



Nevada's Workforce Investment System

Annual Report

July 2007– June 2008

Presented by:

Nevada's Workforce Investment Boards

Coordinated by:

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Training and Rehabilitation*

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Workforce Investment Act (WIA) Title I Expenditures Chart for Program Year 2007

Electronic Submission October 1, 2008

WIA Performance Tables and Charts A – O

Electronic Submission October 1, 2008

In program year 2008 Nevada's economy struggled to emerge from the ongoing residential housing crisis, while at the same time adjust to the dual effects of fuel-related inflation and a lack of available credit for new development. The negative effects of each issue caused an overall decline in employment and have tempered future expectations of economic growth. In 2007 population grew by 2.9 percent, making Nevada the fastest growing state in the nation, a place it's held 20 out of the last 21 years. Jobs that were traditionally available for new residents dried up, resulting in significant increases in unemployment.

Two years after it began, the housing slump continues to wreak havoc on the Nevada economy. Construction employment fell 13,200 from 137,500 in June 2007 to 124,300 in June 2008. At 24 percent, continued claims for unemployment insurance in the construction industry represent a significant portion of all claims. Other industries with a direct connection to construction continue to see diminished employment levels as well. The Financial Activities sector, which includes the mortgage lending business, shed 2,500 jobs over the program year, and the Professional and Business Services industry lost another 5,500 jobs. The extended lull in construction employment growth will continue into the foreseeable future, with industry experts now estimating a gradual turn around starting sometime in 2009.

Another significant change over the last year has been the run up in the price of oil and the effect it is having on Nevada as a whole, and in particular the Casino Hotels and Gaming industry. Nevada's gaming markets have traditionally thrived on out-of-state tourists with disposable income to spare. Higher fuel prices have not only curtailed the number of visitors coming to the state to vacation, but have also limited the amount of money they are willing to spend while they are here. As demand has fallen so has employment. From June 2007 to June 2008 employment in the Casino Hotels and Gaming industry declined by 1.8 percent (or 3,800 jobs), and continued claims for unemployment insurance in the industry have increased by over 50 percent.

As a result of these primary events, the state's overall rate of job growth slowed from 0.9 percent in June 2007 to -0.9 percent in June 2008, while the unemployment rate increased from 4.8 to 6.4 percent. With the housing slowdown expected to last well into 2009, and no price inflation relief in sight, Nevada will continue to see below normal job growth in the near term, and the number of unemployed persons will continue to rise. The extended outlook is more promising though. Despite a lack of available credit for commercial construction projects a number of large projects are still planned and being built, with many expected to come on line over the next two to three years. These projects will create job opportunities not only for thousands of construction workers, but also for tens of thousands of permanent employees.

Although Nevada's economy as a whole continues to struggle, the situation in rural Nevada shows promise. Unemployment rates in gold producing counties remain relatively low. The price of gold remains near all time highs and appears to be stimulating new investment. Several existing mines that previously reached, or were approaching, the end of their productive lives are finding new life. The mining industry will continue to demand a larger and more experienced workforce for the foreseeable future.

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
- Employment of Persons with Disabilities 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
Anthony, Stavros	Nevada System of Higher Education
Bahn, Michael	Business – Northern Nevada – Information Technology
Branch, Linda	Business – Southern Nevada – Medical Consulting
Brown, Mary-Ann	Youth – Northern Nevada
Carlton, Maggie	Nevada State Senate – Southern Nevada
Chavis, Jim	Business – Southern Nevada
Elliott, Mendy	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
Kramer, Alvin	LEO – Northern Nevada Local Workforce Investment Board
Lee, Richard (Vice-Chair)	Business – Statewide – Real Estate
Martin, Leslie	Business – Rural Nevada
Meter, Veronica	Business – Southern Nevada Las Vegas Chamber of Commerce
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
Ramadan, Mujahid	Chair-Southern Nevada Workforce Investment Board Business – Southern Nevada
Rheault, Keith	Nevada's Department of Education, Superintendent of Public Instruction
Vacant	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 Human Resources
Wilson, Geoff	Chair – Northern Nevada Workforce Investment Board Business – Northern Nevada
Vacant	Business
Vacant	Business
Vacant	Business



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.

Northern Nevada

DETR the One Stop Operator:

The Department of Employment Training and Rehabilitation (DETR) became the operator of the designated One Stops during Program Year 2007. This change has been positive for JobConnect customers because by policy each individual accessing services must receive a full registration before services may be accessed. The registration process allows the JobConnect to provide an overview of the services available through the JobConnect system in order to educate each customer on what is available through the system. A new Memorandum of Understanding (MOU) was produced which in detail outlines service delivery in the offices. From assuring veterans preference to empowering the staff with the decision-making process in reference to individual training needs and expenditures, the new operating MOU is straightforward, detailed, and clear as to the responsibilities of the staff, partners, and operator. A Department of Labor Representative commented during an official review that the northern Nevada One Stop's MOU was the best that had been seen nationwide and it would be used as an example for other states to follow.

Veterans' Programs:

The northern Nevada Veterans' programs continue to operate at an improved level of service delivery under the auspices of the DETR's Employment Security Division (DETR/ESD). All veterans continue to be initially registered by veterans' representatives and are referred to veterans programs if a need exists. The Local Veterans Employment Representative (LVER) visits several area correctional facilities and penitentiaries to provide on site services to veterans. The Disabled Veterans Outreach Program (DVOP) recently established an outreach office in the Minden-Gardnerville area.

The veteran's representatives in conjunction with the Reno Business Service Office held a Veterans' Job Fair at the Reno National Guard armory in September of 2007. Twenty-four employers participated and a hundred and seventy-five veterans attended. The event was so successful that DETR/ESD has decided to make it an annual event with the next scheduled for September 13, 2008. The Division will coordinate this year's event with the Lieutenant Governor's Office, who is holding a Veterans' Conference simultaneously.

Team Nevada:

Nevada's northern region continues to work in those industries that are growing during this economic slowdown. Nevada's mining industry continues to add to payroll and the rural JobConnects have undertaken a targeted endeavor to assist not only mining companies but supporting ancillary businesses in their pursuit of qualified employees. Safety classes are provided to all customers going to work in the mines through the JobConnect system. The Employment Security Division's Career Enhancement Program (CEP) funds the training of bus drivers through the community college system. (Note: Bus drivers take miners from home to the remote mines and back.)

The Employment Security Division has trained a multitude of workers through its CEP's On-the-Job-Training (OJT) option. The Division provided support for over twenty jobseekers to acquire employment with Caterpillar services by means of OJT contracts and continues to assist in the recruitment and testing of potential employees.

The slow economy has demanded that representatives from DETR/ESD canvass the northern Nevada manufacturers to find and fill jobs with JobConnect customers. The Division's OJT program has assisted not only the few expanding manufacturers in the northern region, but has helped struggling manufacturers who are trying to conserve assets in a slow economy. Over twenty OJT contracts have resulted from the manufacturing sector initiative.

Reno's Tent City Task Force

The Reno JobConnect was contacted by KRNV – Channel 4 television station in early June 2008, with a request to provide job placement assistance to the residents of the City of Reno's homeless shelter overflow dubbed as "Tent City." A small city of tents had been erected at the Homeless Shelter in a dirt parking lot since the men's shelter is filled to capacity. The women's shelter is not open yet since the City of Reno has not been able to secure an operator. The Reno JobConnect responded to the request by participating in a Resource Fair on June 13, 2008, from 8:00 a.m. to 12:00 p.m. The JobConnect Task Force consisted of the ESD Center Manager, an Employment Service (ES) Representative, two Veterans Representatives, one Unemployment Insurance Representative and one Bureau of Vocational Rehabilitation Counselor. Re-employment information was provided to 55 of the 110 residents registered at Tent City. These individuals were also provided with a two ride bus pass to visit a JobConnect office to complete the registration process and receive services.

A follow-up visit to Tent City was made on July 31, 2008 with participation in a Health/Job Fair sponsored by the University of Nevada Reno (UNR) Orvis School of Nursing. JobConnect sent a veterans representative and an ES representative to meet with the residents of Tent City. Sixteen registrations were received with one being a veteran. The JobConnect booth was by far the busiest at the event. Other agencies in attendance included the Washoe County Library, Nevada Health Centers, Inc., Health Access Washoe County (HAWC), Washoe Mental Health, and other health care resource providers. Nevada JobConnect was the only employment resource present. One of the local television stations gave the following report from the July 31, 2008 event.

- *From Channel 2 News... "University of Nevada nursing students came to the aid Thursday of the homeless living in Tent City. The group from the Orvis School of Nursing put on a job and health fair. They had booths out there offering hygiene products and water. The students say the homeless reached out to them. "What they expressed to us that they need is some dental care, help with monies, financials, help with getting jobs," says student Brandi Templin. Tent City won't be around for much longer - the City of Reno plans to remove it in September."*

Working with Ex-Offenders:

Many northern Nevada JobConnect staff received certification from the National Institute of Corrections (NIC) as Offender Employment Specialists. They attended 22.5 hours of training over three days sponsored by the Federal Parole and Probation Office using the NIC curriculum. The training emphasized removing barriers to employment by connecting to community resources to improve offender employment outcomes.

A Sparks JobConnect Employment Counselor, along with representatives from other agencies, visited Herlong Federal Corrections Institute and Northern Nevada Correctional Center to conduct employment and job search workshops for inmates who were about to be released.

The Sparks office is collaborating with the Federal Parole and Probation Office to jointly host a three-day live Internet seminar on helping women offenders return to the labor force. The curriculum will be provided by NIC and the seminar will take place in September 2008.

The Reno and Sparks JobConnect offices will staff a booth at the third annual Weed and Seed Job Fair targeting recently released offenders. The job fair will take place on October 21, 2008.

Ex-Offender Success Stories:

Jackie came to the JobConnect on parole from Silver Springs Correctional facility, having been incarcerated for using stolen credit cards. Jackie was informed of the benefits available through CEP and given a brochure on Work Opportunity Tax Credit to provide prospective employers. Jackie returned to work at Baldini's in a hostess position and the CEP provided appropriate attire for employment.

Robin was referred to the JobConnect by Bureau of Vocational Rehabilitation (BVR). Robin received training for Certified Nursing Assistant (CNA) but the Nevada Nursing Board would not issue a license due to 28 charges appearing on Robin's background check, half of which belonged to a different Robin. A Sparks JobConnect Employment Counselor worked with Robin to research addresses to contact each District Court in three other states to remove the bogus charges, leaving only those that truly belonged to the client. The counselor then helped the client write statements explaining each charge. The Nevada Nursing Board denied Robin twice more and with the assistance and encouragement of the BVR counselor and ES counselor, filed an appeal with the State Board and won. Robin was granted a CNA license and is currently employed with a local health agency.

Raymond was also referred to the JobConnect by BVR. Raymond had two felonies and a gross misdemeanor for possession of a stolen vehicle and possession of a controlled substance. JobConnect staff provided information about the CEP OJT program as well as a brochure on the Work Opportunity Tax Credit program and several job leads. Raymond entered an OJT position with a local carpet cleaning business and did so well that the employer has since turned over an entire territory to the client.

Southern Nevada

Salvation Army/Employment Security Division /College of Southern Nevada

The southern Nevada JobConnect offices, the Salvation Army and the College of Southern Nevada (CSN) have, for the past thirteen years, collaborated in an outstanding initiative that has helped move individuals from a life of homelessness, hopelessness, and substance abuse to one with career potential and employment.

The project entails providing intensive training in cooking to individuals from the Salvation Army's Rehabilitation Program. CSN provides the facility for the training, the equipment, and the trainers. The Salvation Army is responsible for selecting the clients from the program who will attend the training, providing housing during the training, substance abuse counseling, and work experience. The trainees are required to work in the dining facility of the Salvation Army when not at the college attending training. This facility is a very high volume dining facility that feeds hundreds of persons per day. The Employment Security Division (ESD) Career Enhancement Program (CEP) pays for the student's tuition, the student's uniform, and the cooking utensils that the student is required to have to work as a cook following graduation.

The training is very intensive. One semester of training is condensed into a six-week course. The partnership graduates two classes per year and has done so for over ten years. The placement rate of the graduates of this program is over 80 percent, which a phenomenal achievement is considering the life challenges and barriers these individuals faced prior to enrolling in the program.

Team One

Team One is an initiative that was developed for the purpose of increasing the placement rate of Bureau of Vocational Rehabilitation (BVR) clients.

The initiative involves the development of a Team One in each southern Nevada JobConnect office. Each Team One consists of the following:

- A Vocational Rehabilitation counselor
- Three staff from ESD consisting of:
 - ✓ A Business Service Representative (Job Developer)
 - ✓ A CEP staff member, to assist with both employment and training services
 - ✓ A Wagner-Peyser interviewer working in the Employment Service Labor exchange.

The Team One concept requires each office's four person Team One to select from active vocational rehabilitation files no more than five vocational rehabilitation clients to be on the Team One case load. These individuals are expected to be the five most job

ready. The team will then collaboratively provide case management to each of the five participants and focus the team's combined skills and resources into assisting each of the five to return to employment.

The concept design of Team One is that the teams can never have more than five active participants. Also, the four-person team must agree on the selection of each participant who is brought on to Team One as a client. Once a Team One client is placed, the group will meet to invite another BVR client to participate in Team One.

The program is new and does not yet have reportable results. However, to date, certain milestones have been achieved, one of which is the ESD staff having attended six weeks of training provided by San Diego State University to develop and certify their skills at providing employment assistance to rehabilitation clients.

Team One is expected to become a formal bridge in the service delivery between BVR and ESD. While it is in its infancy, it is expected that positive outcomes will increase as the teams become more adept at collaboration.

Central Christian Church/ESD Initiative

One of the newest partnerships which the southern JobConnect offices have embarked on involves Central Christian Church, a 30,000 member non-denominational church in southern Nevada. Central Christian, because of its size, is very proactive in the community in providing faith-based community services. These services include counseling, food banks, and other social services.

A former State Workforce Investment Board member, who is a board member of this church, approached ESD to inquire as to how the Central Christian Church could collaborate with the JobConnect system to provide additional employment and training services to the community. A team of ESD staff visited the Central Christian Church and received a facility tour and orientation to their social service programs. The mutual desire was to find a way for JobConnect to communicate with business owners who were members of the church and create a bridge in service delivery between that business and the church member who is in need of employment. The JobConnect CEP program was the vehicle for this in that it provided the means to provide skill training, if needed, to qualify the prospective employee for the employment opportunity.

This connection to Central Christian Church was also intended to be a springboard for JobConnect to initiate relationships with other faith-based organizations. The project is only a few months old and has been impacted by the slowing economy. However, a number of on-the-job training contracts have grown out of this initiative. In addition, the Central Christian Church has been instrumental in bringing together the JobConnect office with the Young Men's Christian Association and Boys Town for the purpose of providing enhanced employment services to out-of-work individuals.

Client Management System

During the past year, the southern region of ESD has been developing a client management system for use at the reception desk at the three southern Nevada JobConnect offices. The system is presently being piloted in one office.

The system will provide a number of benefits to the office. The program will allow the office to do online sign-in for clients requesting mediated services. It will replace the use of multiple sign-in clip boards used by the office for veterans, CEP, Wagner-Peyser and Vocational Rehabilitation.

The program will allow all staff, from desk computers, to access the names and how many clients are waiting in the lobby for the various services (programs).

This client management system will provide real time reports for the following:

- Wait time reports by program;
- Time spent by staff providing services to individual clients;
- Type of services provided by staff member and by the office; and
- Number of clients requesting mediated services from each program.

The program is designed to make the front end service delivery (reception desk) more professional and provide management real time reports which will show the type of services being requested, the services being provided, and the length of time it is taking individual staff members and the office to provide services.

Learn and Earn Program

The Learn and Earn program is a program that has been developed and managed by the College of Southern Nevada (CSN) since 1999. The program is designed to provide work-study, mentoring, study skills, and tutoring to at-risk youth who are identified by the school district of being likely to drop out of high school.

This program has been highly successful at assisting its participants to achieve high school graduation. Students enrolled in this program are assigned a mentor, who is a college employee, upon enrollment. After regular school hours, each student reports to the college campus, spending two hours in tutoring or doing homework. In addition, the students are provided part-time paid work experience at the campus in an area of interest, i.e. auto mechanics, computers etc. The program also provides classes in career planning, self esteem, and a number of other subjects.

This year, ESD became a partner in the Learn and Earn program by funding the first college level class for each of the Learn and Earn students during the CSN summer session. Each Learn and Earn student who graduated from high school in May 2008 and those Learn and Earn students who will be graduating from high school next year were given the opportunity to attend one college level class paid for by ESD.

It is the intention of ESD that these students will have successful experiences during first college level classes, encourage the student to consider post secondary education, and develop abilities to enter the workforce and achieve success.

ESD will continue to review this partnership with the Learn and Earn program to find other points at which resources can converge to benefit these students.

Refugees Program

This past program year the southern region ESD, through its Lake Mead Outreach office and Career Enhancement Program, launched a partnership with the Culinary Training

Academy and the Catholic Charities Refugee Program to provide culinary training for refugees in the Catholic Charities Refugee Program. These individuals, for the most part, were non-English speaking refugees from Eritrea, Sudan, Burma, Somalia, Cuba and the Congo. The training that was provided was almost exclusively for stewards and guest room attendants. The biggest barrier for these workers besides lack of skills is a lack of ability to communicate in English. The Culinary Training Program, in addition to occupational training, provides two weeks of training in workplace English. However, with some of these native speakers it has been found that additional English classes are necessary to minimize language as a barrier to employment. The partnership to date has enrolled about ninety refugees. Forty-one have been placed in positions in the hospitality industry. This program has shown promise and is expected to be continued through at least the present fiscal year. This group of workers is very motivated and it is believed with some assistance, can compete and be hired by some of the major hotel casino corporations in Las Vegas.



nevada**works**

Coordinating Workforce Development for Northern Nevada

Nevadaworks Workforce Area

The workforce area of northern Nevada encompasses over 70,000 square miles and the thirteen counties of Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, and White Pine.

Workforce development issues in northern Nevada center around rising unemployment levels. Additionally, as compared to the past two years, the pace of growth for northern Nevada's economy has slowed, sometimes dramatically.

In rural Nevada counties, the mining industry is thriving and remains a staple of rural area employment opportunities. Nevadaworks continues to support rural county economies through the Rural Workforce Liaisons initiatives. These programs provide the Nevadaworks Board up-to-date information on workforce development challenges, economic development efforts and achievements, and coordination of workforce development.

Nevadaworks is committed to developing and maintaining a skilled workforce to meet northern Nevada business needs and to assisting people who are seeking employment. Nevadaworks endeavors to strengthen the economic base of communities in northern Nevada and help workers and their families improve their standard of living by expanding the spectrum of services beyond traditional employment and training programs. Nevadaworks acts as a catalyst or broker for employers to connect with the resources necessary to address their communities' economic and workforce development needs.

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

Nevadaworks' ability to meet the goals of the Workforce Investment Act is very dependent on the providers that give the day in and day out attention to detail required of any successful venture. 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. Following is information about these great organizations and how they performed in 2007.

Job Opportunities In Nevada (JOIN), Inc.

JOIN is a multi-faceted, non-profit agency which responds quickly to the needs of local communities and brings skilled applicants to the business community. As Nevadaworks' largest contractor, JOIN has delivered employment and training related programs across northern Nevada for 25 years. Many of these programs have addressed special populations and used flexible service delivery systems in order to be able to react to the needs of their clients. This flexibility has allowed JOIN to offer services and activities including: workshops for Food Stamp recipients, retention programs for former Welfare clients, and ProNet, an innovative program for the laid-off professional worker. Since the implementation of the Workforce Investment Act (WIA) in 1999 JOIN has enrolled over 5,000 clients in WIA Youth, Adult, and Dislocated Worker programs.

JOIN has learned to stretch its dollars by leveraging resources and linking its service delivery systems to those of similar or complementary agencies. This allows them to maximize services to their clients, employers, and communities while avoiding duplication of services. Successful collaboration has taken place with agencies ranging from local school districts to state agencies under the Department of Health and Human Services and the Department of Employment, Training, and Rehabilitation, and non-profit agencies like the Center for Employment Training.

Since JOIN has branches offering services across northern Nevada, they have the ability to provide consistent, coordinated services throughout their service areas while allowing an underlying flexibility for offices to tailor services to the needs of the local population, labor market, and availability of services. Tailoring services to the needs of local customers is a consistent and important principle in JOIN's service delivery approach. To put together complete packages of services for clients, JOIN leverages funds among its programs that enable it to provide clients a well-rounded preparation for employment.

Partnerships are essential to JOIN's community-based efforts. Working with White Pine County and the White Pine County Sheriff's office in Ely, JOIN runs the White Pine Recreation Program which provides both supervised summer activities for youth 6-13 and employment for teenagers and young adults. General Education Degree and Adult education programs in Humboldt County are provided by Winnemucca JOIN in conjunction with the Humboldt County School District. When it was apparent the Carson City youth program was successful, the case manager joined forces with the Carson City Juvenile Probation Office and Drug Court to intervene in the lives of local youth and get them on track to productivity and further education. As Fernley grew, the JOIN Branch Manager in Fallon, a Fernley resident, worked with Lyon County Social Services to establish a visible office to provide JOIN and JobConnect services in the new Social Services offices. The office now sees up to 50 clients a day. When the Soroptimists of the Truckee Meadows were having difficulty finding a non-profit to work with to provide services to its clients, they contacted JOIN at the recommendation of Nevadaworks. JOIN jumped at the chance to help and Women Moving Forward was born. It provided an opportunity for women clients from JOIN and other agencies to interact with successful, professional women in a one day seminar at the Eldorado Hotel that included workshops, lunch, and a fashion show of professional wear. In Elko, the JOIN manager works closely with the Elko County Economic Development Authority,

Great Basin College and local employers to attract new workers to the county and train workers in new skills.

JOIN has strong administrative systems, written Personnel and Financial Policies and Procedures, and a well-trained, experienced staff. JOIN has been the agency of choice to administer programs for a variety of state and local agencies. In addition to a number of youth and adult programs under the Workforce Investment Act for Nevadaworks, JOIN has run Independent Living Transitional Services for foster children for the Division of Child and Family Services, TANF Job Retention and Case Management Contracts for the Welfare Division, a General Educational Development/Adult Diploma Program for the Humboldt County School District, and the White Pine Recreation Program, designed to train youth workers in leadership and employment skills while providing a summer recreational program for White Pine County children, funded in part by the E.L. Cord Foundation.

JOIN clients include professionals, laid-off workers, welfare recipients, unskilled workers, individuals with limited work history, and young people looking for a first job. With an employment focus, services range from basic academic remediation to occupational training. ProNet for unemployed professionals, GED classes for adults and youth, post-secondary certified occupational classes, and work participation opportunities for welfare clients reflect JOIN's operational diversity and attempts to recognize that special populations deserve special attention. JOIN's guiding principle in developing programs across northern Nevada is "Local people delivering local services to meet local needs."

City of Reno – Dean’s Future Scholars Program

The City of Reno partnered with the University of Nevada Reno (UNR) College of Education’s Dean’s Future Scholars program to provide youth services for program year 2007-2008. The Dean’s Future Scholars (DFS) program is designed to help at-risk youth become first generation college graduates. The youth are recruited into the program by referral during 6th grade and are mentored and tutored through middle school, high school and into college. The mentors and tutors are current and former students of the DFS program and each student is encouraged to keep their grades up in order to receive scholarships and grants.

The Nevadaworks portion of the program is specific to high school students and funds summer college courses (including books) along with work experience for those students. There were 25 participants in the program during the summer of 2007. Most of the students who participated

were on track to receive the Millennium Scholarship. JOIN Inc. was contracted to verify eligibility and do data entry into the NJCOS system. The students’ summer work experiences were on the UNR campus in various departments such as Getchell Library, Jot Travis Student Union Bookstore and College of Engineering. The students acquired new skills as well as mentoring from staff. These departments attest to a strong work ethic and great enthusiasm from the DFS student workers. Several students were offered continued employment, funded by the university, after the work experience program ended. Additionally, the departments were so satisfied with the student worker(s) that UNR offered continued opportunities for the next summer program.



Community Chest

Located in Virginia City, Nevada, Community Chest, Inc. serves the Virginia City area, including Dayton, and is the only type of facility in its area. The Comstock Youth Works Program (CYWP) funded by Nevadaworks serves youth ages 14 to 18 from a rural population with barriers such as low income status, special education needs, at risk of failing classes, high school class credit deficient, and 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 employment component is such a positive program that Community Chest needed a waiting list for youth wanting to participate in the CYWP. The business community has embraced the program and continues to be impacted in a positive way by the youth participants.

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



In the Study Skills Meetings, youth focused more on academics. They 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 in. Student attendance at these weekly meetings enable staff to trouble shoot problems and allowed staff 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 reward for weekly

attendance and for turning in the agreed upon paperwork.

Throughout the summer months, youth were involved in non-paid work experiences and were provided with both an on-site supervisor and mentor. The employment experience helped the youth associate the academic learning process with the occupational endeavor. Most of the job placements were community service type positions. 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. The job-site supervisors enjoyed working with the youth and nearly all of the youth received satisfactory reviews from their employer.



The youth also participated in weekly field trips and were involved in a Rope Course program. The youth learned various methods that effected 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 Center, 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 joint effort between the Children's Cabinet and Boys & Girls Club of Truckee Meadows. This Nevadaworks funded 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.



The Reno JOIN office staff assisted the Children's Cabinet with the WIA youth eligibility requirements, coordinated the intake procedures for the youth participants, and collected the Nevada JobConnect Operating System documentation.

When the youth were not in the community working on projects, they were involved with the Occupational Skills curriculum that was available. This curriculum 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 assisted youth participating in this organization by involving them with the Leaders in Training Program (LTP). The objectives of LTP are to develop and refine the skills needed for entry-level employment 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 and also were involved with guidance and discipline training and Cardiopulmonary resuscitation 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.

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 Project Walkabout program, and purchased memberships to the Boys & Girls Club of Truckee Meadows.

Churchill County Juvenile Probation

The Nevadaworks funded Youth Employment Program (YEP) for the Churchill County Juvenile Probation was unique and very 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 Juvenile Probation has been involved with LRP since 1999. It is designed to serve youth who are at risk for involvement with illegal behaviors.



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 Store. In fact, several youth have done so well in their job placements that the employers hired them for permanent positions. One youth working at Payless Shoes Store is being trained for a management position, another youth who was working at NAPA Auto Parts Store has now been hired by Neal's Garage, and Stockman's Restaurant hired a program participant.

The youth are not only 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 must be active in their academic/summer school classes and they must participate in weekly resiliency program meetings. In these group meetings, the youth learn various methods that effect positive change. Positive life and social skills are taught through the "Why Try and Character Counts Program." This program includes character education, substance abuse counseling, leadership building, decision-making, effective communication, critical thinking, and problem solving.

This year's program added a new element for the participants. They were required to carry, at all times, a rock of their choosing that represented their burdens and obstacles in life. As you can see by the picture on the previous page, some chose a rather large rock.

During this program year, Nevadaworks received two proposals that were forwarded to the Governor's Workforce Investment Board for funding from Governor's Reserve monies. With the funding approved, Nevadaworks coordinated and monitored the Specialty Nursing and the Excellence in the Workplace programs.

The nursing program helped 183 nurses from throughout northern Nevada receive valuable emergency and critical care training that can lead to certification in these areas. With certification, nurses will be better trained and have an opportunity for faster career advancement.

The workplace program, administered by Western Nevada College (WNC), sought to bring basic workplace skills to a population that lacked these talents to such a degree that many seemed unemployable. Designed with input from local business owners/managers, this program had an eye opening effect on the participants and WNC is in the process of planning a repeat program during the coming year with full funding from Nevadaworks.

Nevadaworks Board
June 30, 2008

Member's Name	Representing
Jim Annis	Business
Donna Bailey	Local Elected Official
Jim Baushke	Local Elected Official
Dick Bell	Business
Dan Cassinelli	Local Elected Official
Chuck Chapin	Local Elected Official
Nathan Clark	Business, Education
Mick Coleman	Mandatory Partner
Gail Conkey	Economic Development, Community Based Organization
Alan Darney	Labor
Jeffery De Matei	Business
Kenneth Dugan	Mandatory Partner
Deborah Enos	Mandatory Partner
Ed Fowler	Local Elected Official
Lawson Fox	Business
Valerie Glenn	Business
Jeff Griffin	Business
Phyllis Hunewill	Local Elected Official
Cindy Jones	Mandatory Partner
Bob Kershaw	Local Elected Official
Aki Korhonen	Business
Al Kramer	Local Elected Official
Roger Mancebo	Local Elected Official
Wayne Miller	Business
Charlie Myers	Local Elected Official
Jim Nelson	Business
Vicki Newell	Education
David Pond	Local Elected Official
Tony Ramirez	Mandatory Partner
Russ Romine	Business
Marcel Schaerer	Business
Greg Smith	Labor
Len Stevens	Community Based Organization
Tim Ruffin	Business
Gwen Washburn	Local Elected Official
Bonnie Webber	Local Elected Official
Kris Wells	Business
Tom White	Business
Geoffrey Wilson	Business
Bradley Woodring	Business, Economic Development



Southern Nevada Workforce Investment Board

Sector Strategies

Taking Aim in Southern Nevada

Darts is a game of both skill and strategy. Winners learn to stick their dart in a particular sector of the dart board to attain the exact number of points their team needs.



Finding a job in today's market is similar to playing darts. Having the skills to obtain a job is one thing, but knowing which sector to aim for greatly increases your likelihood of getting the job you want at the highest pay possible. Successful job seekers first equip themselves with the necessary skills and then strategically aim for those occupational sectors where employers are hiring and jobs are plentiful. This is why sector strategies are so important and why in PY'07 the Southern Nevada Workforce Investment Board (SNWIB) began to focus more closely on those employment sectors that will produce the greatest number of future jobs.

This is not a new idea. Sector Initiatives or Sector Strategies have been utilized within the workforce development and employment and training arena throughout the United States for many years. A sector employment strategy helps local employers obtain the qualified workers they need and will help southern Nevada workers obtain viable employment and a career path leading to self sufficiency and prosperity.

Why a Sector Strategy for Southern Nevada?

Certain industries and occupations in southern Nevada are desperately seeking appropriately trained employees. By focusing on, and training specifically for these industries, every training dollar is used to its fullest. In addition, by focusing on the needs of willing employers, training becomes a means to an end rather than the end itself.

The SNWIB focus on employment sectors aligns with the Nevada Department of Employment, Training and Rehabilitation's PY'07 goals and objectives. At the October 2007 Governor's Workforce Investment Board meeting, DETR provided a presentation prepared by the National Network of Sector Partners that outlined the key characteristics and structure of sector initiatives and described the roles of stakeholders as well as providing specific examples of the benefits experienced by cities, counties or other geographic areas that have already implemented sector strategies.

What Are the High Growth Sectors in Southern Nevada?

High percentage **growth rate** is an important factor in determining which industry sectors to focus on. The actual **number of job openings** is also a critical component of sector based employment and training. Based on a review of the most recent labor statistics provided by the Nevada Department of Employment, Training and Rehabilitation, the SNWIB has identified five high growth/high demand sectors that employ more than 60 percent of the entire Las Vegas MSA workforce. These are shown in the following chart:

Hospitality and Tourism	29.59%
Construction Trades	11.89%
Retail Trades	10.64%
Health Care	6.53%
Manufacturing	2.95%
Total Percent of All Southern Nevada Jobs	61.6%

These sectors will now feature prominently in solicitations for employment and training services and will carry greater weight as the board attempts to contract with employment and training providers who will ensure employers' demands are satisfied. The board is also recruiting representatives from each industry to assist in identifying and developing appropriate job candidate profiles.

Forecasting the Future

Future job growth projections present an interesting picture in Southern Nevada. For example, regarding the Construction and Hospitality Industries, DETR recently released a report entitled "Driving Workforce Transformation Team Nevada" listing new gaming properties slated for construction and the subsequent workforce needed to staff them (see adjacent chart). It is no surprise

Major New Las Vegas Properties		
Property	Opening Date	No. Employees
Palazzo	January 2008	4,600
Encore	December 2008	5,100
Fontainebleau	Fall 2009	5,800
City Center	November 2009	12,700
Cosmopolitan	Late 2009	4,500
Echelon Place	4th Qtr 2010	9,500
Plaza Hotel	2012	6,300
Total		48,500

that hospitality is the largest growth sector, but the sheer magnitude of these properties and the number of employees necessary to staff them is enough to rattle any Human Resources Manager. The SNWIB recognizes our potential role in preparing workers to take these jobs and we intend to prepare in advance.

Implications for the Southern Nevada Workforce Investment System

The adoption of this sector strategy by the SNWIB will influence all employment and training activities. All future Requests For Proposals issued by the board will focus on finding service providers who can train and place qualified workers for specifically identified sectors of the job market. This is a shift from the sometimes passive contracting of the past where service providers worked on behalf of participants to train them in a field in which they might eventually find employment. Future contractors will work more closely with employers to prepare a worker for a position anxiously awaiting

a qualified applicant.

Conclusion

Sector-based employment strategies have served other Service Delivery Areas across the United States very well. The SNWIB anticipates similar results and is eager to utilize this shift to better serve the workforce needs of southern Nevada. Instead of throwing a dart and hoping they get lucky, job seekers will now aim for a particular sector of the dart board and score points until they win the game.



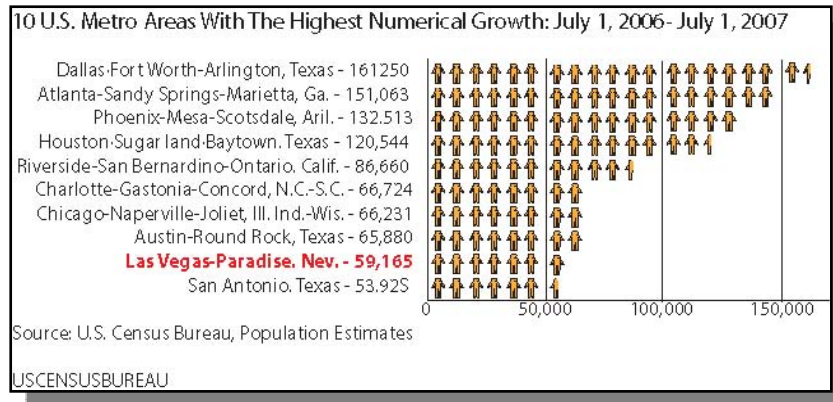
The Board



General Responsibilities

The SNWIB oversees all WIA services and activities in Southern Nevada. Our roles and responsibilities include: developing a local workforce plan; managing WIA funding; selecting service providers to deliver employment and training to youth, adults and dislocated workers; issuing contracts; establishing subrecipient performance standards; making policy; providing technical assistance and guidance; and conducting independent oversight.

These activities are made more challenging due to the fact that we are operating in one of the fastest growing metropolitan areas in the nation.



Subcommittees

The SNWIB accomplishes much of its work through appointed subcommittees. In PY'07 subcommittees further refined a demand-driven workforce development system (Nevada JobConnect) that meets the needs of local businesses and job seekers and is informed and guided by the Governor's Workforce Investment Board's goals and visions. The SNWIB also entered into the second year of its Two-Year Plan, and subcommittees helped re-establish governance goals to meet the needs of its stakeholders. The Youth Council Subcommittee offered guidance for soliciting youth programs to meet the needs of Southern Nevada youth. The Programs and Performance committee provided direction for issuing RFPs and selecting service providers. The Budget Committee approved a budget focused on reducing costs while the Local Elected Officials reviewed and instituted additional guidelines to tighten fiscal control and accountability. By the close of PY'07, these changes led to marked improvements in all areas of fiscal management and accountability.

Leadership and Membership

During 2007, the SNWIB continued to develop and structure the board with top-level leaders recruited from specific sectors throughout southern Nevada. This has led to a more comprehensive Board membership consisting of talented leaders with a vested interest in developing an effective strategic plan to help contracted service providers deliver quality employees. The SNWIB also revised several board policies to clarify departmental and divisional work plans. The Board has also established goals to promote workforce development tactics, concepts, and procedures that allow businesses and jobseekers convenient access to employment and training resources.

New Executive Director



On November 14, 2007 the local elected officials with the approval of the SNWIB approved the hiring of new Executive Director John Ball. Mr. Ball has since initiated many changes and strategies to enhance the SNWIB's value to the community. The following article appeared in the Las Vegas Sun on February 27, 2008:



By Timothy Pratt

Wed, Feb. 27, 2008 (2 a.m.)

John Ball favors stiffly starched shirts, but he's no standard bureaucrat.

He fills in his analysis of jobs and the Las Vegas Valley's economy with quotes from Tom Wolfe's *Radical Chic & Mau-Mauing the Flak Catchers*. He hands out an editorial from a small-town Oregon newspaper along with his resume, detailing how county supervisors fired him in 2006 from his job as the county's chief executive for refusing to increase their travel budget without airing the subject in public first.

And he's not kidding when he says his 25-year career in the public sector in Oregon and California can be summed up as: "If it's really messed up, somebody calls me."

When he took over 11 months ago as executive director of the Southern Nevada Workforce Investment Board a little-known agency that channels millions in federal dollars to local nonprofit organizations to help people who need jobs or better jobs there was a lot to fix.

Now he's got a leaner budget, \$6 million instead of annual sums approaching \$10 million, and is looking to change everything from how his agency gives out money to how agencies across the valley can work together to help meet future needs, including filling the projected 100,000-plus jobs opening up in the next five years. We talked to him about what he's done in his agency and how he sees the valley's economic and social future.

How is Las Vegas different from other places you've worked?

In this line of work, job training and economic development, my sense is the Las Vegas Valley has been isolated for some time, and we have not felt ourselves part of a regional or a national or an international labor market. So the compulsion that most labor markets feel to be competitive in a global economy and figuring out what it takes to achieve, those are areas where we lack. People still have the sense that, we're here. We're it, because of gambling and hospitality. It's really a narrow view of what it takes to maintain a position in the top rank of a regional labor market in a globally competitive environment. And every place that's in this race

understands that a well funded, high-performing public education system is the key to economic competitiveness in the global economy. And Nevada is obviously still in the throes of figuring out how to implement that kind of strategy. The dropout rate here is unconscionable. You're essentially saying to the next generation of folks, Hey, we're going to want you to run this race with these people that are way ahead of you and by the way, this 30, 40, 50 percent of your peers that we didn't figure out how to get out of high school? We want you to run this race carrying them on your back.

What about the opinion that graduation from high school is not as important here because well-paying jobs in casinos are plentiful?

Well, the great news on that one is that major folks in that industry are looking at a high school graduation as being an entry-level threshold in their business. I think that would be a huge step forward. Because what you just said has been repeated to me many times. As an outsider walking in I've said, what are you doing with this kind of dropout rate? And what are you doing about it? And people say, well, it's not a problem. People can get jobs anyway. But I understand that high school dropouts have not been particularly successful in transitioning into that industry. And the latest numbers I've seen are that this industry is now about 20 percent of the labor force even in Southern Nevada, so you can see that the vast majority of the economy has to have the capacity to house the kind of sunrise industries that are going to be the driving force in the global economy of the 21st century, and that's not going to be possible without significant improvement in both K-12 and higher education. My hope is that the board plays a role in dealing with this, by funding programs that help dropouts.

What obstacles have you faced in trying to improve the Southern Nevada Workforce Investment Board?

Whatever momentum may have been there in previous years is largely diminished. At this point the board is in the process of re-imagining itself, rethinking what it means to be effective in this labor market. The credibility in the community has to be rebuilt, that we're an organization of integrity and impact and accountability. And the isolation that an organization that had some troubles would naturally fall into, we have to build our way out of. A key piece of the potential of these kinds of organizations is understanding that \$5 (million) or \$6 million sitting by itself is not going to accomplish anything. To be successful we have to be linked with all the other training and development thinking in the community that's going on. We have to work with employers, labor and education. I think partly by virtue of our troubles we have become more isolated inside our program guidelines and functions and we have to break out of that. Another one of those mind shifts we have to make is: Is this a program about the folks who don't have a job? Or do we shift our attention to the 95 percent of people who have a job, many of them in a position where they could significantly upgrade their career prospects if they had some training?

What about the changing demographics of the community? We have one of the fastest-growing Hispanic populations, for example.

These are huge policy issues. On this board, you've got eight local governments, you've got labor, you've got education and you've got social services. (In) very few places do you get that kind of 360-degree perspective and wisdom. So the hope is that at the policy level this group and groups like this are willing to take on the issue of, for example, what are we going to do with immigration reform? It's going to make a huge impact on this labor market. We need to have informed, engaged and committed policy leadership from folks who are trying to lead this regional economy, and in general this community is recognizing now but has been late to plan for the rate of growth in the Hispanic population in the labor market.

Can you see that in this very board, in terms of the programs it has tended to fund?

Yes, absolutely. We're just starting to generate data by ethnicity. I think you can see that we

have not been successful in large part in that community. If you look at the latest data, we're making some substantial progress in that regard. Its a consciousness-raising process. Folks have to understand that the issue's there and that its in everybody's interest to go after it.

Notable Activities



Youth Forum

On April 11, 2008, the Nevada Department of Employment, Training & Rehabilitation, Southern Nevada Workforce Investment Board and the Southern Nevada Regional Planning Coalition hosted a day-long youth forum to bring together organizations that provide services to at-risk youth in southern Nevada. Approximately 150 community educators, employers, concerned citizens, and representatives from public agencies, community-based organizations, Juvenile Justice Services, the Department of Family Services, the Las Vegas Metropolitan Police Department, and other regional City and County staff convened in an effort to address the growing needs of southern Nevada youth.

The goal of this forum was to develop ideas on how the southern Nevada community of service providers, educators, public entities, and workplace partners can create a youth employment system and develop training programs that are responsive to the needs of at-risk youth. Participants discussed the priorities and methods for building a strong youth workforce system in the local economy. In addition, the forum increased



capacity among youth serving organizations by providing training, networking and the opportunity to discuss best program practices and opportunities. The forum included two rounds of facilitated discussions on education, cross-systems collaboration, employment, community connections, and youth development. The feedback and dialogue from these discussions was compiled and used to

inform the local workforce board in drafting its 2008 RFPs for WIA youth funding.

Forum Outcomes

Approximately 150 community participants, volunteers, and staff attended the event on Friday April 11th, 2008. The SNWIB Youth Council was pleased with the number and diversity of attendees and the good cross section of professionals who participated.



Speaker Ed Dejesus, president and founder of the Youth Development and Research Fund. Inc.



Speaker Azim Khamisa of the Tariq Khamisa Foundation

Breakout Session



Forum luncheon



Larry Mosley, John Ball & Ardell Galbreth

Youth Mapping and Data Analysis

SNWIB completed a mapping and data analysis as part of the youth system re-design and RFP planning process. Applied Analysis (AA) was retained by the SNWIB to map and analyze data in order to direct the distribution of funds to youth in need. Applied Analysis reviewed and analyzed data from a variety of sources including the Department of Family Services, the Clark County School District, the Department of

Juvenile Justice, and the U.S. Census Bureau.

This effort produced sub-regional information regarding youth characteristics and needs. The information was assembled to make a compelling case and create momentum towards community efforts to fund programs that meet the particular needs of certain at-risk youth populations and sub-regions within southern Nevada. This effort aligns with the Department of Labor's Youth Vision process that encourages state and local areas to be more focused on the needs of particular at-risk youth populations.

This information was presented at the Youth Services Bidders Conference and offered as an addendum to the Youth Request for Proposals (RFP) for those wishing to submit a proposal. It was also used to evaluate the responsiveness of proposals submitted in response to the Youth RFP.

Findings

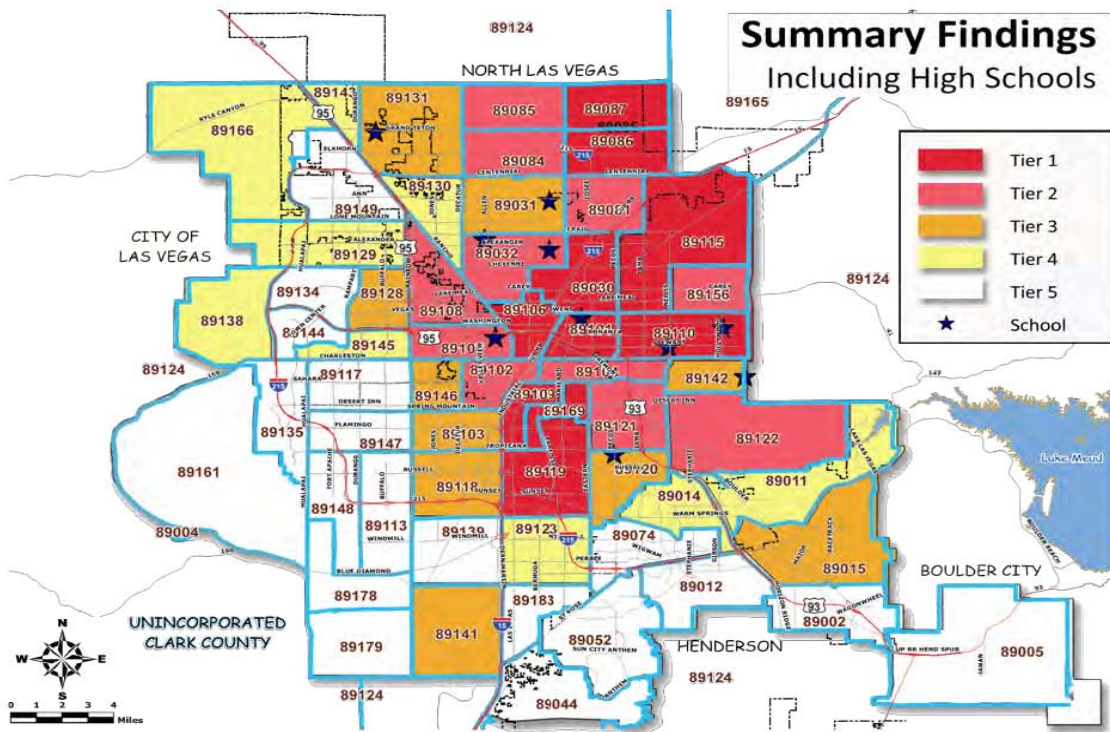
The study looked at specific data from the Clark County Department of Family Services (CCDFS), Clark County Department of Juvenile Justice (CCDJJ), the U.S. Census and the Clark County School District (CCSD). This information was used to develop an aggregate index score to rank the various zip codes in Las Vegas and determine areas where youth are most at risk. The data included:

- Substantiated Investigations of Child Abuse and Neglect (CCDFS)
- Juvenile Arrest Charges (CCDJJ)
- Households Living in Poverty With Children (U.S. Census)
- Households with Children Ages 15 to 20 (U.S. Census)
- Lowest Average Daily Attendance Clark County High Schools (CCSD)
- Lowest Graduation Rates Clark County High Schools (CCSD)
- Habitual Truancy Incidents Clark County High Schools (CCSD)
- Proficiency Exam Failures Clark County High Schools (CCSD)
- 9th Grade Credit Deficiencies Clark County High Schools (CCSD)
- 10th Grade Credit Deficiencies Clark County High Schools (CCSD)
- 11th Grade Credit Deficiencies Clark County High Schools (CCSD)
- 12th Grade Credit Deficiencies Clark County High Schools (CCSD)
- Clark County High Schools In Need of Support (CCSD)

The following chart summarizes the findings indicating those areas of highest risk for youth:

Summary Findings					
All Las Vegas valley zip codes were ranked according to their aggregate index score encapsulating the results of all indicators discussed throughout this report. Tier 1 demonstrates the highest level of need.					
Las Vegas Valley Zip Codes Ranked By Level of Need Based on Aforementioned Indicators					
Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	
89106	89104	89015	89130	89139	
89101	89108	89142	89011	89117	
89115	89102	89103	89145	89149	
89109	89156	89146	89129	89183	
89030	89121	89141	89123	89178	
89154	89107	89031	89166	89148	
89110	89122	89120	89014	89002	
89119	89084	89128	89138	89147	
89086	89032	89131	89179	89074	
89169	89081	89118	89143	89113	

The following map shows those zip codes containing the highest number of high risk youth:



Nevada JobConnect

Career Centers

In PY'07, the SNWIB operated a comprehensive One-Stop Center located in Pahrump, Nevada. There were 10 partners co-located here including Nevada Rural Housing/Section 8, Nevada Partners, Premier Labor Force, P.A.V.E.D., A.A.R.P., Positive Solutions Counseling, GNJ Family Life, Nevada Department of Employment, Training and Rehabilitation, Nevada State Vocational Rehabilitation, and County Veteran Services.



Justin Keedy, Pahrump Home Depot store Manager talks about hiring employees through the Pahrump JobConnect office

In June 2008, the Pahrump Job Connect office helped Home Depot hire employees for their new store in Pahrump. During the three-day recruitment, approximately 1,000 people visited the Job Connect office to apply for Home Depot positions. Home Depot hired 13 department managers and 52 other staff members through the one stop.

Other Office Locations

In addition to the Pahrump One Stop, there are several affiliate sites in the urban area in which SNWIB contractors had a presence and offered their services to job seekers.

City	Address	Phone	Fax
Las Vegas	3405 South Maryland Parkway, Las Vegas, NV 89109	702.486.0129	702.486.0118
Henderson	119 Water Street, Henderson, NV 89015	702.486.0129	702.486.0230
North Las Vegas	2827 Las Vegas Blvd North, Las Vegas, NV 89030	702.486.0200	702.486.0230
Pahrump	2101 East Calvada Boulevard, Pahrump, NV 89048	1.888.787.2568	775.537.2322

General Services

All JobConnect locations offered the following services to employers and jobseekers:

Employers

- Recruit and pre-screen qualified applicants
- Post job listings through Nevada JobConnect Operating System (NJCOS), America's
- Job Exchange, and SNWIB-contracted service providers
- Obtain job and industry growth trends
- Obtain economic and business development assistance

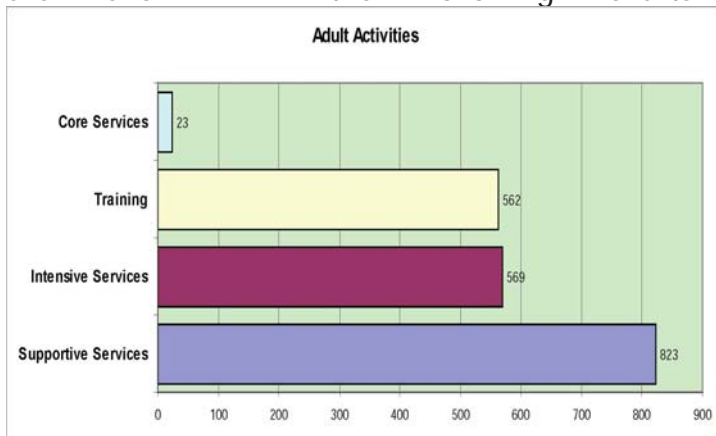
Jobseekers

- Obtain information about local, state, and national labor markets
- Access job and career resources (computers, faxes, copy machines, telephones)
- Undergo initial screening for training eligibility
- Obtain assistance in filing Unemployment Insurance claims
- Obtain information regarding the availability of local supportive services; i.e., childcare, transportation, housing, and various other programs
- Obtain job referral and placement services
- Obtain information on the quality of education and training programs
- Search Job listings
- Obtain hiring/employment requirements
- Undergo testing and assessment

Workforce Investment Act Services

Adult and Dislocated Workers

In PY'07, SNWIB Adult and Dislocated Worker service providers served 1,375 adults in Southern Nevada. This number includes 918 adults and 456 dislocated workers who were provided Core, Training, Intensive and Supportive Services. The characteristics and activities of southern Nevada adult participants are shown in the following charts.



Program Year 2007 (July 1, 2006 to July 30, 2008)	Total
Total Adult clients served	1375
New Enrollments	950
Carry Overs	425
Characteristics	
Male	721
Female	654
White	612
Black/African American	448
Hispanic/Latino	717
American Indian/Alaskan	21
Asian	39
Hawaiian Native/Pacific Islander	11
Welfare/Food Stamps	112
Offender	67
Veteran	108
Disabled	272
Limited English	149

Youth Services

In PY'07, SNWIB youth service providers served 861 youth in southern Nevada. This number included 112 out of school youth and 749 in school youth. They were provided

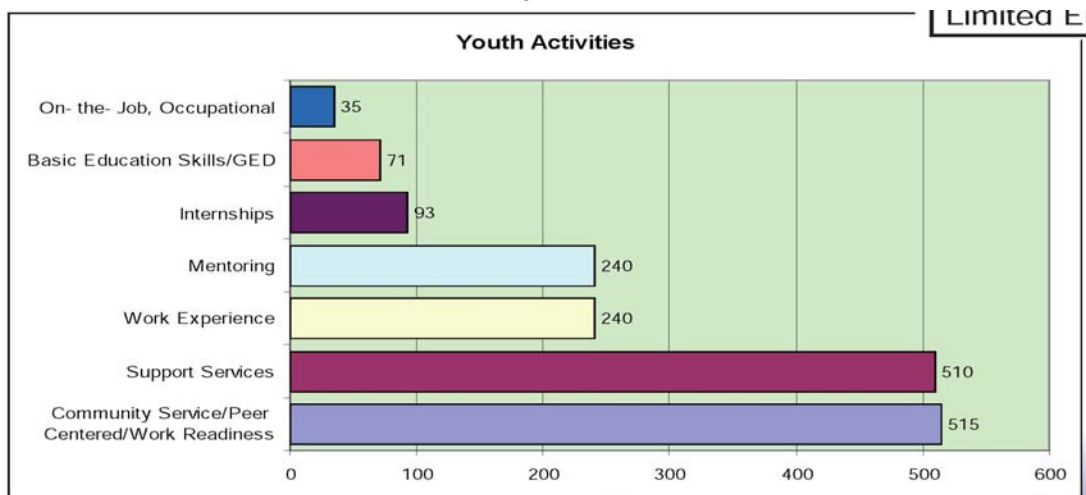
community service/peer centered/work readiness skills training, work experience, mentoring, internships, basic education skills/GED training, On-the-Job training, occupational training, and support services.

The SNWIB earmarked funds to provide additional summer employment opportunities. The Youth Council of the SNWIB also adopted the Dept. of Labor's shared vision by targeting neighborhoods most in need. In addition, they sought to leverage funding by seeking partners already serving youth with whom they could coordinate services. The Youth Council focused its attention and resources on the neediest youth with the following characteristics:

- Youth being adjudicated through the court system
- High school dropouts
- Youth in foster care—including those between 18 and 21 who have aged out of the foster care system
- 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.

Program Year 2007 (July 1,	Total
Total Youth Served	861
New Enrollments	294
Carry Over	567
Characteristics	
Male	475
Female	386
White	131
Black/African American	572
Hispanic/Latino	363
American Indian/Alaskan	7
Asian	9
Hawaiian Native/Pacific Islander	9
Basic Skills Deficient	740
Welfare/Food Stamps	206
Offender	172
Disabled	219
Limited English	9

The characteristics and activities for youth in PY'07 are shown in these charts.



President's High-Growth Job Training Initiative

Background

In 2005, DOL's Employment and Training Administration (ETA) designated a portion of the 15 billion dollar employment and training budget to implement the President's High Growth Initiative. The primary focus of this initiative was to cultivate partnerships among the publicly funded workforce investment systems, business/industry representatives, and education and training providers.

The Hospitality Industry was targeted as a High Growth industry based on data that shows it will add more than 1.6 million jobs throughout the country by 2012. Because Las Vegas leads this trend, on August 25, 2005, the DOL awarded \$1,121,166 to southern Nevada to train over 12,000 front line workers, hospitality employees, through an innovative partnership between the SNWIB, the College of Southern Nevada (CSN), the Nevada Hotel & Lodging Association (NHLA) and Station Casinos, Inc.

Initially, the program was to utilize a two-week certified curriculum developed by the American Hotel & Lodging Association and administered by CSN staff. The classes focused on guest services training for nineteen (19) guest-service jobs including, but not limited to, porter, PBX operator, concierge, bell person, front desk clerk, guest room attendant, valet, cashier, central reservation agent, food server, bartender, beverage server, bus person, kitchen steward, room service steward, and banquet server. Technical skills training in English workplace literacy was also provided. Eventually, Station Casinos determined that the curriculum originally proposed did not meet the needs of the Station properties and completed the grant by creating their own curriculum and conducting their own training.

Implementation

Station Casinos employs over 14,000 Team Members and manages 16 properties. One of the biggest challenges they faced was ensuring that all team members were trained in unison and as quickly and effectively as possible.

The curriculum design by Station Casinos consisted of 12 modules, (7 original standards plus 5 additional guest service standards) focusing on "Beyond the Best" Guest Services. The modules allowed any manager or trainer to pick up and facilitate training in manageable periods of time. Modules were designed to be presented in 30-minute increments so that Team Members would not be pulled from their jobs for long periods of time but would get the information in short bursts, every week on a consistent basis. One module was taught each week during a twelve week period.

Instead of just utilizing the ten existing Corporate Training Managers, all company managers attended Train-the-Trainer classes. These were held at all hours of the day and evening. Ultimately more than 1,000 Station Casinos Managers were trained to facilitate the sessions.

On Monday, September 10, 2007, managers began training Team Members. Each department was given seven days to train every one of their team members on the first module of the Guest Service Training. The following Monday, September 17, they began module number two. For 12 consecutive weeks, every Station Casinos team member was offered the training modules in order. All team members were trained

simultaneously and received the same information. More than 14,800 Team Members attended training during the 12-week period. This training required 88,866 hours at a cost of \$2,376,201 in wages.

Results

The results of this program were remarkable.

- ✦ Managers took ownership of the training and the Team Members were thrilled to have hands-on Guest Service guidelines that gave them simple, yet powerful instruction to make their work lives easier.
- ✦ Many managers contacted Corporate to ask if they could use the curriculum to create their own measurement tools to maintain momentum.
- ✦ Score card pads were created from a Module 2 insert that could be used to “catch” a Team Member in either a memorable experience or a “coachable” experience.

One offshoot of this program was the creation of a “Baby” campaign. Seven name badge cards with a picture of a baby on one side and one of the 7 Guest Services on the other side were distributed to staff. These were hot commodities and team members tried to collect all seven cards.

When the training was completed in November, the corporation began evaluations and scoring. Over 5,811 internal audits were performed to gauge the success of the training. The scores soared. Also, an outside organization that had previously done secret shopper evaluations for the Company began tailoring their shops to the principles taught in the 12 modules.

Phase 2

By mid-December, the Corporate Office began getting requests for more training. Station Casinos decided to develop Phase 2.

The second phase, “Beyond the Best” Guest Service Training Manual, was developed in the same manner as the first. It consisted of nine modules which piggy-backed off the first twelve. It was completely designed and written by the Station Casinos’ training team and utilized the same format as the first phase to encourage discussion and participation from Team Members. The second phase was more in-depth than the original rollout. Directors and Vice Presidents chose Operation’s stellar managers to facilitate this phase.

The first classes to train the trainers in phase 2 were held April 18, 2008, through April 30, 2008. The weekly courses for staff began May 5, 2008. Module 2 began on Monday, May 12, 2008 and so forth. Like phase 1, all modules started on a Monday and ended on Sunday.

Conclusion

CSN contributed approximately \$1,000,000 in matching costs to this initiative. Station Casinos contributed approximately \$2,000,000 in matching costs. The project will be

totally completed by August 30, 2008, and exemplifies a major success that may be emulated by the Southern Nevada Hospitality and Gaming industry and companies in other communities facing the same hospitality workforce and training challenges.

Service Providers



Bridge Counseling

For more than seven years Bridge Counseling Associates (BCA) has been a top-performing service provider for the SNWIB. BCA is very proud of the fact that we have met or exceeded all performance measures set forth by the Workforce Investment Act (WIA) and the Department of Labor since we were awarded our first grant in July 2001 for Adult and Dislocated Workers. The primary concern that we have identified is the serious disconnect between individuals completing a training activity, obtaining a transferable credential, and still not meeting the experience prerequisites required by the employers in high growth sectors. We are pleased to say we have successfully bridged this gap to the benefit of our participants and community employers.



BCA will continue to deliver the same effective and successful employment and training services to the southern Nevada region. In the construction industry sector, we have worked in tandem with the training providers and the local and over-the-road trucking companies to ensure that those individuals completing training have the necessary skills to begin working immediately. Over the past year, our participants who entered Transportation and Material Moving employment had an average wage of \$15.14 per hour. Participants placed in Heating, Ventilation and Air Conditioning Technician jobs within the Construction sector had an average wage of \$15.01 per hour. Participants placed in the Hospitality sector had an average wage of \$14.52 per hour. Additionally, in the Health and Human Services sector, BCA has also worked closely with substance abuse agencies to train Substance Abuse Counselors. To date, we have had a 98 percent success rate with individuals obtaining unsubsidized employment at an average wage of \$19.29 per hour. This is especially significant given the tremendous need for more qualified substance abuse counselors in southern Nevada.

Success Stories

Sue came to Bridge Counseling on the advice of a Nevada JobConnect representative. Her husband had recently passed away and she had been out of the workforce for quite some time. Her dream was to pursue employment as an over-the-road truck driver. With the assistance of Bridge and CEP through JobConnect, Sue was able to successfully complete training and obtained her Class A Commercial Drivers' License. She immediately went to work for Werner Transportation at \$16.71 per hour. She now enjoys life out on the road and has achieved self sufficiency.

Mary enrolled with Bridge Counseling Associates, in August 2007. Mary was a single mother, widowed in 2006. Mary had limited work skills, having previously, been employed as a cocktail waitress, and working part-time in a family business where she sold products, answered phones, stocked shelves and ordered supplies. As time passed

and financial pressure began to mount, Mary realized she needed training to receive higher pay and secure more stable employment. After targeting a career in hospitality, Mary completed vocational training during the day, while taking care of her young son in the evening. Upon completing training, Mary secured employment as a Public Relations Manager with a local resort.

Nevada Partners for a Skilled Workforce

Nevada Partners was established in 1992 to address the vocational and training needs of southern Nevada's residents. To date, Nevada Partners has aided more than 20,000 individuals with employment and training services, using federal, state, local, and private grant dollars. Further, each year, Nevada Partners provides intensive case management, supportive services, and training to more than 500 youth and 3,000 adults, placing a significant percentage in high job growth sectors, including hospitality and construction. Moreover, through strategic partnerships with private and public entities, Nevada Partners addresses the workforce needs of the southern Nevada community by matching trained employees with employers who reward hard work by paying livable wages and offering good benefits in a safe, respectable work environment.



Nevada Partners has raised the level of debate on critical issues in education and employment. In partnership with private, local, state, and county entities, Nevada Partners has spearheaded several efforts to assist families in securing jobs that provide a living wage, aid Clark County School District in increasing its graduation rates, and improve the condition of marginalized populations such as ex-offenders. These efforts include:

- Providing language education for employment and career ladder advancement to limited English proficiency population, the fastest growing population in southern Nevada.
- Establishing a formal partnership with the Culinary Training Academy to provide viable employment opportunities in the hospitality sector.
- Establishing a formal partnership with the Nevada State AFL-CIO, the Associated General Contractors of Southern Nevada, construction industry employers, certified joint apprenticeship programs, and Clark County School District to provide adults and older youth with pathways to success in apprenticeships and construction trades.
- Developing strategic approaches utilizing regional workforce analysis, including a skills gap analysis of food preparation and serving related occupations in the Las Vegas hospitality sector undertaken by Nevada Partners in fall 2007.

As a result of this work, Nevada Partners has successfully administered more than \$9 million in Workforce Investment Act services, since the act was passed. In addition, Nevada Partners has successfully administered welfare-to-work programs, juvenile justice programs, and programs funded with community development block grant funds. Further, Nevada Partners successfully managed a \$1.9 million United States Department of Labor grant to provide vocational English to speakers of other languages in southern Nevada and Atlantic City, New Jersey. Nevada Partners has consistently achieved stellar results in designing and delivering workforce development services.

In 2005, Nevada Partners increased its commitment to area youth, devoting significant

resources to the development and design of a constellation of programs designed to improve Nevada's graduation rates. Through strategic partnerships, spanning public and private sector interests, Nevada Partners has built a web of educational, developmental, and economic services to ensure Nevada's youth graduate from high school and succeed in work and community life. In summer 2007, 150 youth successfully completed summer school and/or a summer work experience with Nevada Partners' support.

Youth Department Programming

Build Nevada

Build Nevada is a pre-apprenticeship program launched in the spring of 2008 that targets disengaged youth 17–21 years of age. Build Nevada encourages them to complete their education while acquiring the skills and education that will enable them to successfully complete the apprentice entrance exam of their choice. Through classroom and field training, participants are introduced to a variety of knowledge and skills unique to each trade. Additionally, students have access to tutoring, intensive case management and supportive services. To date, 18 participants have been placed in construction related employment, prior to graduation.

Consonant with the aims of Build Nevada, selected youth participants are afforded an opportunity to participate in an apprenticeship camp, each summer. Campers take part in interactive seminars presented by the various trades, including the Floor Coverers', Glazer's, Painter's and the Carpenter's Unions to introduce them to the construction industry. In addition, campers also partake in traditional camp activities, i.e., hiking and campfires, team building activities, and leadership training.

New Pathways

Nevada Partners, in collaboration with the Nevada Department of Juvenile Justice Services, has launched a new approach to adjudicated youth programming called "New Pathways!" New Pathways is a diversion program designed to help youth develop strong pro-social skills, while affording them opportunities to pay restitution, remediate academic deficiencies, and address



the psychological and social challenges that produce delinquency. Utilizing Nevada Partners' evidence-based program model, program participants: (a) experience improved coping, decision making and problem solving; (b) recidivate at lower rates; (c) repay restitution at greater rates; and, (d) report a greater sense of efficacy and higher self-esteem. Moreover, Clark County residents benefit from improved public safety due to significant decreases in youth offenses, truancy, and delinquency. To date, over 90 youth have benefited from the New Pathways programming.

Girls Circle

Girls Circle is a research-based intervention program proven to improve girls' self-efficacy, body image, and social support. Nevada Partners, utilizing best practices as framework, has instituted a gender-specific teen support group. Each week, fifteen young women participate in a host of youth-centered activities, including monthly book club meetings, group counseling sessions, and extracurricular activities like camping trips, college tours, and cultural events.



Teen Parenting Program

Nevada Partners recognizes southern Nevada's increasing need for parent education among adolescents and has established the Positive Youth Impact's Teen Parenting Program to address this need. This program provides training and education along with intensive case management and supportive services to pregnant and parenting teens. The Teen Parenting Program training calendar includes such topics as child health and safety, learning through play, effective communication, and budgeting.



Batteries Included



Nevada Partners, in partnership with the City of Las Vegas and Clark County School District, has institutionalized the Batteries Included initiative. Batteries Included is a year-round program providing an intensive focus on leadership and character development, health and wellness, career exploration, and job readiness. Youth participate in employability workshops and sessions teaching

leadership and resiliency skills. Upon completion of this programming, youth compete in the "Employability Olympics" a showcase of youth skills in job readiness. To date, 179 participants have successfully completed leadership and character development training, internships, community service projects, and a host of extracurricular activities under the auspices of the Batteries Included initiative.

On April 19, 2008, Nevada Partners hosted a red carpet event to honor Batteries Included participants. The event highlighted the achievements of 20 youth council sites across the Las Vegas Valley. It also included team building activities, presentation of awards and keynote addresses by Dr. Barbara P. Jackson, Director of City of Las Vegas Leisure Services, and Senator Steven Horsford. Upon conclusion of the ceremony, youth celebrated with a dance mixer to network with peers from various other centers.

Friday Success Academy

In keeping with our commitment to positive youth engagement and educational assistance, each summer, Nevada Partners hosts a "Summer Success Academy." The Summer Success Academy provides vital literacy and numeracy skills remediation,



leadership and character development training, and career exploration opportunities to youth participants, ages 14-21. This summer, the success academy comprised weekly Friday workshops on high school proficiency exams, leadership and character development topics, and job readiness skills.

Fellows Academy

The Fellows Academy is an ongoing partnership between Clark County School District, Communities in Schools-Southern Nevada, and Nevada Partners. The program was designed to assist first and second year middle school retainees with course completion and matriculation into high school. During the course of the school day, students receive intensive numeracy and literacy remediation, accelerated credit retrieval opportunities, career and technical training, character development and leadership training, an entrepreneurial course, and free mental health counseling. To date, over 80 youth have successfully promoted to high school, under the auspices of the Fellows Academy initiative. Further, the Fellows Academy was formally evaluated this spring. Preliminary findings indicate Fellows Academy participants promote at a rate 3.9 times greater than non-Fellows Academy participants. The efforts of the Fellows Academy initiative have been selected for recognition at the 2008 National Dropout Prevention Network Conference in Atlanta, Georgia, this fall.





Explorers

In collaboration with the Las Vegas Metropolitan Police Department, Nevada Partners is a proud sponsor of a Law Enforcement Explorer Program. Law Enforcement Exploring is a “Learning for Life” program affiliated with the Boy Scouts of America. The Explorer Program is designed to bridge the gap between law enforcement and civilians by building trust and cooperation between youth and police departments and gives young

men and women a hands-on chance to determine if they want to pursue a career in law enforcement.

Future Culinary Leaders

The Future Culinary Leaders program targets middle and high school students interested in pursuing a career in the hospitality sector and who want to develop the skills and experiences necessary while in high school to better compete for careers in the future. The Future Culinary Leaders program exposes middle and high school youth to various phases of the hospitality sector including hotel operations, food & beverage, the cook’s department, as well as hotel management and professional positions that support the success of the hospitality industry including accounting, legal, and community relations. Age appropriate high school youth with the interest and aptitude for hospitality careers will be placed in appropriate internships in the industry and may be referred to Culinary Apprenticeships where appropriate.



Adult Workforce Development Programming

Using sector-based workforce development strategies and the Workforce Investment Act as guide, Nevada Partners renders a comprehensive set of employment and training services, through the expert leadership and seasoned professionalism of our Adult Workforce Development Department. Program participants benefit from a vast network of leveraged services, programs, and trainings in locations throughout southern Nevada. These locations include a recent expansion to Pahrump and Caliente. During the period spanning July 1, 2007, through June 30, 2008, Nevada Partners provided services to 374 adults and 213 dislocated workers, under the auspices of our SNWIB-funded workforce development programming.

During the same period, Nevada Partners provided services to an additional 1,075 clients characterized as homeless, ex-felons, and/or having mental health and substance abuse issues. These services included job placement assistance, job readiness classes, occupational training, supportive services, and an array of trainings designed to aid clients in maintaining self-sufficiency. Further, through Nevada Partners' long standing partnership with the Culinary Training Academy, 17% of the aforementioned clients participated in training for placement in hospitality, one of southern Nevada's high growth job sectors. During the most recent program year, Nevada Partners Adult Workforce Development Department:

- Established an employment resource center providing free computer, fax, and reproduction services to clients engaged in job search;
- Provided free dental health services, including partial dentures, to adult clients to aid them in securing employment in collaboration with the Community Coalition for Oral Health;
- Partnered with Amalgamated Bank to provide home ownership and foreclosure counseling to distressed homeowners and prospective home buyers; and
- Piloted a comprehensive customer service course for clients and residents desiring skills in guest or customer relations.

Greater New Jerusalem (GNJ) Family Life Center

Greater New Jerusalem (GNJ) Family Life Center is committed to helping youth achieve their goals and aspirations. Programs, activities and services are established to provide our WIA registered youth with opportunities to not only obtain high school diplomas, GEDs, pass proficiency tests and find employment, but help them develop and gain basic and life skills. GNJ offered these services in two counties – Clark and Nye.

Tutorial Services

The majority of GNJ's registered youth are basic skills deficient (95%). Through the efforts of GNJ, we experienced increased success of youth passing the state of Nevada's proficiency exam this year. This increase led to an increase in the number of youth receiving high school diplomas in both Clark and Nye counties, and specifically in Pahrump and Tonopah. GNJ also collaborated with Summit View Correctional Center, providing services to incarcerated youth to assist them in their transition from incarceration in hopes that these efforts would reduce recidivism.



Leadership Activities



GNJ believes it is vitally important that youth be given opportunities to interact with key community leaders and or place them in situations that require them to be acutely aware of their community.

Therefore, youth were given an opportunity to serve as ushers at the Martin Luther King, Jr. Banquet. The theme focused on recognizing individuals who had made significant contributions to the community and provided

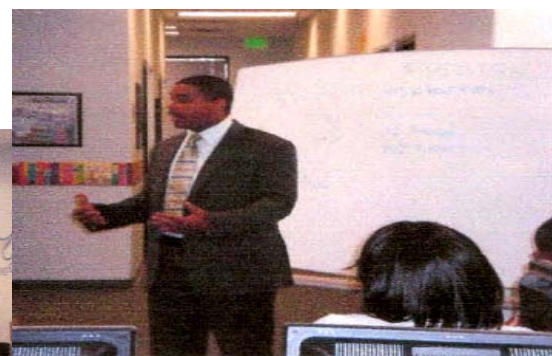
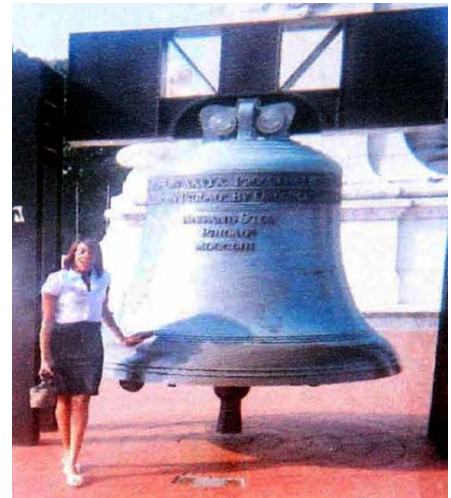
opportunities for others. Local-elected officials, such as U.S. Senator Reid and State Senator Horsford were among the speakers and program participators. Furthermore, some of the presidential candidates and/or their representatives attended and participated in the event. They had a phenomenal experience which was reinforced by etiquette training and the requirement that they dress in evening gowns and tuxedos. Other leadership activities included the youth participating in parades, college fairs and poetry jams.



In PY'07, GNJ established the Frontline Leadership Academy. This program will help prepare youth for specific leadership activities including civil leadership, community service, board member service, volunteerism and peer mentoring activities. This program also includes instruction regarding the tolerance of human differences, as well as coaching; followed by formal de-briefings and evaluations of all activities.

One of the key activities this year was a trip to Washington D.C. Eight youth participated in this trip and met with U.S. Senator John Ensign's staff and toured the United States Capitol, Howard University, Historic Georgetown, the Washington Monument, and Smithsonian Institute. Important to note is that one of the youth who attended this event has been accepted at Howard University as a Biology Major.

Prior to departure for Washington, D.C., youth met with City Councilman Barlow, County Commissioner Weekly, and State Senator Horsford, who provided all of the airfare for the trip. Still another leadership activity and opportunity provided to the youth was the Radio Internship, a partnership with KCEP Radio Station, in which GNJ hosts a teen-center talk show. The talk show included topics on employability skills, financial literacy, the value of education and other challenges that teens encounter daily. These shows offered teens the opportunities to: (1) learn alternative ways to handle their problems; (2) share what they've learned with other teens; and, (3) learn how to conduct (and present their) research, outline and prepare for a radio show. They also learn the technical aspects of operating a radio station. Furthermore, this show is hosted by staff, including a regular radio personality and another known as The Youthologist.



GNJ Radio Internship Program



Real Talk Real Teens
Fridays 9:30am on FM
88.1
You can listen online at
<http://www.power881v.com>

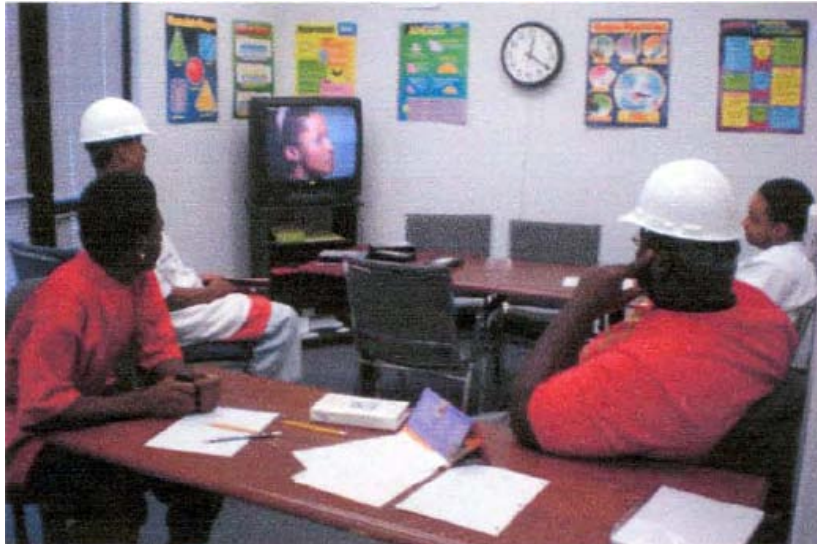
Employment Activities:

GNJ provided a citywide job fair that resulted in several hires among our youth. Additionally, GNJ provided work experiences throughout the program year, including assigning a number of youth to work experiences for summer opportunities.

Summarily, GNJ committed many of its resources to keep youth engaged in activities, including the Rewards Program, pick-up services and recognition programs.

A pilot apprenticeship program with a local contractor was implemented with the results yet to be revealed. GNJ also partnered with a new mentoring program and continues to communicate

directly with courts to help youth avoid the long-term, negative effects of court impositions, and/or collaborate in matters whereby GNJ could serve as a partner with the court system and the youth. Moreover, GNJ continues to partner with other WIA-funded service providers and community agencies that provide services to youth.



Caring, Helping and Restoring Lives, Inc. (CHR)

CHR, Inc. is a faith-based, nonprofit corporation founded in May 1996 by Clinton & Mary House. This company was established for the purpose of providing low-income individuals with employment and training services that will help lead to a lifestyle of self-sufficiency.



CHR, Inc. is committed to developing and maintaining a skilled workforce to meet the needs of businesses in southern Nevada while assisting adult workers (18 years of age or older) who are seeking employment. It is our aim to strengthen the economic base of the community and help workers improve their standard of living by enhancing the skill set of Nevada's workforce. CHR utilizes a one-stop systems approach to support employees in search of jobs or career advancement. We impart the information and support to help individuals gain the skills and confidence needed to succeed in the workplace.

Our mission is to equip individuals with the necessary tools to lead independent and self-sufficient lives. We provide constructive, convenient information to employers, businesses, workers and job seekers in southern Nevada. We help capable employees find and train for better jobs and help employers find qualified employees.

Since November 2001, CHR, Inc. has provided access to a full range of employment and training services at no cost to adult and dislocated workers by obtaining a grant through the SNWIB. CHR, Inc.'s objective is to help unemployed and under-employed individuals overcome barriers to employment in order to build and maintain a strong working relationship with employers who will hire them.

Over the past six years, CHR, Inc. has helped 1,500 workers become self-sufficient by providing placement, and/or advancement on the job. Our services include: job search workshops, job search assistance, and vocational classroom training assistance, employment counseling, on-the-job training, job development, resume preparation assistance and supportive services, customer services workshops for employers, customized job fairs for businesses and Rapid Response with Nevada Department of Employment Training and Rehabilitation.



CHR recently updated our Memorandums of Understanding with Catholic Charities Senior Community Service Employment Program; EVOLVE ex-offenders and homeless program and U.S. Vets of Las Vegas to continue providing employment and training services for special populations.

Special Projects

Rapid Response - CHR along with other workforce development providers assisted 187 employees of Solo Cup and Bechtel (Yucca Mountain) by providing workers with information about available WIA-funded services and helping the laid-off employees plan and execute their next career move by providing employment and training assistance.

Job Fairs - CHR, Inc. conducted two job fairs attended by more than 300 participants. During the job fairs, managers from the following companies provided on-site interviews and made job offers.

Addeco Staffing	Marshall Retail Group
Apex Medical	Metro Crossing Group
Citi Cargo, Las Vegas Valley	Thomas & Mack Center (food/beverage)
CPS/TSA	Transportation Security Administration
IDC	Westgate Resorts
Krispy Kreme	Station Casinos
Hilton Grand Vacations	U.S. Navy



CHR, Inc. served as the interviewing and hiring HUB for Steve & Barry's new retail store. The staff of Steve & Barry's conducted on-site interviews and hired 50 individuals to help them open their new store.





CHR, Inc. also participated in the "Earn it Keep it Save It" - Income Tax Assistance Program. Through this program we were successfully able to help our community by offering quality tax preparation and electronic filing to qualifying individuals at no cost.



Southern Nevada Workforce Investment Board Membership

Name	Title	Representing
Local Elected Officials		
Nancy Boland	Commissioner	Esmeralda County
Gary Hollis	Commissioner	Nye County
Mike Pacini	Councilman	Boulder City
William Robinson	Councilman	N. Las Vegas City Hall
Steven Ross	Councilman	City of Las Vegas
Tommy Rowe	Commissioner	Lincoln County
Gerri Schroder	Councilwoman	City of Henderson, MSC 142
Lawrence Weekly	Commissioner	Clark County Government Center
Community Based Organization		
Sonja Holloway	OA/CTS Manager	Sierra Nevada Job Corps-LVOAP
Candace Ruisi	Executive Director	Women's Development Center
Margarita Rebollal	Executive Director	East Las Vegas Community Dev. Corp.
Economic Development		
Margarita Rebollal	Executive Director	East Las Vegas Community Dev. Corp.
Education		
Kathleen Frosini	Director Career & Professional Dev.	Clark County School District
Labor		
Daniel Rose	Coordinator	Sheet Metal Local 88 JATC
Older Worker		
Maggie Mendez	Program Manager	Catholic Charities
One Stop Partners		
Howard Castle	Chief of Program Svcs	Rehabilitation Division
Joe Garcia	Field Supervisor	Nevada State Welfare Division
Kenneth LoBene	Field Office Director	HUD
Private Business		
Robert Brewer	Director	Southwest Gas Corporation
Hannah Brown	President	Urban Chamber of Commerce
Charles Darling	Chairman of the Board	Darcor Construction Co., Inc.
Cornelius Eason	President	Priority Staffing
Timothy Eggen	Director-Compensation	Sierra Pacific Resources
Andrew Katz	President/CEO	Manpower, Inc. of Southern Nevada
David Lee	President	Taiwanese Chamber of Commerce
Laurie Luongo	V.P. Human Resources	Trump International Hotel & Tower
Eloiza Martinez	Well Fargo Bank	Asst. V. P./Community Development
Pat Maxwell	Dir. Human Resources	Las Vegas Valley Water District
Valerie Murzl	Corporate VP/HR	Station Casinos, Inc.
Charles Perry	Executive Director-CEO	Nevada Health Care Association
Mujahid Ramadan	Owner	MR Consulting
Ronna Timpa	CEO	Workplace ESL Solutions
Henry Vasquez	Director-HR	Republic Services
LeRoy Walker	V. P. Human Resources	St. Rose Dominican Hospitals
Dana Wiggins	Dir. Labor Relations	Associated General Contractors