churchill County, Douglas County, Elko County, Eureka County, Humboldt County, Lander County, Lyon County, Mineral County, Pershing County, Storey County, Washoe County, and White Pine County.

Workforce development issues in Northern Nevada center around the low unemployment levels driving a need for skilled workers to support the expanding manufacturing and distribution industries in Carson City, Washoe, Lyon, Storey, and Douglas counties. However, compared to the past two years, the pace of growth for Northern Nevada's economy is much slower. The construction industry, in particular, has experienced a major slowdown this past year.

Rural Nevada counties are experiencing substantial growth in population and new business expansions. The mining industry is thriving and remains a staple of rural area employment opportunities. Nevadaworks continues to support rural county economies through funding support for Rural Workforce Liaisons initiatives, which provide the Nevadaworks Board up-to-date information on workforce development challenges, economic development efforts and achievements, and coordination of workforce development and Nevada JobConnect.



Nevadaworks is committed to developing and maintaining a skilled workforce to meet northern Nevada business needs and assist people who are seeking employment. Nevadaworks works to strengthen the economic base of communities in Northern Nevada and help workers and their families improve their standard of living. Continual upgrading of skill sets of the employed or incumbent worker, adequate transportation systems, and availability of affordable housing and medical care all impact the economic health and growth in northern Nevada. Nevadaworks has embraced these challenges by expanding the spectrum of services beyond traditional "employment and training" programs into a holistic approach by becoming a catalyst or "broker" for employers to connect with the resources necessary to address their communities' economic and workforce development needs.

Nevadaworks' capacity to develop and manage high performing workforce investment systems is dependent upon its ability to provide flexible delivery systems, unique to

each community and service area. The Nevadaworks Board members are strong advocates of the workforce investment system in Northern Nevada. Business and industry provide valued information through Board members who identify needed skills sets and educational requirements of potential workers for existing, new, and expanding businesses. Business and industry members of the Nevadaworks Board also provide accurate, current information on economic development, business expansion, and industrial growth in their local areas. This information is utilized in formulating development of training programs in the education community, including secondary schools, community colleges, and higher educational institutions.

Programs

Churchill County Juvenile Probation

The Youth Employment Program (YEP) for the Churchill County Juvenile Probation was very unique and effective. The YEP served youth from the ages of 14 to 18 who were on probation with the Churchill County Juvenile Probation Department. The YEP is an added component to the Leadership and Resiliency Program (LRP). The Churchill County Probation Department has been involved with LRP since 1999. Designed to serve those who are at risk for involvement with illegal behaviors, the LRP program is particularly effective for juvenile youth.

The YEP component was introduced during the summer of 2006. The employment component of the program has been a very positive experience. Former LRP graduates have asked why the employment section was not available to them while they were enrolled in the program.

The Job Opportunities In Nevada, Inc. (JOIN) Fallon office staff provided services including, but not limited to, basic skills assessment, twenty hours of employability training which involved skills such as interviewing, workplace etiquette, resume preparation, and customer service. The JOIN office staff also assisted with finding local businesses for youth summer job placement. Those youth who performed well during the job application and interview process were placed in jobs. The youth who did not perform well in the pre-employment process were placed in assigned community projects which included construction of a community trail, remodeling public restrooms at the juvenile probation department, assisting the parks and recreation department, and doing yard clean up for senior citizens in the neighborhood. The community project youth received recognition from the parks and recreation staff on the excellent job they did on the community trail, as well as assisting with the state rodeo.

The youth who completed the interview process successfully gained employment with community businesses. These businesses included the Dollar Tree, Corky's Video World, Payless Shoes, Stockman's Restaurant, Sears, and NAPA Auto Parts. In fact, several youth have done so well in their job placements that the employer has hired them for a permanent position. One youth working at Payless Shoes Store is being trained for a management position and another youth who was working at NAPA, has now been hired by Neal's Garage. Furthermore, Stockman's Restaurant hired a youth on a more permanent basis.



The youth not only were involved with employment and community projects, they also participated in physical education classes, rope courses, and hiking and camping in the Lake Tahoe Region. Additionally, the youth were required to be active in their academic/summer school classes and they participated in weekly program meetings. In these resiliency group meetings, the youth learned various methods that effect positive change. Positive life and social skills are taught through the “Why Try and Character Counts Program.” This program includes teaching life skills such as adult modeling, peer helping and processing, group development, character education, substance abuse prevention, leadership building, decision making, effective communication, critical thinking, and problem solving.

A good example of how well the YEP is working can be illustrated in a recent camping trip to Lake Tahoe. During this trip the youth assisted the Tahoe Rim Trail, a non-profit organization, with trail maintenance. This community project was so successful that the Tahoe Rim Trail organization invited the Churchill County Juvenile Probation Department back to assist with other organizational needs.

City of Reno

The Youth Employment Program (YEP) of the City of Reno was a program that started off slowly and gained speed as the program progressed. The YEP provided in-school youth with opportunities that assisted youth in preparing for future career choices, offered learning experiences in a municipal government setting, and taught job readiness skills in order to obtain and remain employed. The YEP was an added component to an existing program named “4 Steps into the Future.” This program is a partnership between the City of Reno, Hug High School, and the Washoe County School District, and it operates during the fall and spring semesters of each school year. Youth involved in this program earn academic credit while working as a City of Reno intern. This program fills the gap between the spring and fall semesters by offering youth an occupational experience while attending summer school classes.

The Reno JOIN office staff assisted the City of Reno with the WIA youth eligibility requirements. The JOIN staff coordinated the intake procedures for the youth participants and documented the Nevada JobConnect Operating System (NJCOS) requirements.

Margarita, a youth participant, gave direct testimony about the program. She received a letter about the YEP and decided to try it. She was really glad to have worked in the City Parks, Recreation & Community Service Department because she learned so much from her site supervisor, Sven Leff. One of Margarita's assignments was to write Public Service Announcements over the summer, thus improving her writing and communication skills. This work experience assisted her while taking a summer school college English class. It was a tough class, but with the help from her tutor she earned an A-. Margarita said that some of her peers were interested in YEP and wanted to know how they could get involved. Margarita indicated she would be attending the University of Nevada Reno (UNR) in the fall and plans to register as a pre-med student.

Margarita not only received great grades while attending summer classes at UNR, she developed a white board that visually illustrated her summer internship with the Public Relations Department. In her presentation at the Recognition Event, Margarita was able to tell a story about her summer work experience by displaying pictures she took of children playing at Vacation Station, Traner Pool, and on the River Walk. The white board also provided written documentation that explained her job duties including drafting a tri-fold brochure for seniors, creating a bulletin board for public information that will be shown on Channel 13, and defining a public service announcement.

Another youth gave a presentation at the Recognition Event. The poignant story written and told by the youth elegantly described her summer work experience. In her speech, she thanked all of her co-workers and supervisor. She also described how to patch a rubber roof, how to plant flowers and vegetables, and how to clean city streets. She learned that she could work at a job and be successful in her employment.

One youth received two letters of recommendation. His tutor indicated that he was one of the best students in the program and that he successfully understood and mastered the class assignments. His job site supervisors congratulated this youth on a job well done and indicated he would be an asset to future employers. This youth worked in the City of Reno sign shop and created street signs that were installed on city streets.

Additionally, one more youth had success working with Senior Citizens by expanding services for the program Nevada Elders on the Net (NEON). She developed and gave a power point presentation about this topic to seniors attending an ice cream social. This youth also assisted in a public service announcement at Channel 8 KOLO News Station.

Ms. Carla Stark, the high school counselor, hopes the program will continue. Ms. Stark indicated that the “world of work” is rarely addressed in the high school setting. The YEP was an eye opener for the youth involved. Without the project, these youth would never have been exposed to this type of learning process. The program gave the youth a first-hand experience about the work place – physical presentation, being on time, communication with co-workers, etc.

Community Chest

Located in Virginia City, Nevada, Community Chest, Inc. has been serving the Virginia City area and is the only type of facility in its area. The Comstock Youth Works Program (CYWP) serves youth ages 14 to 18 from a rural population with barriers such as low income status, special education needs, at-risk in terms of failing classes, credit deficient, family, and drug abuse issues. The CYWP is the only program providing employment and scholastic services available to high school youth who reside in the Virginia City and Dayton communities. The CYWP operates for a six-month period each year.



The employment component of the program was a positive experience and Community Chest created a waiting list for youth wanting to be involved with the CYWP. The youth participants impacted the business community in a positive way. Unfortunately, there

were not enough youth participants available to meet the requests made by the local businesses.

During the Life Skill sessions, youth worked on subjects such as leadership/communication development, conflict resolution, financial responsibility, nutrition, exercise, hygiene, and employment information (completing applications, resume writing, interviewing, on-the-job communication/presentation, networking, and job-search strategies).

During the Study Skills meetings, youth focused more on academics. The youth were required to produce time sheets for hours spent doing homework, and they needed to submit a signed report card for all classes they were enrolled. The attendance at these weekly meetings assisted staff with trouble shooting and allowed them a chance to determine if a youth needed special attention in terms of counseling or additional academic support, such as tutoring services. Youth earned a financial incentive for weekly attendance and for turning in the agreed upon paper work.

Throughout the summer months, youth were involved in non-paid work experience. Youth were provided with both an on-site supervisor and mentor. The employment experience associated the academic learning process with the occupational endeavor. Most of the job placements were community service type positions. Some of the organizations that participated in the program included Mark Twain Bookstore, Community Roots Nursery, Fourth Ward School, Community Chest, Inc., Lyon County Parks and Recreation, Nevada Heat Treating, Highlands Volunteer Fire Department, and the Virginia City Convention and Tourism Authority. It was indicated that the job-site supervisors enjoyed working with the youth and nearly all of the youth received satisfactory reviews from the employer. In fact, one youth now has a position with the Highlands Volunteer Fire Department.

The youth were not only involved with employment and academics, they also participated in weekly field trips and were involved in a rope course program—at the beginning of the CYWP and at the end. The youth learned various methods that effected a positive life change. These included learning techniques associated with peer helping and processing, group development, character education, leadership building, decision-making, effective communication, critical thinking, and problem solving. Field trips included visiting places like Franktown Meadows Equestrian, Bowers Mansion, Project Discovery, Storey County District Attorney and Building Department, Albertsons, and the University of Nevada Reno.

Children's Cabinet



The Summer Work Skills Training Collaboration program was a collaborative effort between the Children's Cabinet, Boys & Girls Club of Truckee Meadows, and the Washoe County Juvenile Services. This project was to provide job skills and summer employment opportunities, as well as academic training to at-risk youth between the ages of 14 and 17. Collaboration utilizes services provided by the three partners, and then the benefit of employment skills training and work experience.

The Reno JOIN office staff assisted the Children's Cabinet with the WIA youth eligibility requirements. JOIN staff also coordinated the intake procedures for the youth participants and collected the NJCOS documentation.

Each collaborative member specifically made reference to its individual programs and this information is stated below.

Washoe County Juvenile Services (WCJS): Job Training Program – Youth participating with this organization engaged in work experience for four hours per day, two days a week, for nine weeks. The program was designed to instruct youth in the meaning of employability. The youth worked in non-profit situations throughout the community. The work experience consisted of assisting in county parks with trail and fire prevention maintenance, landscaping projects, mending and building fences, and planting trees. Youth even built picnic areas that will be available for use well into the future.

When the youth were not in the community working on projects, they were involved with the Occupational Skills curriculum that was available on PLATO or the RHYME to Prime curriculum. These curricula outlined steps for completing a job application, tools for researching job opportunities, writing resumes, and obtaining and maintaining employment.



Boys & Girls Club of Truckee Meadows: Youth participating in this organization were involved with the Leaders in Training Program (LTP). The objectives of the LTP are to develop and refine the skills for entry-level employment at the Boys & Girls Club or other human service agencies and to develop local networking options with community businesses to ensure personal and professional goals are achieved by the youth participant.

Youth completed 40 hours of Club services. Also, the youth were involved with guidance and discipline training and CPR certification. These youth worked on the Graffiti Paint Out project and assisted with volunteer projects at the Reno Tahoe Open. The youth involved at the Boys & Girls Club "grow up" in this setting while having an opportunity to work for the club to gain long-term job experiences.

Children's Cabinet: Project Walkabout (PWA) – Youth selected to be involved with this organization were from the highest risk level and who had threatening behaviors. PWA is a nine-week program. This arrangement is designed for strict military discipline and training in the morning followed by youth service activities in the afternoon. Services such as counseling, drug and alcohol intervention, and job skill related training were available for youth.

After the youth completed the five-week residential program, the youth participated in a four-week non-residential program. In this environment, the youth attended summer school classes, received counseling, job skills training, and tutoring. Each day the youth participated in physical activities and high school credits were earned for those youth completing the academic work successfully.

Youth involved with the Children's Cabinet provided community services through a program called Teens Doing Stuff (TDS). Collectively, the youth decided what projects they wanted to work on in order to give back to the community. A few examples in this

area of experience included making and handing food items out to the homeless living near the Truckee River and painting a mural on a wall in the downtown area of Reno. The TDS youth also provided mentoring services to elementary youth who are in protective services and who are staying at the Kids' Kottage.

The Summer Work Skills Training Collaboration allowed youth a chance to earn money for the work conducted, employed teachers for the PWA program, provided an opportunity to purchase laptop computers, and memberships to the Boys & Girls Club of Truckee Meadows, and enhanced the Boys & Girls Club of Truckee Meadows by doubling the size of the program.

Youth successfully completing and graduating from the Summer Work Skills Training Collaboration program received laptop computers. Most of the youth participants have never had immediate access to a personal computer and the World Wide Web. This was a really great gift to the kids.



TMCC Nursing Pipeline Project

The TMCC nursing pipeline project recently completed its third year of the three-year pilot program. The goal of the project is to enable students to complete an associate degree in nursing in twenty-two months rather than the usual thirty-six months. With the shortage of nurses here in Northern Nevada, this program is a big help.

High School program participants earn dual credits in high school and attend summer school. The students go through a rigorous course of studies that include advanced science and math courses. The participants are also given real world experience in St. Mary's Hospital to enhance their studies.

Highlights of the Nursing Pipeline Program include program completion of ten highly motivated students who plan to continue earning their nursing degree. These students were honored at the end of the year culmination celebration dinner. At this dinner, students were given certificates of completion, a gift, and accolades through a multimedia presentation with overviews of their numerous experiences throughout the program. This group of students reflects the diversity of the Reno/Sparks community with numerous ethnic backgrounds. It is interesting to note that most of these students are already employed in the field of nursing as CNAs. These ten students have demonstrated the passion, maturity, focus, and determination to become successful and caring nurses. They will be a big help to our community.

Academy for Career Education (ACE) High School

The ACE Diesel Technician training program teaches students enrolled in the program the basics of diesel systems. This includes learning about engine diagnostics, suspension, braking, electrical, and hydraulic systems. The program is held in TMCC's Edison campus at 9:00 a.m., Tuesdays and Thursdays. The program participants learn by working on diesel engines and applying their newfound knowledge firsthand.



The students did very well in the program. They excelled in statewide competitions and have a very bright future in the industry. More likely than not, employers recruit the students and offer them jobs in the industry before the students finish the program. This is evidence of the bright future that lies ahead for the graduates of the Diesel Technician training program.

TMCC C²



The Truckee Meadows Community College Career and College (C²) Leadership Program is a yearlong career and college success program that provided youth participants with skills and opportunities to assist them in preparing for future career choices and taught job readiness skills in order to obtain and remain employed. The C² program is designed for youth participants to plan their future and reach their college and career goals.

The C² leadership program was held at both Sparks High School and Hug High School. Ms. Sandra Jimenez taught both classes with the assistance of a local teacher at each school.

During class, the instructors gave lectures to the participants, helped them with their homework, answered their questions, and guided them through the process of applying for college. The students also took a career aptitude test, which helped them narrow down potential fields of study that may interest them. Ms. Jimenez taught the students the importance of good study habits. The students were very enthusiastic to learn about the different subjects that they can study in college.

The students went on field trips to Truckee Meadows Community College and to the University of Nevada-Reno. Guest speakers from Wells Fargo bank gave the students a presentation about the job interview process and employment behaviors.

The program had an initial goal of serving 20 students in Sparks High School and 20 students in Hug High School. This has been tough to meet due to some students' personal commitments. The program served 16 students at Sparks High School and nine students at Hug High School. Even though only 25 students finished the program, these students really appreciated the class and what they learned from it.



The program culminated with a graduation ceremony at TMCC's Dandini campus, where the students and their proud parents were all in attendance.

The Workforce Network—A Regional Partnership

In late 2006, the Economic Development Authority of Western Nevada (EDAWN) and the Northern Nevada Development Authority (NNDA) completed yearlong,

comprehensive economic strategic plans that identified high wage, low environmental impacting business sectors that northern Nevada is interested in expanding. Continued growth in these business sectors ensures economic vitality and promotes the quality of life that supports the region's long-term prosperity.



In order to address the short and long-term skilled workforce requirements for the expansion of these business sectors and to coordinate efforts to address other regional workforce requirements, EDAWN, NNDA and Nevadaworks established the Workforce Network (WFN). The WFN is a regional partnership designed to focus the region's considerable resources on identifying and solving workforce issues and challenges.

Dr. Steve Hull was hired as a consultant to establish the WFN and coordinate efforts to address these issues and challenges. Although there are long-term issues, Steve's immediate efforts are focused in the following areas:

- Exploit existing regional workforce resources by building a toolbox of programs and services linking employers to employees. The toolbox will be web based. Training on how to use the toolbox will be part of this effort.
- In order to strengthen the usefulness of the toolbox, identify and help create missing tools and resources that will further improve linkages between employers and employees.
- Develop programs, in partnership with the Airport Authority, to recruit in/outbound travelers to the region. The Reno-Tahoe Airport brings in thousands of new and returning visitors to the region annually. Initiatives, including the use of banners and other advertising and marketing media, will be used to inform visitors about regional job opportunities.
- Institute and coordinate, in partnership with employers, targeted out of area recruiting to fill regional skilled worker needs.

JOIN, Inc.



JOIN employees partner with agencies and programs such as the Department of Employment, Training and Rehabilitation, Employment Security and Vocational Rehabilitation divisions, and the veteran's program to facilitate the seamless delivery of services to clients with varied needs. The JOIN staff offers clerical and administrative support in the form of front desk and customer service assistance and resource center staffing. JOIN's Career Counselors provide the full array of WIA intensive

services such as case management, assessment, and job development and access to training programs to adult, dislocated worker, and youth clients. JOIN also was the lead agency for youth programs during program year 2006. The employees of JOIN who were responsible for youth lead agency duties did a wonderful job. Youth program

documentation was accurate as is data entry into NJCOS. All employees are knowledgeable in partner program requirements and work in collaboration with one another to meet the needs of businesses and job seekers using the JobConnect system.

With the changing needs of the local communities, JOIN will continue to evaluate its services to meet community demands.

A Final Word

The 2006 Program Year as presented in this report enables Nevadaworks to share its strong feelings of accomplishment. As Nevadaworks looks to Program Year 2007 and beyond, the reality of decreased funding raises concerns that cloud this accomplishment. Even with substantial overall cost reductions already in effect, there is not enough money available to fund all of the worthy programs submitted to Nevadaworks. Communities have identified needs and solutions that exceed Nevadaworks' ability to fund.

The needs are there; the challenge is to successfully meet them.

Nevadaworks Council

| Member's Name | Representing |
|----------------------|---|
| Annis, Jim | Business |
| Wilson, Geoffrey | Business |
| Auerswald, Jane | Business |
| Baushke, Jim | Local Elected Official |
| Bryant, Richard | Local Elected Official |
| Cassinelli, Dan | Local Elected Official |
| Chapin, Chuck | Local Elected Official |
| Clark, Nathan | Business, Education |
| Clausen, Kirk V. | Business |
| Coleman, Mick | Mandatory Partner |
| Conkey, Gail M. | Economic Development, Community Base Organization |
| Darney, Alan | Labor |
| De Matei, Jeffery P. | Business |
| Dugan, Kenneth | Mandatory Partner |
| Enos, Deborah | Mandatory Partner |
| Fox, Lawson | Business |
| Glenn, Valerie | Business |
| Hunewill, Phyllis | Local Elected Official |
| Ithurrealde, Jim | Local Elected Official |
| Jones, Cindy | Mandatory Partner |
| Kershaw, Bob | Local Elected Official |
| Korhonen, Aki | Business |
| Kramer, Al | Local Elected Official |
| Mancebo, Roger | Local Elected Official |
| Miller, Wayne | Business |
| Myers, Charlie | Local Elected Official |
| Nelson, Jim | Business |
| Newell, Vicki | Education |
| Pound, David | Local Elected Official |
| Ramirez, Tony | Mandatory Partner |
| Romine, Russ | Business |
| Ruffin, Tim | Business |
| Schaerer, Marcel | Business |
| Smith, Greg | Labor |
| Washburn, Gwen | Local Elected Official |
| Webber, Bonnie | Local Elected Official |
| Wells, Kris | Business |
| White, Tom | Business |
| Woodring, Bradley | Business, Economic Development |



Southern Nevada Workforce Investment Board

The Southern Nevada Workforce Investment Board (SNWIB) oversees all WIA services and activities in Southern Nevada—as such, its role and responsibilities include: development of a local plan; management; policy making; program guidance; independent oversight; selection of employment and training service providers to deliver youth, adult and dislocated services; issuance of award of contracts through a competitive Request for Proposal process; and establishment of subrecipients' performance standards. One of the most challenging objectives in this role that the SNWIB faced with regards to employment and training services oversight and management was keeping pace with service delivery to the fastest growing metropolitan area in the nation—the Greater Las Vegas Area.

The SNWIB and its appointed committees, guided in some areas by the Governor's Workforce Investment Board's goals and visions, designed a demand-driven workforce development system (Nevada JobConnect) that meets or exceeds the needs of local businesses and jobseekers. SNWIB entered into the second year of its Two-Year Plan re-establishing a governance goal that develops an effective workforce development system to meet the needs of its stakeholders. In continuing on course with the Two-Year plan, the Local Elected Officials found a need to review and institute additional guidelines for carrying out the established parameters, particularly in the area of fiscal control and accountability. By the close of the program year, significant changes with marked improvements had resulted in all areas of fiscal management and accountability.

A new SNWIB membership structure was developed and top-level leaders were recruited from specific sectors throughout the Workforce Investment Area. The result was a more comprehensive Board membership composed of an array of talent to lead the SNWIB in developing an effective strategic plan that will guide contracted service providers to delivering quality employment and training services. Outlining well-defined tactics and strategic benchmark achievements, the SNWIB utilized its policies to clarify departmental and divisional work plans. SNWIB established goals pertaining to workforce development tactics, concepts, and procedures that allow businesses and jobseekers convenient access to all available employment and training resources.

Notable activities the SNWIB participated in 2006 were as follows:

- The SNWIB chairman was elected to serve as chairman of the National Association of Workforce Boards;
- The deputy executive director and the executive director of one of SNWIB's faith based WIA contractors were selected to participate in a White House Faith-Based Community Activities panel that focused on One-Stop Center employment and training service delivery;
- The deputy executive director was elected to serve in a directorship capacity on the National Youth Employment Coalition; and
- The State's youth conference in April 2006.

This past program year, the SNWIB faced a few challenges. The SNWIB however, continued on a successful track of overseeing workforce development service delivery

throughout the Southern Nevada Workforce Investment area. The SNWIB excelled in areas in the adult and dislocated workers programs, while youth performance indicated a strong finish as reflected in the third quarter of the program year.

Adult Services

The SNWIB service providers continue to increase their customer outreach efforts to businesses and eligible adults seeking employment and training services. Of the 1,650 adult participants served, 1,097 (87.9 percent) entered unsubsidized employment.

In partnership with Nevada's Department of Corrections, the SNWIB continued its sponsorship of ex-offenders "Going Home Program" where life quality resources were brought together by local agencies to help prepare incarcerated inmates for self-sufficiency upon their release. The SNWIB facilitated local business-partnered relationships to provide employment and training services oversight to place ex-offenders in prevailing wage jobs upon their release from incarceration.

The SNWIB served as a focal point in the area to connect jobseekers with the U.S. Department of Homeland Security for potential employment opportunities. The SNWIB participated in a U.S. Department of Homeland Security, Border Patrol Agent Recruitment program, whereby approximately 6,000 border patrol agents are needed over the next three years. On November 9, 2006, southern Nevada local employment and training agencies attended a recruitment briefing conducted by U.S. Border Patrol agents. The border agents' pay scale ranges from approximately \$35,000 for first year recruits to approximately \$65,000 at the end of two years, seven months of employment.

Dislocated Worker Services

While addressing routine layoffs and some plant closures, the SNWIB excelled in achieving all dislocated worker performance categories, or was within 80 percent of established performance measure. More dislocated workers continued to be trained and placed in unsubsidized jobs while increasing their potential to regain lost wages due to their employment displacement.

Youth Services

The SNWIB earmarked additional funds to serve more youth in summer employment components. Youth experienced an array of career opportunities, such as those related to the field of recreational aides, retail cashiers, sales hosts, customer service associates, teacher's aides, clerical (reception, office assistants, and data entry), computer technicians, warehouse and inventory clerks, sanitation worker, legal aides, broadcasting assistants and radio personalities.

The Youth Council continued on course with its established vision with a clearly defined focus to better serve youth. The vision: "A prepared youthful workforce with skills, education and training to fulfill future employment demands" resonates with employers and businesses in the Southern Nevada area. Also, the Youth Council newly developed mission: "Develop a holistic workforce development system that builds youth job

training skills and prepares them for lifelong careers” is now the established centerpiece of all SNWIB-directed youth service delivery.

In recognizing the intense need to address economically disadvantaged youth residing in low income housing projects, the SNWIB special youth program targeting youth residing in the Buena Vista Springs Apartment complex proved to be successful. The program was designed to deliver work experience activities with an aggressive educational component for youth to achieve high school diplomas and General Equivalency Diplomas (GED). Nevada Partners, Inc., along with Greater New Jerusalem (GNJ) Family Life Center (faith-based agency) youth services organization, partnered in service delivery to provide optimum support to youth. Both agencies have high expectations for youth achieving useful employment skills and lifelong learning.

The Youth Council focused its attention and resources on the neediest youth identified in the following areas:

- Out-of-school youth
- High school dropouts
- Runaway and homeless youth
- Youth in foster care—including those between 18 and 21 who have aged out of the foster care system
- Court involved youth
- Children of incarcerated parents
- Youth with disabilities
- Skill deficient youth—low educational reading and math levels, including those who have a high school certificate, but have not passed the State of Nevada High School Graduate Proficiency Examination.

Southern Nevada Workforce Investment Board President’s High-Growth Job Training Initiative

In partnership with the College of Southern Nevada (CSN) and a major hotel/casino, the SNWIB High Growth Grant has proven to be a player in certifying jobseekers in front line hospitality skills that are transferable within the industry.

- Through this initiative, the SNWIB has established a stronger partnership with CSN and economic development entities.
- With the support of employers and CSN’s training and employment programs designed and managed through this initiative, the needs of businesses and jobseekers were identified.
 - Through collaborative teamwork, the SNWIB provides input to CSN regarding occupational skill training courses designed for specific purposes of training individuals or jobseekers for new employment opportunities.
 - Armed with feedback from businesses, the SNWIB and CSN routinely meet to discuss and review course-training outlines to upgrade occupational skills to meet new and changing job requirements.
 - With information gathered from business focus group meetings, the SNWIB consistently provides CSN workforce development guidance for

course curriculum necessary to meet individuals' employability skills certification, recertification, or continuing education requirements.

SNWIB Service Providers Initiatives

Nevada Partners, Inc. (NPI) Adult and Dislocated Worker Programs

Nevada Partners is a community-based, non-profit organization located in the Southern Nevada Enterprise Community, North Las Vegas, Nevada. NPI was established in 1992 to provide educational, employment, and training services to youth, adults and dislocated workers.

Nevada Partners' mission is to eradicate poverty by providing comprehensive training, career exploration, and job placement services to youth and adults. In fulfilling this mission, Nevada Partners believes that individuals who take advantage of these services and obtain sustained employment will realize self-sufficiency and economic independence.

Through a model of case management, career exploration and development, employability and life skills workshops, individual employment or service plans, education and training, work support services, and intensive Job Club placement assistance, NPI provides a pathway to meaningful employment for youth and adults.

Nevada Partners has consistently achieved stellar results in designing and delivering workforce development services. Since 2002, Nevada Partners has met or exceeded program performance indicators in each of its adult and dislocated worker grants and is set to achieve performance requirements for in-school and out-of-school youth programs. Additionally, Nevada Partners was named the Most Influential Non-Profit Agency by the Latin Chamber of Commerce for its work in providing employment and training services to the Latino Community.

Nevada Partners achieved the following measure of success:

Adult Program category, Nevada Partners:

- Exceeded planned enrollment;
- Placed 76 percent of participants into jobs;
- Achieved results for exited workers at a cost of \$1,017 per participant;
- Placed 278 participants in jobs.

Dislocated Worker category, Nevada Partners:

- Exceeded planned enrollment;
- Placed 81 percent of participants into jobs;
- Achieved results for exited workers at a cost of \$1,266 per participant;
- Placed 91 workers in this category.

Special Projects:

Nevada Partners led the effort with other workforce development providers to assist the employees of the Stardust Hotel & Casino and the New Frontier, which closed down in 2007. Nevada Partners, along with sister agency – the Culinary Training Academy,

provided dislocated worker and retraining services to help these workers relocate to other properties or into other career fields.

The effort spanned several days of Job Fairs coupled with dislocated worker services for individuals who were not able to quickly secure employment. Nevada Partners Vocational English for Speakers of Other Languages (VESOL) department provided English classes on site.



Mayor Daley, D. Taylor, Secretary-Treasurer of the Culinary Workers Union Local 226, get a students perspective on the training at CTA

Elected Officials tour Nevada Partners

Las Vegas has consistently maintained the highest new job growth in the United States. Las Vegas has also ranked number one in high-tech job growth. The Nevada labor force has increased by nearly 350,000 in the last decade.

With all of the new jobs available, employers are upgrading the requirements needed for those seeking employment as well as those who are currently employed.

Mayor Villaraigosa of Los Angeles and Mayor Daley of Chicago visited NPI to learn some of the innovative ideas Nevada is undertaking and possibly take those ideas and implement them within their own youth and job development programs.



Mayor Villaraigosa observes students in the employability class receiving instructions on how to fill out an application online.



Youth Participants in the Batteries Included work program are surprised with a visit from the Mayor, who offered them some advice.

Nevada Partner's Inc., Youth Programs

Nevada Partners has increased its commitment to area youth by devoting significant resources to the development and design of a constellation of projects designed to improve Nevada's graduation rates through the identification and assistance of Clark County's hardest to serve youth. Through strategic partnerships, spanning public and private sector interests, Nevada Partners has built a web of educational, developmental, and economic services to ensure that Nevada's youth graduate from high school, ready to succeed in work and community life.

In collaboration with the Clark County School District (CCSD), Communities in Schools of Southern Nevada (CISSN), the City of Las Vegas, Clark County, and the University of Nevada, Las Vegas' Center for Academic Enrichment and Outreach (CAEO), Nevada

Partners has established a comprehensive continuum of educational programming. In keeping with a holistic, youth-centered approach, Nevada Partners' provides the following services:

- High School Proficiency Exam preparation
- Tutoring and homework assistance
- Credit retrieval
- General Equivalency Diploma pre-testing and skills assessment
- Adult Education programming
- Distance education
- Individualized study
- College and career planning assistance
- Career and technical training
- Leadership and resiliency training
- Entrepreneurial training
- Parent education

From classes to remedy basic skills and school credit deficiency, to case management to identify and address barriers and risk behaviors, to training that develops qualities that lead to life-long success, Nevada Partners provides opportunities for youth to learn about a broad range of careers and education pathways, and after-school, summer, and full-time employment.

Nevada Partners has achieved the following:

- Built a community network that supports all local youth in making healthy choices, succeeding in school, re-connecting to education and work if they are at risk or out-of school.
- Built education and career pathways that lead to life-long success.
- Through these collaboratives led by Nevada Partners, area youth find caring, committed adults, mentors and peers who offer effective strategies.



Youth participant Aaron Hall delivers a speech during the 2006 Batteries Included Finale Dinner.

In March of 2006, Nevada Partners began teaching its Leadership classes at five City of Las Vegas Recreation Centers throughout the area. At the completion of the classes, 85 youth were successfully placed into summer employment and received great reviews from their employers. This initiative was funded in part through Incentive Funds from the Governor's Workforce Investment Board.

The collaboration between the City of Las Vegas and Nevada Partners has been extremely successful. The program was recognized with the Outstanding Achievement in Local Government Innovation Award because of the city and community-based partnership and the City of Las Vegas received the honor from the Innovations Group at the Transforming Local Government Conference in 2007.

Nevada Partners taught leadership classes which focus on self-esteem, character development, and leadership skills necessary to succeed in school and life. In addition, students received academic assessments to intervene with youth that were at risk of dropping out based on key indicators such as tardiness and absenteeism, credit deficiency, and high school proficiency.

Nevada Partners has also been instrumental in leading the Fellows Academy, a collaborative effort with the Clark County School District and Communities in Schools of Southern Nevada.



The Fellows Academy is a middle school credit retrieval initiative that provides academic remediation to middle school students who have failed to pass the necessary credits to advance to high school. The Fellows Academy takes place at Nevada Partners and West Preparatory Academy where retained 8th graders spend part of the day at each campus receiving the necessary education, leadership, and career exploration classes they need to succeed.

Upon completion of the Fellows Academy pilot year on June 30, 2007:

- Of students who registered as Fellows, 75 percent will continue to meet their participation requirements as outlined in their Individualized Service Strategy. Of the 72 students enrolled, 62 are active or proposed for fall participation. This is a participation rate of 86 percent. For those who did not meet participation goals, three never participated as Fellows, four withdrew prior to being promoted (one moved out of state), and three withdrew after being promoted to high school (two of whom moved out of the country).
- Of students who continue to be participating Fellows, 75 percent will have attained proficiency in their required subject areas, successfully completing their middle school experience. Of the 48 students who have been and continue to participate as Fellows, 43 have been promoted to high school. Ninety percent of the Fellows achieved proficiency to be promoted to high school.

Summer Youth Explosion

The Positive Summer Youth Explosion proved to be a huge success with the youth and the community. The major goal was to offer participating youth from the Workforce Investment programs an opportunity to make a positive impact in their communities.

Over 200 youth were placed with community-based organizations and companies to do more than work a



summer job; they were offered community impact internships. These internships were designed in such a way that the youth earned a summer work experience

while they contributed to making their community a stronger place by doing community impact projects. The final projects and the total community impact made by these youth were showcased at the Community Impact Awards Luncheon on Saturday, August 18, 2007.

Prior to being placed in their community impact internships, students who were credit deficient or had not passed their high school proficiency classes attended one or two sessions of summer school. More than 150 youth attended summer school, Saturday Success Academy, and participated in either a Summer Internship or Work Experience, totaling 85,000 hours of POSITIVE community impact.

Students were also required to attend Saturday Success Academy each week at Nevada Partners. This Success Academy provided an opportunity for students to receive additional tutoring support in math and English, whether they were in summer school or needed to address their basic skills deficiencies. In addition, students attended Leadership and Career Development classes that helped them prepare for their summer internships or work experiences.

Finally, participants in Saturday Success Academy and the Summer Youth Explosion were afforded incentives and extracurricular activities. Representatives from Money Tree provided a grant for financial literacy classes and regional vice presidents were on-hand from Bank of Nevada to open savings accounts for many of the youth. Mujahid Ramadan, Chair of the SNWIB Youth Council spoke to the youth during one of the recognition ceremonies.



Greater New Jerusalem (GNJ) Family Life Center

GNJ initiated and delivered a comprehensive summer program. Their summer program included summer school activities, work experiences, an apprenticeship camp, and tutorials. The objectives of the program were to provide participants an opportunity to (1) pass classes, gain credits and/or gain credits that would lead them to attaining a high school diploma/GED, (2) acquire necessary skills that would lead them to gainful employment in the future, and (3) expose them to a broad range of occupations, including the apprenticeship trades.

Tutorials

Tutorials were conducted throughout the program year. The youth accessed specific subject areas (reading, math, science, typing, budgeting & finance) and on-line information regarding colleges and occupations. Furthermore, GNJ has designed its facilities to enhance and induce the participants' learning by placing informational posters (i.e., anatomy, geographical, parts of stories, language studies, history, science, etc.) throughout the rooms so that they are visible to the observers.





Most youth are deemed eligible for WIA services by being basic skills deficient. Therefore, GNJ has developed, designed and established state-of-the-art (Thin Client) labs to provide participants greater opportunities to gain and enhance their skills and knowledge in areas such as reading, science, math, and occupations.

Participants have the liberty to come in and work

on the computers to complete tutorials or access occupational and college websites during business hours. GNJ staff is available to offer assistance but some participants do not require such and are allowed to work on their own.



Positive Choices

This activity takes place bi-weekly and provides participants with information and skills regarding substance abuse and abstinence thereof. Furthermore, this activity includes a tutorial component, including assistance in completing homework assignments.

Gang Intervention

GNJ continues to have a strong presence in the intervention activities of youthful gang members, as there is a strong correlation of these activities and offending. Furthermore, GNJ is represented on the Board of Directors, as well the Co-chair, of the Intervention Subcommittee.



Leadership Development Activities

Some of GNJ's WIA-registered participants participated in several activities such as the opening of the play, *A Bird in Flight (On Broken Wings)* by playwright Troy Buckner. The play was about a woman who had unfortunate situations in life, yet, she prevailed and "turned lemons into lemonade." The female youth who attended this affair were Ms. Buckner's guests and were received in a "red carpet" manner as they arrived in chauffer-driven limousines and escorted in by a gentleman (one of our male participants). Our youth were able to practice etiquette skills whereby they used their "formal" skills (ladyship and gentleman) in this activity.



Leadership Development Participants

Caring, Helping and Restoring Lives, Inc. (CHR) Adult and Dislocated Worker Program

CHR is a SNWIB faith-based service provider that has partnered with Native American Community Services (NACS), American Association of Retired Persons (AARP), Health Care of America (HCA), and the City of Las Vegas.

In collaboration with NACS, the CHR staff assisted the Native American community with training and employment services. Program staff from both agencies developed a curriculum specific for the Native Americans, dealing with issues of how to dress, interviewing techniques, and cultural differences. CHR also co-sponsored the NACS 3rd Annual Inter-tribal Veteran's POW-WOW at the Sam Boyd Silver Bowl, November 11, 2006. More than 3,000 people from at least 100 Native American nations attended the three-day event.

CHR conducted three individual job fairs for the Venetian, Arizona Charlie's and Allegiant Airlines. There were over 350 participants in attendance. During the job fairs, managers from these companies provided on-site interviews and job offers.

Partnering with Allegiant Air, CHR served dislocated workers who were displaced due to the Health Care of America call center closure in the Las Vegas area. Thirty (30) of these employees were assisted with relocation cost. These relocating clients accepted positions and moved to other HCA locations in Tennessee, Florida, Texas, and Georgia. The remaining 270 employees received training services, such as on-site resume writing, interviewing techniques and the Dress for Less Workshops. The CHR staff assisted with workshops monthly from January – April. After completion of workshops, the employees were assisted with employment placement.

CHR assisted the forgotten population, ex-offenders, with on-the-job training and work experience. CHR partnered with and hired the City of Las Vegas EVOLVE clients and trained them in front office skills. The SNWIB, along with its faith-based and community-based partners, has proposed to target ex-offenders to prepare them for community reentry with employment opportunities leading to self-sufficient wages. Through the SNWIB's plan and receipt of its proposed grant, delivery of comprehensive employment and training services to ex-offenders will ensure that they are prepared to enter the workforce and earn sufficient wages to support themselves and their families without the aid of public assistance.

In addition, CHR recognizes the need to assist seniors. They developed a specialized four-week program entitled, "Gateway to Employment." The four-week program meets once per week for three hours (one hour class time and two hours hands-on computer training). CHR partnered with AARP because they recognized their clients lacked technical knowledge and employability skills. After completion, the clients participated in a graduation ceremony and immediately began counseling with case managers and career consultants. The clients were then placed into employment at various businesses.

Arbor Education & Training Customized Training Initiatives

Arbor education and training received customized training funds from the Southern Nevada Workforce Investment Board to provide individuals the opportunity to enter into various construction trade apprenticeship programs. Arbor also provided the opportunity for sixty (60) individuals to enter into emergency medical technician basic and intermediate training with employment at American Medical Response, once training was completed.

Arbor is glad to report that they have entered their targeted number of individuals in their programs. Their staff has placed more than half of those into construction apprenticeship programs and with American Medical Response. Arbor provided employment for the young adults as well as middle-aged individuals in various trades from the laborer's to sheet metal workers, which includes some of the best worker benefits in the country. Arbor has also accomplished the same with securing employment for those who have completed their training through National Center for Technology Innovation, not only with American Medical Response but also with some of the major hotels in the Las Vegas area.

Southern Nevada Workforce Investment Board

| LOCAL ELECTED OFFICIALS | | |
|---|------------------------------|--|
| NAME | TITLE | REPRESENTING |
| Steven D. Ross | Councilman | City of Las Vegas |
| Lawrence Weekly | Commissioner | County of Clark |
| Mike Pacini | Councilman | City of Boulder |
| William Robinson | Councilman | City of North Las Vegas |
| Tommie Rowe | Commissioner | Lincoln County |
| Peter Liakopoulos | Commissioner | Nye County |
| Gerri Schroder | Commissioner | City of Henderson |
| Nancy Boland | Commissioner | Esmeralda County |
| ONE-STOP PARTNERS | | |
| NAME | TITLE | REPRESENTING |
| Kenneth J. LoBene | Field Office Director | Dept. of Housing & Urban Development (HUD) |
| Rhea Medina | Supervisor | JobCorps |
| Lynda Parven | Deputy Administrator | DETR |
| Joe Garcia | Social Services Manager | Community Services Block Grant |
| COMMUNITY BASED ORGANIZATIONS | | |
| NAME | TITLE | REPRESENTING |
| Margarita V. Rebollal | Executive Director | Economic Development/Redevelopment |
| Candace Ruisi | Executive Director | Women's Development Ctr. |
| OLDER WORKER | | |
| NAME | TITLE | REPRESENTING |
| Maggie Mendez | SCSEP Program Mgr. | Catholic Charities |
| LABOR | | |
| NAME | TITLE | REPRESENTING |
| Chris Bohner | Research Director | Culinary Workers Union, Local 226 |
| Daniel Rose | Training Coordinator | Sheet Metal Local 88 JATC |
| ECONOMIC DEVELOPMENT REDEVELOPMENT | | |
| NAME | TITLE | REPRESENTING |
| Margarita V. Rebollal | Executive Director | Economic Development/Redevelopment |
| Somer Hollingsworth | President/CEO | Nevada Development Authority |
| EDUCATION | | |
| NAME | TITLE | REPRESENTING |
| Kathleen Frosini | Career & Technical Education | Clark County School Dist |

| | Director | |
|----------------------|--|---|
| Kay Moormann | Dean-Workforce & Economic Development | CCSN |
| PRIVATE BUSINESS | | |
| NAME | TITLE | REPRESENTING |
| Robert Brewer, Chair | Director of Corporate and Administrative Services | Southwest Gas Corporation |
| Hannah Brown | President | Urban Chamber of Commerce |
| Charles Darling, Sr. | Chairman of the Board | Darcor Construction Co. |
| Cornelius Eason | President/Owner | Las Vegas Chamber of Commerce / Priority Staffing |
| Timothy R. Eggen | Director-Compensation, Benefits & Organization Development | Sierra Pacific Resources (Nevada Power) |
| Kari Frilot | CEO | Pahrump Valley Chamber of Commerce |
| Somer Hollingsworth | President/CEO | Nevada Development Authority |
| Andrew Katz | President/CEO | Manpower, Inc. of Southern Nevada |
| David C. Lee | President & CEO | LV Taiwanese Chamber of Commerce |
| Laurie Luongo | Vice President Human Resources | Trump International, Hotel & Tower, Las Vegas |
| Eloiza B. Martinez | Asst. Vice President Community Development | Wells Fargo Bank |
| Pat Maxwell | Director, Human Resources | Las Vegas Valley Water |
| Valerie Murzl | Corporate VP Human Resources | Station Casinos, Inc. |
| Charles Perry | Executive Director | Nevada Health Care Association |
| Mujahid Ramadan | Owner | M.R. Consulting |
| Steven D Ross | | Keleeco Electrical Service Inc. |
| Ronna Timpa | CEO | Workplace ESL Solutions |
| LeRoy Walker | Vice President of Human Resources | St. Rose Dominican Hospitals |
| Henry S. Vasquez | Director Human Resources | Republic Services |
| Dana Wiggins | Labor Relations Director | Associated General Contractors |