

**WORKFORCE CONNECTIONS
PROGRAMS COMMITTEE**

Tuesday, May 17, 2016 – 8:00 AM
Rosalie Boulware Conference Room
6330 W. Charleston Blvd., Suite 150
Las Vegas, NV 89146

Voice stream link: <http://www.nvworkforceconnections.org/mis/listen.php>

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

City of North Las Vegas, 2250 Las Vegas Blvd. N., North Las Vegas, NV
City of Las Vegas, City Clerk's Office, 495 S. Main St., Las Vegas, NV
Clark County, County Clerk's Office 500 S. Grand Central Parkway, Las Vegas, NV
Esmeralda County Courthouse, 233 Crook Street, Goldfield, NV
Henderson City Hall, 240 Water Street, Henderson, NV
City Hall, Boulder City, 401 California Ave., Boulder City, NV
Workforce Connections, 6330 W. Charleston Blvd., Las Vegas, NV
Nevada JobConnect, 3405 S. Maryland Pkwy., Las Vegas, NV
Lincoln County 181 Main Street Courthouse, Pioche, NV
Nye County School District, 484 S. West St., Pahrump, NV
Pahrump Chamber of Commerce, 1302 S. Highway 160, Pahrump, NV

This Agenda is also available at www.nvworkforceconnections.org.

COMMENTARY BY THE GENERAL PUBLIC

This Committee complies with Nevada's Open Meeting Law, by taking Public Comment at the beginning of the meeting prior to the Committee approving the Agenda and before any other action is taken, and again before the adjournment of the meeting.

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

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

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

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

Auxiliary aids and services are available upon request to individuals with disabilities by notifying Dianne Tracy, or Suzanne Potter in writing at 6330 W. Charleston Blvd., Suite 150, Las Vegas, Nevada 89146; or by calling (702) 638-8750; or by fax (702) 638-8774. The TTY/TDD access number is (800) 326-6868 / Nevada Relay 711. A sign language interpreter may be made available with twenty-four (24) hours advance notice.
An Equal Opportunity Employer/Program

MATTERS IN THIS AGENDA MAY BE TAKEN OUT OF ORDER.

Programs Committee members: Bart Patterson, Chair, Jack Martin, Vice-Chair, Leo Bleznitsky, Patty Charlton, Stavan Corbett, Kenneth Evans, Peter Guzman, Jill Hersha, Sonja Holloway, Janice John, Mark Keller, Liberty Leavitt, Louis Loupias, Cecilia Maldonado, David McKinnis, Valerie Murzl, Captain Jack Owen, Charles Perry, and Tommy Rowe.

All items listed on this Agenda are for action by the Programs Committee unless otherwise noted. Action may consist of any of the following: approve, deny, condition, hold or table. Public Hearings may be declared open by the Chairperson, as required for any of the items on this Agenda designated for discussion or possible action or to provide direction and recommendations to Workforce Connections.

AGENDA

- 1. Call to order, confirmation of posting, roll call and pledge of allegiance 1
- 2. **FIRST PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter posted on this Agenda, which is before this Committee for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes 2
- 3. **DISCUSSION AND POSSIBLE ACTION:** Approve the Agenda with inclusions of any emergency items and deletion of any items 3
- 4. **DISCUSSION and POSSIBLE ACTION:** Accept staff’s recommendation to award and execute a sub-award agreement with Hope for Prisoners to deliver pre- and post-release re-entry services to WIOA eligible Adults. The award amount shall not exceed \$600,000. Upon approval by the WC Board, the sub-award contract period shall be for a period of two years beginning July 1, 2016 through June 30, 2018 with annual funding based on WC grant allocation 4
- 5. **INFORMATION:** Programs Committee Member Comments..... 32
- 6. **SECOND PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Committee. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state address for the record. Each comment will be limited to three (3) minutes..... 33
- 7. Adjournment

1. CALL TO ORDER, CONFIRMATION OF POSTING, ROLL CALL, AND PLEDGE OF ALLEGIANCE

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

3. DISCUSSION and POSSIBLE ACTION: Approve the Agenda with inclusions of any emergency items and/or deletions of any items

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To: Ardell Galbreth, Executive Director, Workforce Connections
From: Vinz Koller, Jessie Oettinger, Social Policy Research Associates
Date: April 25, 2016
Subject: TA support for the 2016 OSAS East and Pre- and Post Release Reentry Program RFPs

Background and Context

Workforce Connections (WC) contracted with Social Policy Research Associates (SPR) for assistance with the agency's 2016 procurement process. Specifically, SPR was asked to adapt its impartial scoring rubric to two new sets of RFPs and score incoming proposals.

The SPR Team

SPR's most experienced procurement expert worked with our new project lead on adapting the analysis of the procurement process to the two new RFPs. Together they trained two scorers to provide two completely independent scores of each proposal.

Reviewing Existing Materials and Current Effective Practices

SPR adapted the scoring rubrics and tools that were developed for the 2015 RFPs:

- Adults and Dislocated Workers One-Stop Affiliate Site Services
- Adults with Disabilities Services
- Adult Re-Entry Post-Release Services
- Youth One-Stop Affiliate Site Services
- Youth Dropout Recovery Services
- One-Stop Operator Services

For comparison purposes, SPR had also reviewed recently completed procurement processes involving comparable services by ten government agencies and major foundations, and reviewed several academic papers on effective practices in procurement and scoring methodologies.

Developing the Scoring Rubric

SPR prepared two scoring rubrics – one for each of the RFP types for which services were requested. Each rubric comprised the three main sections corresponding to those contained in the RFPs: Demonstrated Performance, Program Narrative, and Fiscal Narrative/Budget. Each section of the rubrics include subsections corresponding to the respective RFP.

SPR developed indicators for each subsection of each type of RFP – again, similar in concept but specific to the corresponding RFP. Each indicator was scored on a 4-point scale using the following scoring guide:

4 = Exceeds criteria. Proposal also offers insight, capacity, observations, or ideas beyond what was expected.

3 = Criteria is fully met: Response meets all requirements in the RFP.

2 = Criteria is partially met.

1 = Criteria is not met.

SPR employed this universal four-point scale for the following reasons:

- Universal scoring tends to be simpler for scorers to understand and therefore less prone to error than a mix of scales on a single score sheet.
- A four-point scale avoids the problem of “moving to the middle.” When objective scorers have the option of a three on a five-point scale, or a two on a three-point scale, they tend to overuse these middle scores. A four-point scale tends to encourage a closer reading and a stronger commitment to a score.
- Given the total number of questions and possible points, SPR determined that a four-point scale would offer a sufficient range of total scores to allow for a clear ranking of the submitted proposals. In addition, using this scoring approach, failure to answer one or even a few questions would not – on its own – eliminate an otherwise qualified proposal from consideration.

In addition, because the definitions of each numerical score will be strictly related to meeting the criteria in the RFP, evaluators are discouraged from the use of more subjective interpretations as a qualitative definition (such as “excellent”) might do.

Rating Proposals

Workforce Connections staff conducted an initial RFP compliance screening of all submitted proposals, eliminating any that are incomplete.

Section on Demonstrated Ability and Program Narrative

The first two sections of each proposal were read and scored fully by two members of the evaluation team. The two scores were averaged to determine the final score.

Panel Interview (Subject Matter Experts)

As a part of the application process, bidders were interviewed by a panel selected by Workforce Connections. Scores from the interviews were added to the overall score sheet. The panel interview was worth up to 15% of the total score.

Section on Fiscal Narrative/Budget

The Fiscal Narrative and Budget were scored separately from the narrative proposals by the senior team member with experience in workforce procurement and in budgeting for workforce services. The Fiscal Narrative and Budget were scored on four indicators with a focus on compliance – the degree to which bidders provided precisely the information requested in the

narrative, and in the summary budget and expense categories affiliated with the budget and RFP. They were scored using the same four-point scale as described above.

Quality Control

As noted, each proposal was read in its entirety by two SPR team members and all scores were reviewed by a third reviewer, to ensure interrater consistency in scoring.

Post-scoring consultation

The SPR team will participate in pre- and post scoring conference calls to discuss preliminary and final findings with WC staff in preparation of the release of the scores and of the WDB appearances.

Appearances before the sub-committees and the WDB

As in the previous round, the SPR project director will be available for subcommittee meetings via phone and the WDB meeting in person.

Comments on Proposal Strengths and Weaknesses **OSAS East Proposals**

- All OSAS East Proposals scored relatively close to the 75% range which indicates the proposals generally met the criteria outlined in the RFP. Where bidders struggled with their scores was in not addressing elements of the RFP with clarity or at all.
- OSAS East bidders generally demonstrated good experience in administering federal grants, programs, and budgets.
- OSAS East bidders generally demonstrated good experience with leveraging partnerships.
- A point of weakness in several proposals was addressing STEM fields with enough specificity or clarity.

Pre- and Post-Release Reentry Services Proposals

- Both proposals demonstrated knowledge of and experience with the incarcerated population.
- What differentiated these proposals was demonstrated experience in administering federal programs/dollars and organizational capacity.
- As with the OSAS East Proposals, where bidders failed to achieve passing scores was in not meeting or addressing RFP criteria.

Workforce Connections PY 2016 Proposals				
Program/ Organization	Demonstrated Ability (30%)	Program Narrative (50%)	Fiscal Narrative /Budget (20%)	% Score*

Pre- and Post-Release Reentry Services				
Foundation for an Independent Tomorrow	23.82%	38.97%	16.25%	79.04%
HOPE for Prisoners	25.03%	35.65%	15.00%	75.68%

* May contain rounding error

Scoring Process and Details

- Each proposal is scored by two reviewers. The reviewers each award a score of 1-4 for each criteria under a given scoring element.
 - 4 = Exceeds criteria: Response is excellent. Proposal also offers insight, capacity, observations, or ideas beyond what was expected.
 - 3 = Criteria is fully met: Response meets all expectations in the RFP.
 - 2 = Criteria is partially met: Response is satisfactory.
 - 1 = Criteria is not met: Response is unsatisfactory.
- Scores are averaged and then summed and divided by the total possible point value of the scoring element (number of sub bullets X 4 = total possible points).
- Score is then weighted by weights determined by the organization – see below summary score card for weights.

Pre- and Post-Release Reentry Services SCORECARD SUMMARY			
	Hope for Prisoners, Inc.	Score	Total Possible Score
6.1	Demonstrated Ability	10.78%	15.00%
6.2	Panel Interview	14.25%	15.00%
7.1	Approach	4.06%	5.00%
7.2	Program Staffing and Case Management Strategy	7.50%	10.00%
7.3	Outreach, Eligibility and Assessment	6.25%	10.00%
7.4	ADW Individual Employment Plan	5.31%	7.50%
7.5	Training and Development Activities	5.63%	7.50%
7.6	Performance Management	4.92%	7.50%
7.7	Follow-Up Strategies	1.98%	2.50%
9.1	Fiscal Narrative	7.50%	10.00%
9.2	Budget	7.50%	10.00%
	SCORE	75.68%	100.00%

Demonstrated Ability (6)	Program Narrative (7)	Fiscal Narrative and Budget (9)
25.03%	35.65%	15.00%

**Pre- and Post-Release Reentry Services
SCORESHEET - DETAILED**

Hope for Prisoners, Inc.	Rater 1	Rater 2	AVG	% of Total Score
6.2 Panel Interview			38	14.25%
6.1A Evidence bidder has experience in administering WIA/WIOA programs and any experience in other employment and training programs, state or federally funded programs, or other workforce support programs. Has provided the name of program, amount of funding, location, type, and scope of the programs and services, and the role of your agency as it relates to program operations. Has demonstrated and provided examples of how they were performance-driven, flexible, innovative, and creative in the delivery of services.	2	3	2.5	10.78%
6.1A Comments: Although HFP has experience in employment and training programs, it has limited experience administering WIA/WIOA programs. Bidder has worked with state and community-level workforce programs, but has not administered federal/WIOA programs yet. Bidder demonstrates performance-driven orientation by citing participation in UNLV study. Bidder demonstrates innovation, flexibility and creativity in program design by utilizing vast volunteer and partner network.				
6.1B Bidder describes organization's experience in serving re-entry participants including, but not necessarily limited to: economically disadvantaged individuals with little or no work experience, individuals with low educational attainment or low literacy proficiencies, veterans, individuals with disabilities, those with limited English ability, minorities, or those who may have experience and skills but have not worked for an extended period. Discuss with performance numbers your success with these or similar populations.	3	3	3	
6.1B Comments: Bidder describes experience serving reentry and has some demographics on race, gender and criminal profile but not on other specified categories. Bidder has strong performance measurement numbers from third party elevator.				
6.1C Evidence of bidder's organization's experience (numbers annually achieved) with job development and job placement. Includes discussion of business services delivered and relationships with employer partners. Includes bidder's strategy and achievements in retaining placements in their employment and provides timeframe of these programs and percentage of successful retentions.	2	3	2.5	
6.1C Comments: Proposal does not describe retention strategies in retaining placements in employment nor does it provide retention rates.				
6.1D Evidence of bidder's successful collaboration and execution in the delivery of a project or program, including description of stakeholder roles and contributions to positive outcomes in the collaborative project described.	3	4	3.5	
6.1D Comments: Would've like to have seen how their collaboration resulted in positive outcomes (e.g., number of job placements, etc.). Bidder has strong partnerships with many different types of pertinent organizations.				
7.1A Bidder clearly describes how program design will provide comprehensive programmatic services for participants. Includes the progression from enrollment through exit to follow-up including all service options.	3	4	3.5	4.06%

7.1A Comments: Excellent understanding and sequencing of services for this population.				
7.1B Evidence that program will ensure that those participants receive services that appropriately address their barriers and result in positive outcomes.	3	3	3	
7.1B Comments :				
7.1C Evidence of program's unique and innovative approaches to workforce development program design and leveraging partner resources that will benefit the workforce development area.	3	4	3.5	
7.1C Comments: This bidder has good internal and external connections to services.				
7.1D Bidder describes plans access the services of other partners, including employers, housing agencies (including half-way houses), mental health and substance abuse agencies, and other collaborators, which will assist in providing wrap-around services to participants. Please include letters of support or memorandums of understanding (MOUs) detailing partner roles, responsibilities, and resources provided. (Letters of support and MOUs do not count as part of the 15 page narrative.)	3	3	3	
7.1D Comments :				
7.2A Evidence of program staffing structure from program manager to front line staff, including career coaches and job developers. Includes description of the roles of each position and the education/experience that existing staff members have in administering projects of similar size and scope. Include resumes or job descriptions of all staff, funded in whole or in-part, for this project.	4	3	3.5	
7.2A Comments: Detailed description of program staffing structure, including existing staff members' work experience. This area is challenging to score as the bidder will necessarily have to hire new staff for this project which creates a lot of unknowns.				
7.2B Bidder describes how subject matter expertise will be provided to serve re-entry populations and the organization's strategy to best serve those participants.	3	3	3	7.50%
7.2B Comments: This is addressed in proposal.				
7.2C Bidder discusses the anticipated case load that career coaches funded by this project, in whole or in- part, will have. Discusses strategy to reduce staff turnover. Describes how program will ensure that front-line program staff have sufficient time and support to provide the highest quality programmatic services. Describes strategy to ensure that staff will meet the professional development requirements specified in this RFP.	3	2	2.5	
7.2C Comments: Though HFP states that they have a record of low staff turnover, it would've been nice to include a description of the benefits/support that staff members receive. Caseloads were not discussed. Plan in place for professional development.				
7.3A Bidder describes outreach and recruitment methods and also how the organization will work in conjunction with post release programs (e.g. CCDC, LVMPD, etc.)	2	3	2.5	6.25%
7.3A Comments: Vague description of outreach and recruitment methods.				
7.3B Bidder provides a description of intake process including eligibility	2	3	2.5	

determination and how WIOA required eligibility documents will be obtained and discusses how assessments will be structured to identify academic, employability and occupational interests, aptitudes and skill levels, personal development, and supportive service needs.				
7.3B Comments: Doesn't describe how the WIOA required documents will be obtained. This is covered in an earlier section				
7.3C Bidder describes how assessments will be structured to identify academic, employability and occupational interests, aptitudes and skill levels, personal development, and supportive service needs.	2	3	2.5	
7.3C Comments: Though HFP mentions the assessments that they will use, they don't describe how each of these will identify academic, aptitudes/skill levels, etc. This is covered in an earlier section				
7.4A Bidder describes strategy for developing the IEP for re-entry adults. Describes how the organization will address barriers to employment, set unique, specific, and realistic objectives, and prepare participants for work by developing and improving work readiness skills.	3	3	3	
7.4A Comments:				
7.4B Bidder describes detailed strategies for training re-entry adult participants to ensure positive outcomes. Describes how these will be leveraged through other community resources or provided through this project. Describe how re-entry adult participants will progress through the program design and describe an effective method for ensuring participants remain engaged and committed to accomplishing the goals and objectives outlined in the IEP.	3	3	3	5.31%
7.4B Comments: Not included in this section but is included in section 7.5.				
7.4C Bidder describes how the program will help participants build sustainable STEM-driven career pathways in the nine (9) industry sectors as designated by the Governor of Nevada that focus on long-term career goals and upward mobility and not just short-term employment needs. Describe what tools or activities will the program will utilize to expose program participants to long-term sustainable career goals.	2	3	2.5	
7.4C Comments: Vague description of how the program will help clients build stem-driven career pathways and the tools/activities that the program will offer.				
7.5A Bidder describes approach towards offering a wide range of training services to participants, such as occupational skills training and on-the-job training, which will result in positive outcomes. Describes how proposed education/training programs will lead to jobs with livable wages	3	4	3.5	
7.5A Comments: Good integration of vocational training and job readiness/employability.				
7.5B Bidder describes approach towards offering a wide range of work-based learning activities, such as apprenticeships, internships and work experiences to appropriate participants. Discusses how organization identify which participants are appropriate for these activities. Describes plan to incorporate mentoring for program participants.	3	3	3	5.63%
7.5B Comments: Doesn't describe how the program will identify which participants are appropriate for the WBL activities. Strong mentoring focus, good OJT plans,				
7.5C Bidder describes how organization will determine the appropriateness of activities for each program participant.	2	3	2.5	

7.5C Comments: Not evident how organization will determine appropriateness of activities for each client. Covered in extensive IEP/assessment procedures.				
7.6A Bidder describes methods the project will employ to manage performance as a participant progresses through the program from enrollment, employment placement and retention.	3	3	3	4.92%
7.6A Comments: Bidder describes methods, relies on UNLV for data infrastructure, but organization lacks its own internal infrastructure for performance management.				
7.6B Bidder describes approach to job placement and how the job developer will be used to identify employment and work-based learning opportunities for program participants. Specifically describes how the job developer will engage industries that will hire special populations.	3	2	2.5	
7.6B Comments: This item is not fully address in the proposal. It is clear that bidder has connection to employers, but formal job development as a position within the occupation is new. Generally, this bidder appears to be a phase in their organizational capacity where they would need to grow significantly to manage this project. This leads to answers that are about what they will do but lack concreteness of past experience or precedence.				
7.6C Bidder describes internal quality assurance method to monitor performance including participant file review, data validation, customer service survey, required performance goals. Describes exit strategy to ensure participants will achieve required performance measures.	2	2	2	
7.6C Comments: Vague description of their QA process. Bidder is reliant on third party entity to track program outcomes, but the program lacks its own internal performance management infrastructure.				
7.6D Bidder describes of development and maintenance of relationships with employers and other partners, which will result in positive outcomes for employment and retention, especially for special populations.	3	3	3	
7.6D Comments: This is covered (lightly) in several sections of the proposal.				1.98%
7.7A Bidder describes follow up strategies (to occur for at least 12 months) is provided	3	4	3.5	
7.7A Comments: Strong follow up strategies leverage the mentor and partner relationships this bidder has.				
7.7B Bidder places emphasis on participants' progress along career pathways is evident in approach to follow-up services.	3	3	3	
7.7B Comments:				
7.7C Bidder discuss how you will address preventing recidivism.	3	3	3	7.50%
7.7CA Comments:				
9.1 Budget Narrative			6	
9.1 Comments: Organization does not maintain internal fiscal staff. Does not appear to have experience with expending federal funds. Question not completely answered. Using external audit and bookkeeping services. Uses QuickBooks as internal control. A trend in this bidder proposal is that they will have to build staff capacity to serve a number of roles if they administer these funds - including fiscal, job development, and career coach staff. The amount of capacity building generally a red flag which is matched equally but the organizations strong track record and experience				

9.2 Budget			6	7.50%
9.2B Comments: Total Proposed Budget:\$600,000 Total Planned Enrollment: 75 Leveraged dollars: \$99.800 Cost Per (program budget): \$8000				
FINAL SCORE				75.68%

**Pre- & Post-Release WIOA Workforce Development Re-Entry Program
Panel Interview**

Organization: Hope for Prisoners

Presenters: Jan Ponder, Angela Brookins

Date/Time: 4/13/16 9:15 am

Questions	Comments	*Score
1. Please provide a brief summary of your programs history with other agencies similar to ours (i.e., LVMPD).	- NV Dept of Corrections - Fed Parole + Prob. Social Services - Welfare	1 2 3 ④
2. Serve people, Strengthen relationships and Improve quality of life is the mission of the Las Vegas Metropolitan Police Department. Please explain whether or not your program shares this mission and how?	- Hope for Prisoners seeks to strengthen community - improve quality of life within community	1 2 ③ 4
③. From the LVMPD's list of core values: Integrity, Courage, Accountability, Respect, and Excellence (ICARE), please choose one (1) value that represents your program the best, and why?	- Integrity - internally and those in program - in the work place + family life	1 2 ③ 4
4. Safety & Security of the CCDC/NVC is our top priority. How will you address any behavioral issues or general observations that compromises this area of importance?	- Main concern is safety - Work closely with staff - Knowledgeable with concerns + safety issues - Educate Hope Staff - We welcome feedback from CCDC	1 2 3 ④
5. Applicants will face significant challenges such as addiction, behavioral/mental challenges, lack of education, homelessness, etc. What steps will you take to determine	- Substance abuse program - GED prep + testing - Multiple education opportunities - Assessment tool to address/identify barriers	1 2 3 ④

<p>suitability for this workforce development program?</p>	<ul style="list-style-type: none"> - Build relationships inside and out to reduce barriers/challenges. - Specialized treatment plans - Work with individuals for SED - Vocational training (i.e. Culinary) 5 days/week - Bank of employees dedicated to hire cooks 	<p>1 2 3 4</p>
<p>6. How will your program design specifically address the education, training & employment needs for adults transitioning out of the adult justice system?</p>	<ul style="list-style-type: none"> - App. Carpentary / Warehouse experience - Hope has a long term case management & mentoring program - Offers additional training/life skills - 18 months program upon release from - Partnership with employers, custody measurement through data collected by Dr. Sosa / Dr. Kennedy - Hope tracks family reunification benchmarks - Can customize CCDC needs; plan to keep CCDC fully abreast on the clients 	<p>1 2 3 4</p> <p>- leadership & critical thinking training.</p>
<p>7. Describe your methodology/strategy to transition adults who are released from CCDC and keep them engaged throughout the program that is continued outside of confinement?</p>	<ul style="list-style-type: none"> - Partnership with WMLV & have backup measurement through data collected by Dr. Sosa / Dr. Kennedy - Hope tracks family reunification benchmarks - Can customize CCDC needs; plan to keep CCDC fully abreast on the clients 	<p>1 2 3 4</p>
<p>8. Which additional benchmarks will be used to determine program's success besides the WIOA performance measures? Follow up: How will this information be communicated to CCDC representatives?</p>	<ul style="list-style-type: none"> - Mentoring a spect (long term) - Clients want to change; don't know how - Create reference points for clients - Case management sets hope apart - level of training do - Help clients to live lives they could only dream of - Grateful for opportunity to be here - Established in 2012 - work with 1300 people - high % of success - Bank of employees in case of transition - On the verge of a national model 	<p>1 2 3 4</p> <p>- Passion for what they do </p>
<p>9. Tell us the top 3 attributes of your program, which set it apart, and how this will lend to your unique success?</p> <p>10. Is there anything else you would like to share about your program?</p>	<p>Raw Score</p> <p>Total of 15%</p>	<p>1 2 3 4</p> <p>1 2 3 4</p> <p>38</p> <p>14.25%</p>

***Score:**

- 4 = Exceeds criteria: Response is excellent. Response also offers insight, capacity, or ideas beyond what was expected.
- 3 = Criteria is fully met: Response is excellent.
- 2 = Criteria is partially met: Response is satisfactory.
- 1 = Criteria is not met: Response is unsatisfactory.

Panel Member: Brian Arizandi

(Signature/Print Name)

Date: 4/13/16

**Pre- & Post-Release WIOA Workforce Development Re-Entry Program
Panel Interview**

Organization: Hole for Prisoners

Presenters: Jon Ponder, Angela Brookins

Date/Time: 04/13/16 @ 0915

Questions	Comments	*Score
1. Please provide a brief summary of your programs history with other agencies similar to ours (i.e., LVMPD).	<p>WORKED SINCE 2012 w/ -DEPT. OF WELFARE</p> <ul style="list-style-type: none"> - NDPC - P.P.P. (STATE & PD.) - SOCIAL SERVICES. 	1 2 3 4
2. Serve people, Strengthen relationships and Improve quality of life is the mission of the Las Vegas Metropolitan Police Department. Please explain whether or not your program shares this mission and how?	<p>MISSION OF HFP IS TO STABILIZATION COMMUNITY</p> <ul style="list-style-type: none"> - IMPROVE QUALITY OF LIFE IN HOME - WILL CONTINUE W/IN COMMUNITY <p>A GOOD MISSIONING OF DEPT. MISSION</p>	1 2 3 4
3. From the LVMPD's list of core values: Integrity, Courage, Accountability, Respect, and Excellence (ICARE), please choose one (1) value that represents your program the best, and why?	<p>INTERACTIVITY</p> <ul style="list-style-type: none"> - STAFF ARE FAR FROM THESE W/IN PROGRAM - WORK PLACE - FAMILY - ALL FACES OF ONE ANIMATION 	1 2 3 4
4. Safety & Security of the CCDC/NVC is our top priority. How will you address any behavioral issues or general observations that compromises this area of importance?	<p>WORK W/ STAFF TO ADDRESS ISSUE</p> <ul style="list-style-type: none"> - BE KNOWLEDGEABLE TO ADD RULES - BE W/ ALL VERSIONS OF ALL RULES - STAFF W/ ALL MEMBERS - DESIRE FEEDBACK FROM COMMUNITY TO IMPROVE n/CODE 	1 2 3 4
5. Applicants will face significant challenges such as addiction, behavioral/mental challenges, lack of education, homelessness, etc. What steps will you take to determine	<p>SUBSTANCE ABUSE NA/AA</p> <ul style="list-style-type: none"> - PRE & POST RELEASE - C&E PREP - EDUCATIONAL PATHWAYS - ASSESSMENT OF NEEDS - SEE N.A.S. HOUSING 	1 2 3 4

<p>suitability for this workforce development program?</p>	<p>- BUILT RELEVANT SERVICES</p>	
<p>6. How will your program design specifically address the education, training & employment needs for adults transitioning out of the adult justice system?</p>	<p>- WORK CLOSELY w/ ALL COORDINATORS - COLLABORATE - OPEN & PARTIAL - "SAFE SERVICE" CENTERIFIED - WAREHOUSE LOCATIONS 317/HR. EMPLOYMENT - APPROPRIATE CAPACITY & ALL TIED TO TIME OF RELEASE</p>	<p>1 2 3 4</p>
<p>7. Describe your methodology/strategy to transition adults who are released from CCDC and keep them engaged throughout the program that is continued outside of confinement?</p>	<p>- LONG TERM CASE MANAGEMENT & MENTORING - MENTOR EMPLOYED w/ EMPLOYERS - RE-ENGAGE CLIENT TO RECEIVE CONT'D EDUCATION</p>	<p>1 2 3 4</p>
<p>8. Which additional benchmarks will be used to determine program's success besides the WIOA performance measures? a. Follow up: How will this information be communicated to CCDC representatives?</p>	<p>- DATA COLLECTED FROM UNLV PROFESSORS / REPORTED TO CCDC'S MEETS SAME AS P4 - TRAINING INDEPENDENT STUDY. - FOCUS ON RE-EMPLOYMENT - " " " EMPLOYMENT - " " " COMMUNITY STATUS</p>	<p>1 2 3 4</p>
<p>9. Tell us the top 3 attributes of your program, which set it apart, and how this will tend to your unique success?</p>	<p>- MENTORING - EXPERTISE - LEVEL OF TRAINING</p>	<p>1 2 3 4</p>
<p>10. Is there anything else you would like to share about your program?</p>	<p>- GRANTED / IMPRESSIVE SUCCESS - PASSIONATE - TAKE NAT'L MODEL TO NEXT LEVEL</p>	<p>1 2 3 4</p>
		<p>Raw Score</p>
		<p>Total of 15%</p>

***Score:**

- 4 = Exceeds criteria: Response is excellent. Response also offers insight, capacity, or ideas beyond what was expected.
- 3 = Criteria is fully met: Response is excellent.
- 2 = Criteria is partially met: Response is satisfactory.
- 1 = Criteria is not met: Response is unsatisfactory.

Panel Member: William Lee (Signature/Print Name)

Date: 04/13/16

**Pre- & Post-Release WIOA Workforce Development Re-Entry Program
Panel Interview**

Organization: Hope for Prisoners

Presenters: Jan Pender & Angela Brookins

Date/Time: 4/17/16 915

Questions	Comments	*Score
1. Please provide a brief summary of your programs history with other agencies similar to ours (i.e., LVMPD).	NDOC, Social Services, Dept of Welfare, State & Federal Parole & Probation, I	1 2 3 4
2. Serve people, Strengthen relationships and Improve quality of life is the mission of the Las Vegas Metropolitan Police Department. Please explain whether or not your program shares this mission and how?	Spoke of goal - To strengthen the community and improve the quality of life	1 2 3 4
3. From the LVMPD's list of core values: Integrity, Courage, Accountability, Respect, and Excellence (ICARE), please choose one (1) value that represents your program the best, and why?	Integrity - both internally & from partners; in family & personal life as well as interactions	1 2 3 4
4. Safety & Security of the CCDC/NVC is our top priority. How will you address any behavioral issues or general observations that compromises this area of importance?	Shared concern - would work with staff to address would share concern w/ participants !! communicate	1 2 3 4
5. Applicants will face significant challenges such as addiction, behavioral/mental challenges, lack of education, homelessness, etc. What steps will you take to determine	Using built in components like substance abuse housing providers; education, relationships	1 2 3 4

<p>suitability for this workforce development program?</p>		
<p>6. How will your program design specifically address the education, training & employment needs for adults transitioning out of the adult justice system?</p>	<p>Partnered w/ vocational trainers culinary (5 days per wk) corpenry; construction; jobs awaiting</p>	<p>1 2 3 4</p>
<p>7. Describe your methodology/strategy to transition adults who are released from CCDC and keep them engaged throughout the program that is continued outside of confinement?</p>	<p>Long-term mechanism - case management - MENTORING 12-18 mo reintegration; training throughout</p>	<p>1 2 3 4</p>
<p>8. Which additional benchmarks will be used to determine program's success besides the WIOA performance measures? a. Follow up: How will this information be communicated to CCDC representatives?</p>	<p>gather & report data - track family reunification Keep Metro fully engaged</p>	<p>1 2 3 4</p>
<p>9. Tell us the top 3 attributes of your program, which set it apart, and how this will lend to your unique success?</p>	<p>Mentoring - Unique Perspective - Philosophy - level of training - Grateful - Passionate - Spoke of & had stats to show high success</p>	<p>1 2 3 4</p>
<p>10. Is there anything else you would like to share about your program?</p>		<p>1 2 3 4</p>
<p>*Score:</p>	<p>Raw Score Total of 15%</p>	<p>39 14.63</p>

***Score:**
4 = Exceeds criteria: Response is excellent. Response also offers insight, capacity, or ideas beyond what was expected.
3 = Criteria is fully met: Response is excellent.
2 = Criteria is partially met: Response is satisfactory.
1 = Criteria is not met: Response is unsatisfactory.

Panel Member: Neal Kelsa / Neal Kelsa Date: 4/13/16
(Signature/Print Name)

Scoring Process and Details

- Each proposal is scored by two reviewers. The reviewers each award a score of 1-4 for each criteria under a given scoring element.
 - 4 = Exceeds criteria: Response is excellent. Proposal also offers insight, capacity, observations, or ideas beyond what was expected.
 - 3 = Criteria is fully met: Response meets all expectations in the RFP.
 - 2 = Criteria is partially met: Response is satisfactory.
 - 1 = Criteria is not met: Response is unsatisfactory.
- Scores are averaged and then summed and divided by the total possible point value of the scoring element (number of sub bullets X 4 = total possible points).
- Score is then weighted by weights determined by the organization – see below summary score card for weights.

Pre- and Post-Release Reentry Services SCORECARD SUMMARY			
	Foundation for an Independent Tomorrow	Score	Total Possible Score
6.1	Demonstrated Ability	12.19%	15.00%
6.2	Panel Interview	11.63%	15.00%
7.1	Approach	3.75%	5.00%
7.2	Program Staffing and Case Management Strategy	8.33%	10.00%
7.3	Outreach, Eligibility and Assessment	7.50%	10.00%
7.4	ADW Individual Employment Plan	5.94%	7.50%
7.5	Training and Development Activities	5.94%	7.50%
7.6	Performance Management	5.63%	7.50%
7.7	Follow-Up Strategies	1.88%	2.50%
9.1	Fiscal Narrative	8.75%	10.00%
9.2	Budget	7.50%	10.00%
	SCORE	79.04%	100.00%

Demonstrated Ability (6)	Program Narrative (7)	Fiscal Narrative and Budget (9)
23.82%	38.97%	16.25%

**Pre- and Post-Release Reentry Services
SCORECARD - DETAILED**

	Rater 1	Rater 2	AVG	% of Total Score
Foundation for an Independent Tomorrow				
6.2 Panel Interview			31	11.63%
6.1A Evidence bidder has experience in administering WIA/WIOA programs and any experience in other employment and training programs, state or federally funded programs, or other workforce support programs. Has provided the name of program, amount of funding, location, type, and scope of the programs and services, and the role of your agency as it relates to program operations. Has demonstrated and provided examples of how they were performance-driven, flexible, innovative, and creative in the delivery of services.	3	4	3.5	12.19%
6.1A Comments: Evident that agency has substantial experience administering WIA/WIOA programs as they provide a detailed description of previous workforce programs and services they have provided. They also provide concrete examples of how they've been creative and innovative in the delivery of services.				
6.1B Bidder describes organization's experience in serving re-entry participants including, but not necessarily limited to: economically disadvantaged individuals with little or no work experience, individuals with low educational attainment or low literacy proficiencies, veterans, individuals with disabilities, those with limited English ability, minorities, or those who may have experience and skills but have not worked for an extended period. Discuss with performance numbers your success with these or similar populations.	3	4	3.5	
6.1B Comments: Excellent description of how the organization has worked with re-entry participants and discusses with performance numbers the success they had with this population.				
6.1C Evidence of bidder's organization's experience (numbers annually achieved) with job development and job placement. Includes discussion of business services delivered and relationships with employer partners. Includes bidder's strategy and achievements in retaining placements in their employment and provides timeframe of these programs and percentage of successful retentions.	3	3	3	
6.1C Comments: Meets all criteria.				
6.1D Evidence of bidder's successful collaboration and execution in the delivery of a project or program, including description of stakeholder roles and contributions to positive outcomes in the collaborative project described.	3	3	3	
6.1D Comments: Breaking down the collaboration by level made it clear where FIT's contributions were and where they used other stakeholders to achieve outcomes				
7.1A Bidder clearly describes how program design will provide comprehensive programmatic services for participants. Includes the progression from enrollment through exit to follow-up including all service	3	3	3	3.75%

options.				
7.1A Comments: Meets all criteria.				
7.1B Evidence that program will ensure that those participants receive services that appropriately address their barriers and result in positive outcomes.	3	3	3	
7.1B Comments: Meets all criteria.				
7.1C Evidence of program's unique and innovative approaches to workforce development program design and leveraging partner resources that will benefit the workforce development area.	3	3	3	
7.1C Comments: They reference a "theoretical framework," would be nice to know what that is				
7.1D Bidder describes plans access the services of other partners, including employers, housing agencies (including half-way houses), mental health and substance abuse agencies, and other collaborators, which will assist in providing wrap-around services to participants. Please include letters of support or memorandums of understanding (MOUs) detailing partner roles, responsibilities, and resources provided. (Letters of support and MOUs do not count as part of the 15 page narrative.)	3	3	3	
7.1D Comments: Meets all criteria.				
7.2A Evidence of program staffing structure from program manager to front line staff, including career coaches and job developers. Includes description of the roles of each position and the education/experience that existing staff members have in administering projects of similar size and scope. Include resumes or job descriptions of all staff, funded in whole or in-part, for this project.	3	4	3.5	
7.2A Comments: Excellent description of staffing structure - includes description of the education and experience of existing staff members.				
7.2B Bidder describes how subject matter expertise will be provided to serve re-entry populations and the organization's strategy to best serve those participants.	3	3	3	8.33%
7.2B Comments: Meets all criteria.				
7.2C Bidder discusses the anticipated case load that career coaches funded by this project, in whole or in- part, will have. Discusses strategy to reduce staff turnover. Describes how program will ensure that front-line program staff have sufficient time and support to provide the highest quality programmatic services. Describes strategy to ensure that staff will meet the professional development requirements specified in this RFP.	4	3	3.5	
7.2C Comments: Very thorough response with clear examples				
7.3A Bidder describes outreach and recruitment methods and also how the organization will work in conjunction with post release programs (e.g. CCDC, LVMPD, etc.)	3	3	3	
7.3A Comments: Meets all criteria.				
7.3B Bidder provides a description of intake process including eligibility determination and how WIOA required eligibility documents will be obtained and discusses how assessments will be structured to identify academic, employability and occupational interests, aptitudes and skill levels, personal development, and supportive service needs.	3	3	3	7.50%

7.3B Comments: Meets all criteria.				
7.3C Bidder describes how assessments will be structured to identify academic, employability and occupational interests, aptitudes and skill levels, personal development, and supportive service needs.	3	3	3	
7.3C Comments: Meets all criteria.				
7.4A Bidder describes strategy for developing the IEP for re-entry adults. Describes how the organization will address barriers to employment, set unique, specific, and realistic objectives, and prepare participants for work by developing and improving work readiness skills.	3	3	3	
7.4A Comments: Meets all criteria.				
7.4B Bidder describes detailed strategies for training re-entry adult participants to ensure positive outcomes. Describes how these will be leveraged through other community resources or provided through this project. Describe how re-entry adult participants will progress through the program design and describe an effective method for ensuring participants remain engaged and committed to accomplishing the goals and objectives outlined in the IEP.	3	3	3	5.94%
7.4B Comments: Actual writing of the IEP and helping participant stick to it could be clearer.				
7.4C Bidder describes how the program will help participants build sustainable STEM-driven career pathways in the nine (9) industry sectors as designated by the Governor of Nevada that focus on long-term career goals and upward mobility and not just short-term employment needs. Describe what tools or activities will the program will utilize to expose program participants to long-term sustainable career goals.	3	4	3.5	
7.4C Comments: Excellent description of how the program will help clients build career pathways in STEM - provides examples of workshops and trainings that will be available to clients.				
7.5A Bidder describes approach towards offering a wide range of training services to participants, such as occupational skills training and on-the-job training, which will result in positive outcomes. Describes how proposed education/training programs will lead to jobs with livable wages	3	3	3	
7.5A Comments: Meets all criteria.				
7.5B Bidder describes approach towards offering a wide range of work-based learning activities, such as apprenticeships, internships and work experiences to appropriate participants. Discusses how organization identify which participants are appropriate for these activities. Describes plan to incorporate mentoring for program participants.	4	3	3.5	5.94%
7.5B Comments: Excellent description of mentoring program and work experiences				
7.5C Bidder describes how organization will determine the appropriateness of activities for each program participant.	3	3	3	
7.5C Comments: Meets all criteria.				
7.6A Bidder describes methods the project will employ to manage performance as a participant progresses through the program from enrollment, employment placement and retention.	3	3	3	5.63%
7.6A Comments: Meets all criteria.				

7.6B Bidder describes approach to job placement and how the job developer will be used to identify employment and work-based learning opportunities for program participants. Specifically describes how the job developer will engage industries that will hire special populations.	3	3	3	
7.6B Comments: Meets all criteria.				
7.6C Bidder describes internal quality assurance method to monitor performance including participant file review, data validation, customer service survey, required performance goals. Describes exit strategy to ensure participants will achieve required performance measures.	3	4	3.5	
7.6C Comments: Meets all criteria.				
7.6D Bidder describes of development and maintenance of relationships with employers and other partners, which will result in positive outcomes for employment and retention, especially for special populations.	2	3	2.5	
7.6D Comments: Answer could use more detailed explanation of how relationships will be maintained				
7.7A Bidder describes follow up strategies (to occur for at least 12 months) is provided	3	4	3.5	
7.7A Comments: Provides a thorough description of follow-up strategies.				
7.7B Bidder places emphasis on participants' progress along career pathways is evident in approach to follow-up services.	2	3	2.5	1.88%
7.7B Comments: Unclear how program will assist in progress along career pathways				
7.7C Bidder discuss how you will address preventing recidivism.	3	3	3	
7.7CA Comments: Meets all criteria.				
9.1 Budget Narrative			7	8.75%
9.1 Comments: Strong experience with WC operations, federal funds.				
9.2 Budget			6	7.50%
9.2B Comments: Competitive staff salaries Total Proposed Budget: \$600,000 Total Planned Enrollment: 110 Leveraged dollars:\$24,000 Cost Per (program budget): \$5454				
FINAL SCORE				79.02%

**Pre- & Post-Release WIOA Workforce Development Re-Entry Program
Panel Interview**

Organization: Foundation for an Independent Tomorrow (FIT)

Presenters: Jennifer Casey, Donna Lehman

Date/Time: 4/13/16 10:15 am

Questions	Comments	*Score
1. Please provide a brief summary of your programs history with other agencies similar to ours (i.e., LVMPD).	<ul style="list-style-type: none"> - Work with NDOC - FIT worked at Smiley Rd. - Casa Grande work release program 	1 2 3 4
2. Serve people, Strengthen relationships and Improve quality of life is the mission of the Las Vegas Metropolitan Police Department. Please explain whether or not your program shares this mission and how?	<ul style="list-style-type: none"> - Mission is to increase self-sufficiency - Increase client quality of life. - Programs employment/training/substance abuse - Reduce recidivism. 	1 2 3 4
3. From the LVMPD's list of core values: Integrity, Courage, Accountability, Respect, and Excellence (ICARE), please choose one (1) value that represents your program the best, and why?	<ul style="list-style-type: none"> - Between Integrity & Accountability - When we say we will do something we will. - Flexibility to meet goals and adjust plans - Communication to serve clients 	1 2 3 4
4. Safety & Security of the CCDC/NVC is our top priority. How will you address any behavioral issues or general observations that compromises this area of importance?	<ul style="list-style-type: none"> - Follow our rules on safety - Training in staff development/ de-escalation - Use of private funds to augment training 	1 2 3 4
5. Applicants will face significant challenges such as addiction, behavioral/mental challenges, lack of education, homelessness, etc. What steps will you take to determine	<ul style="list-style-type: none"> - Looking at things to impact client success, so they have a plan - Assess risk (ie. education, mental health, crimes) - Don't want to set up clients for failure 	1 2 3 4

6530 W. Charleston Blvd, Suite 150, Las Vegas, NV 89146 Phone: (702) 638-8750 Fax: (702) 638-8774
Work with Partners in Community/Social Services.

workforce CONNECTIONS

PEOPLE. PARTNERSHIPS. POSSIBILITIES.

<p>suitability for this workforce development program?</p>		
<p>6. How will your program design specifically address the education, training & employment needs for adults transitioning out of the adult justice system?</p>	<p>- Programs at FIT location - Develop case plan prior to release - Help manage expectations - Assessments - limit impulsive behaviors - Give clients options in employment - goals</p>	<p>2 3 4</p>
<p>7. Describe your methodology/strategy to transition adults who are released from CCDC and keep them engaged throughout the program that is continued outside of confinement?</p>	<p>- Relationships w/case managers - Modern attachment theory - Always positive; be hard for clients - Discharge plan developed prior to release - Communication w/PO if needed - Peer driven mentoring - life skills</p>	<p>1 2 3 4</p>
<p>8. Which additional benchmarks will be used to determine program's success besides the WIOA performance measures? a. Follow up: How will this information be communicated to CCDC representatives?</p>	<p>- Look at mental health, substance abuse pieces. - Recidivism - Look to see if work is what client wants - Family reintegration. - Accountability meetings to track milestones - Physical analysis</p>	<p>1 2 3 4</p>
<p>9. Tell us the top 3 attributes of your program, which set it apart, and how this will lend to your unique success?</p>	<p>- Team in place (case managers, myself) - Never judgement of clients - Focus on getting clients stable - locally based - Ability to change needs based on community needs. - Follow through is phenomenal - Community partners enjoy our follow up (did not mention partner)</p>	<p>1 2 3 4</p>
<p>10. Is there anything else you would like to share about your program?</p>	<p>- Community partners enjoy our follow up (did not mention partner) - Weekly updates to all partners - Meet basic needs are met - Comfortable facility for clients - outreach opportunities - Response also offers insight, capacity, or ideas beyond what was expected. - Client involvement with case plans - Offer mock video interview - foundation workshops</p>	<p>1 2 3 4</p>

***Score:**

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- 3 = Criteria is fully met: Response is excellent.
- 2 = Criteria is partially met: Response is satisfactory.
- 1 = Criteria is not met: Response is unsatisfactory.

Panel Member: Brian Anderson Date: 4/13/16

(Signature/Print Name)

**Pre- & Post-Release WIOA Workforce Development Re-Entry Program
Panel Interview**

Organization: Foundation For An Independent Transition

Presenters: Jeanne Casey, Donna Lehman

Date/Time: 04/13/16 @ 10:15

Questions	Comments	*Score
1. Please provide a brief summary of your programs history with other agencies similar to ours (i.e., LVMPD).	<ul style="list-style-type: none"> - NDOC / PLE. RELEASE - FYI PROVIDED SOFT SKILLS - POST RELEASE PROGRAMMING @ CASA GARAGE - NEED FULL SERVICES 	1 2 3 4
2. Serve people, Strengthen relationships and Improve quality of life is the mission of the Las Vegas Metropolitan Police Department. Please explain whether or not your program shares this mission and how?	<ul style="list-style-type: none"> - INCREASE SELF-SUFFICIENCY - FOSTER OWNERSHIP - RENT - IMPROVE QUALITY OF LIFE - COMBINE EMPLOYMENT, MENTAL HEALTH, & SERVICES & SERVICES 	1 2 3 4
3. From the LVMPD's list of core values: Integrity, Courage, Accountability, Respect, and Excellence (ICARE), please choose one (1) value that represents your program the best, and why?	<ul style="list-style-type: none"> - PROVIDES SELF ON INTEGRITY - SAY DO SOMETHING, IT GETS DONE - FLEXIBLE TO MEET CLIENT GOALS - COMMUNICATION PIECE IS AVAILABLE - COMFORT LEVEL w/ CLIENTS 	1 2 3 4
4. Safety & Security of the CCDC/NVC is our top priority. How will you address any behavioral issues or general observations that compromises this area of importance?	<ul style="list-style-type: none"> - TRAINER'S ANXIETY STATE - POL. CLY'S - STAFF HAVE DEGREE'S IN SOCIAL SERVICES - STAFF DEVELOPMENT DAYS / USE PRIVATE FUNDS FOR DRUG TESTING OR OTHER COMPLIANCE - ADDRESSES SAFETY 	1 2 3 4
5. Applicants will face significant challenges such as addiction, behavioral/mental challenges, lack of education, homelessness, etc. What steps will you take to determine	<ul style="list-style-type: none"> - RISK NEEDS ASSESSMENT - FRIENDS WILL BE DAVID TO IMPROVE SUCCESS - ADDICTION - LEVEL OF EDUCATION - MENTAL HEALTH 	1 2 3 4

Workforce CONNECTIONS

PEOPLE. PARTNERSHIPS. POSSIBILITIES.

<p>suitability for this workforce development program?</p>	<p>- ENSURE CLIENTS ARE APPROPRIATE FOR SERVICES - WORK w/ PARTNERSHIPS TO MEET NEEDS</p>	
<p>6. How will your program design specifically address the education, training & employment needs for adults transitioning out of the adult justice system?</p>	<p>- ON-SITE - HIGH SCHOOL EQUIVALENCY / BEFORE EMPLOYMENT - MAPPING EXPERIENCE AND ASSESSMENT - VOCATIONAL TRAINING ALL TOGETHER - DON'T LUMP THEM ALL TOGETHER - EMPLOYMENT DEALS w/ BEST FIT - AVAILABLE - RELATIONSHIPS w/ CASE MANAGERS - MEDIAN APPROPRIATE THEORY - STARTING WHERE CLIENT IS AT - DISCUSS PLAN PRIOR TO LEAVING CCDC - ALL ENTITIES TAKING & WORKING TOGETHER - MENTORING / ACH. DRIVER</p>	<p>1 2 3 4 1 2 3 4</p>
<p>7. Describe your methodology/strategy to transition adults who are released from CCDC and keep them engaged throughout the program that is continued outside of confinement?</p>	<p>- MENTAL HEALTH PM - SUBSTANCE USE - RECIDIVISAN RATE (w/in year) - WHEN CLIENT OBTAINS EMPLOYMENT IN FIELD OF CHOICE - Family Re-Integration / work w/ Family Services - Team w/ Police / calling for - OIG ANDRAGON NURSE SAYS NO - JUST NOT RIGHT NOW - THEORETICAL & EVIDENCE BASED w/ VALIDITY. - Small & local group - FOLLOW THROUGH IS PHENOMENAL - COMMUNITY AND TRUST IS - PARTNERS RECEIVE WORK BY UPDATES - ENSURE ALL BASIS COVERED w/ CLIENTS - RESUME MONITOR - JOB READINES - MENTAL HEALTH - INTERVIEW TRAINING / CASE PLAN INCLUSION</p>	<p>BASED ON AN ANNUAL ACCURACY OF NEEDS TO INCLUDE STAFF 1 2 3 4 1 2 3 4</p>
<p>8. Which additional benchmarks will be used to determine program's success besides the WIOA performance measures? Follow up: How will this information be communicated to CCDC representatives?</p>	<p>Follow up: - SUBSTANCE USE - RECIDIVISAN RATE (w/in year) - WHEN CLIENT OBTAINS EMPLOYMENT IN FIELD OF CHOICE - Family Re-Integration / work w/ Family Services - Team w/ Police / calling for - OIG ANDRAGON NURSE SAYS NO - JUST NOT RIGHT NOW - THEORETICAL & EVIDENCE BASED w/ VALIDITY. - Small & local group - FOLLOW THROUGH IS PHENOMENAL - COMMUNITY AND TRUST IS - PARTNERS RECEIVE WORK BY UPDATES - ENSURE ALL BASIS COVERED w/ CLIENTS - RESUME MONITOR - JOB READINES - MENTAL HEALTH - INTERVIEW TRAINING / CASE PLAN INCLUSION</p>	<p>BASED ON ANNUAL ACCURACY OF NEEDS TO INCLUDE STAFF 1 2 3 4 1 2 3 4</p>
<p>9. Tell us the top 3 attributes of your program, which set it apart, and how this will lend to your unique success?</p>	<p>Follow up: - SUBSTANCE USE - RECIDIVISAN RATE (w/in year) - WHEN CLIENT OBTAINS EMPLOYMENT IN FIELD OF CHOICE - Family Re-Integration / work w/ Family Services - Team w/ Police / calling for - OIG ANDRAGON NURSE SAYS NO - JUST NOT RIGHT NOW - THEORETICAL & EVIDENCE BASED w/ VALIDITY. - Small & local group - FOLLOW THROUGH IS PHENOMENAL - COMMUNITY AND TRUST IS - PARTNERS RECEIVE WORK BY UPDATES - ENSURE ALL BASIS COVERED w/ CLIENTS - RESUME MONITOR - JOB READINES - MENTAL HEALTH - INTERVIEW TRAINING / CASE PLAN INCLUSION</p>	<p>BASED ON ANNUAL ACCURACY OF NEEDS TO INCLUDE STAFF 1 2 3 4 1 2 3 4</p>
<p>10. Is there anything else you would like to share about your program?</p>	<p>Follow up: - SUBSTANCE USE - RECIDIVISAN RATE (w/in year) - WHEN CLIENT OBTAINS EMPLOYMENT IN FIELD OF CHOICE - Family Re-Integration / work w/ Family Services - Team w/ Police / calling for - OIG ANDRAGON NURSE SAYS NO - JUST NOT RIGHT NOW - THEORETICAL & EVIDENCE BASED w/ VALIDITY. - Small & local group - FOLLOW THROUGH IS PHENOMENAL - COMMUNITY AND TRUST IS - PARTNERS RECEIVE WORK BY UPDATES - ENSURE ALL BASIS COVERED w/ CLIENTS - RESUME MONITOR - JOB READINES - MENTAL HEALTH - INTERVIEW TRAINING / CASE PLAN INCLUSION</p>	<p>BASED ON ANNUAL ACCURACY OF NEEDS TO INCLUDE STAFF 1 2 3 4 1 2 3 4</p>
<p>*Score:</p>	<p>Raw Score Total of 15%</p>	<p>32 12</p>

- 4 = Exceeds criteria: Response is excellent. Response also offers insight, capacity, or ideas beyond what was expected.
- 3 = Criteria is fully met: Response is excellent.
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- 1 = Criteria is not met: Response is unsatisfactory.

Panel Member: William R. Williams Date: 04/12/16
(Signature/Print Name)

**Pre- & Post-Release WIOA Workforce Development Re-Entry Program
Panel Interview**

Organization: Foundation for an Independent Tomorrow

Presenters: Jennifer Casey & Donna Lehman

Date/Time: 4/17/16 1015

Questions	Comments	*Score
1. Please provide a brief summary of your programs history with other agencies similar to ours (i.e., LVMPD).	NDOC, CHSA GRAND - Pre release Services - Soft skills	1 2 3 4
2. Serve people, Strengthen relationships and Improve quality of life is the mission of the Las Vegas Metropolitan Police Department. Please explain whether or not your program shares this mission and how?	Goal - Increase self sufficiency thru - complex relationships - employment - improve quality of life	1 2 3 4
3. From the LVMPD's list of core values: Integrity, Courage, Accountability, Respect, and Excellence (ICARE), please choose one (1) value that represents your program the best, and why?	Took a while to answer, but stated 'Integrity' thru check points, flexibility follow through, comfort level	1 2 3 4
4. Safety & Security of the CCDC/NVC is our top priority. How will you address any behavioral issues or general observations that compromises this area of importance?	Training from LVMPD staff - quarterly meetings - drug testing - deescalation	1 2 3 4
5. Applicants will face significant challenges such as addiction, behavioral/mental challenges, lack of education, homelessness, etc. What steps will you take to determine	Risk/Needs assessment to determine risk level, substance abuse, education level; appropriateness	1 2 3 4

<p>suitability for this workforce development program?</p>		
<p>6. How will your program design specifically address the education, training & employment needs for adults transitioning out of the adult justice system?</p>	<p>on site HSE prior to release, education level - manage expectations - focus on assessment to see what is lacking, gain buyin from clients</p>	<p>1 2 ③ 4</p>
<p>7. Describe your methodology/strategy to transition adults who are released from CCDC and keep them engaged throughout the program that is continued outside of confinement?</p>	<p>relationships through case managers "Modern Attachment Theory", remain positive take a "were here" stance provide transportation; minimize client exploration</p>	<p>1 2 ③ 4</p>
<p>8. Which additional benchmarks will be used to determine program's success besides the WIOA performance measures? a. Follow up: How will this information be communicated to CCDC representatives?</p>	<p>Mental health F/U Accountability Meetings Substance abuse Recidivism determining if they're working in trained field</p>	<p>1 2 ③ 4</p>
<p>9. Tell us the top 3 attributes of your program, which set it apart, and how this will lend to your unique success?</p>	<p>1) Team that's in place feel a calling 2) never says no 3) Based on proven methods; locally owned</p>	<p>1 ② 3 4</p>
<p>10. Is there anything else you would like to share about your program?</p>	<p>Follow through is phenomenal - updates on progress, goes out weekly - constant communication, ensure baseline centered, comfortable environment</p>	<p>1 2 ③ 4</p>
<p>*Score:</p>		<p>Raw Score 28</p>
		<p>Total of 15% 10.5</p>

4 = Exceeds criteria: Response is excellent. Response also offers insight, capacity, or ideas beyond what was expected.
3 = Criteria is fully met: Response is excellent.
2 = Criteria is partially met: Response is satisfactory.
1 = Criteria is not met: Response is unsatisfactory.

Panel Member: Neil Kelso / Neal Kelso Date: 4/17/16
(Signature/Print Name)

5. INFORMATION: Programs Committee Member Comments

6. SECOND PUBLIC COMMENT SESSION: Members of the public may now comment on any matter or topic that is relevant to; or within the authority or jurisdiction of the Committee. If you commented earlier, please do not repeat the same comment you previously made. Please clearly state and spell your name and your address for the record. Each comment will be limited to three (3) minutes

7. ADJOURNMENT