

WORKFORCE CONNECTIONS

BOARD AGENDA

Tuesday, June 21, 2016

10:00 a.m.

**Rosalie Boulware Conference Room
6330 W. Charleston Blvd., Suite 150
Las Vegas, Nevada 89146**

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

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

City of Las Vegas, 495 S. Main St., Las Vegas, NV
City of North Las Vegas, 2250 N. Las Vegas Blvd., North Las Vegas, NV
Clark County Clerk's Office, 500 S. Grand Central Pkwy., Las Vegas, NV
Esmeralda County Courthouse, 233 Crook Street, Goldfield, NV
Henderson City Hall, 240 Water St., Henderson, NV
Boulder City (City Hall) 401 California Ave., Boulder City, NV
Workforce Connections, 6330 W. Charleston Blvd., Ste. 150, Las Vegas, NV
Nevada JobConnect, 3405 S. Maryland Pkwy., Las Vegas, NV
Lincoln County Courthouse, 181 Main St., 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

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

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

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

Copies of non-confidential supporting materials provided to the Board are available upon request. Request for such supporting materials should be made to Suzanne Benson at (702) 636-2300 or sbenson@snvwc.org. Such supporting materials are available at the front desk of Workforce Connections, 6330 W. Charleston Blvd., Ste. 150, Las Vegas, NV, 89146, and are available online at www.nvworkforceconnections.org.

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

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

Board Members: Bart Patterson, Brad Deeds, Charles C. Perry, John “Jack” Martin (Vice Chair), Janice John, Jerrie E. Merritt, Kenneth C. Evans, Leo Bletnitsky, Liberty Leavitt, Lou DeSalvio, Louis Loupias, Mark Keller, Marvin L. Gebers, Michael Gordon, Paul Brandt, Peter Guzman, Rebecca Henry, Renee L. Olson, Rob Mallery, Tobias Hoppe, Tommy Rowe, Valerie Murzl (Chair).

All items listed on this Agenda are for action by the Board 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 ~ *Valerie Murzl, Chair*
2. **FIRST PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter posted on this Agenda, which is before this Board for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes 3
3. **DISCUSSION AND POSSIBLE ACTION:** Approve the agenda with inclusions of any emergency items and deletion of any items 4
4. **DISCUSSION AND POSSIBLE ACTION:** Approve the minutes of May 24, 2016..... 5
5. **DISCUSSION AND POSSIBLE ACTION:** Review the Board’s decision to award a contract to Goodwill of Southern Nevada as a One-Stop Affiliate Site – East to deliver WIOA employment and training services to Adults and Dislocated Workers in an amount not to exceed \$700,000 and WIOA Youth services in an amount not to exceed \$960,000. The total funding amount shall not exceed \$1,660,000. The contract period shall be a period of two years beginning July 1, 2016 through June 30, 2018 with annual funding based on Workforce Connections’ grant allocation. Provide the Southern Nevada Local Elected Officials Consortium with detailed information highlighting respondents’ service delivery initiatives with established partnerships and the following options for ratification: 21
 1. Confirm Workforce Connections’ Board award to Goodwill of Southern Nevada in the total amount of \$1,660,000 as indicated above with the following impact:
 - Youth, Adult and Dislocated Worker employment and training services shall be delivered in the underserved eastside area as scheduled; or
 2. Confirm Workforce Connections’ Board award to Goodwill of Southern Nevada with conditions as noted by the Southern Nevada Local Elected Officials Consortium with the following impact:
 - Based on conditions outlined by the Southern Nevada Local Elected Officials Consortium, program design adjustments may be needed to ensure underserved eastside residents receive timely, comprehensive employment and training services
6. **INFORMATION:** Board Member Comments 62
7. **SECOND PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state your address for the record. Each comment will be limited to three (3) minutes 63
8. Adjournment

Agenda item 2.

FIRST PUBLIC COMMENT:

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

Agenda item 3. DISCUSSION AND POSSIBLE ACTION

Approve the agenda with inclusions of any emergency items and deletion of any items

Agenda item 4. DISCUSSION AND POSSIBLE ACTION

Approve the minutes of May 24, 2016

WORKFORCE CONNECTIONS**BOARD MEETING
MINUTES****May 24, 2016****10:00 a.m.****Rosalie Boulware Conference Room
6330 W. Charleston Blvd., Suite 150
Las Vegas, NV 89146****Members Present**

Bart Patterson	Charles Perry	Janice John
Ken Evans	Leo Bletnitsky	Liberty Leavitt
Lou DeSalvio	Louis Loupias	Marvin Gebers
Michael Gordon	Paul Brandt (phone)	Peter Guzman
Renee Olson (phone)	Rob Mallery	Tobias Hoppe
Tommy Rowe	Valerie Murzl	

Members Absent

Brad Deeds	Jack Martin	Jerrie Merritt
Mark Keller	Rebecca Henry	

Staff Present

Ardell Galbreth	Suzanne Benson	Jim Kostecki
Jaime Cruz	Brett Miller	Kenadie Cobbin Richardson
Emilio Pias	Debra Collins	Norma Fernandez

Others Present

Stephanie Garabedian, Parker Nelson Associates	Vinz Koller, SPRA (phone)
Jessie Oettinger, SPRA (phone)	Terry Conway, Goodwill of Southern Nevada
Judy Tartan, CQES student	Shane Taylor, Division of Welfare
Gina Garcia, Goodwill of Southern Nevada	Ron Hilke, DETR
Brian Harris, Las Vegas Blackbook	Brooke Shlisky, Angels of Joy
Gretchen Batis, CQES	Stacey Stoddard, Amada Senior Care
Bonita Fahy, SNRHA	Virginia T. Street, CQES student
Tracey Torrence, SNRHA	Nikole Mendoza, Diamond Resorts International
Magda Hirsch, Goodwill of Southern Nevada	Ellis Capehart, Nevada Partners, Inc.
Jill Hersha, LVCCLD	Chris Brown, College of Southern Nevada
Edward Bevilacqua, Larson Training Centers	Holly Gatzke, Lincoln Workforce
Stephanie Hill, The Help Me Foundation	Denise Gee, HELP of Southern Nevada
Jennifer Casey, FIT	Janet Blumen, FIT
Christina Sewell, HELP of Southern Nevada	Paula McDonald, HELP of Southern Nevada
Destiny Beavers, EMG	Andre Haynes, EMG
LaNan Pasion, Easter Seals Nevada	Julie Tate, ResCare Workforce Services
Trnee Stephenson, Easter Seals Nevada	Tammi Odegard, Nye Communities Coalition
Marcia Turner, NV System of Higher Ed (NSHE)	Bill Teel, Las Vegas Metro Police Department
Neal Kelso, Las Vegas Metro Police Department	April Guinsler, Easter Seals Nevada
Freley Hosana, College of Southern Nevada	Sharon Schroeder, Easter Seals Nevada client
Lynda Espinosa, Easter Seals Nevada client	Diana Rothschild, Easter Seals Nevada client
Flerida Franklin, Easter Seals Nevada client	Arcadio Bolanos, Academy of Human Development
Jon Ponder, HOPE for Prisoners	Dr. Lonnie Wright, Hospitality International Training
Teresa Butt, Legal Shield	Dr. Tiffany Tyler, Nevada Partners, Inc.

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

1. Call to order, confirmation of posting, roll call, and pledge of allegiance

The meeting was called to order by Chair Valerie Murzl at 10:02 a.m. Staff confirmed the meeting had been properly noticed and posted in accordance with the Nevada Open Meeting Law; roll call was taken and a quorum was present.

2. INFORMATION: Welcome New Board Members

Chair Murzl introduced and welcomed new Board members, Peter Guzman, Latin Chamber of Commerce and Michael Gordon, Las Vegas Global Economic Alliance (LVGEA).

3. FIRST PUBLIC COMMENT SESSION:

Bonita Fahy, Southern Nevada Regional Housing Authority went over some talking points regarding the One-Stop Affiliate East Site RFP process:

- 1.8% difference in scoring between SNRHA and Goodwill of Southern Nevada
- SNRHA collaborated with agencies including Easter Seals Nevada (serving clients with disabilities, Assistive Technology), Olive Crest (serving foster youth), and Nevada Hospital Association (specializes in medical field)
- SNRHA is the existing One-Stop Affiliate East Site provider for youth
- SNRHA's collaboration will bring together expertise, combine knowledge, skills, experience, and resources
- Increased and improved outcomes
- Cross training of staff to work with special populations
- Multi-agency working group with common financial arrangements, sharing of administrator data, best practices, resources and joint decision making
- Existing community partnerships will remain in tact
- Allow existing case managers to continue serving clients and the community

Ms. Fahy noted that at the last Programs Committee meeting it was stated that SNRHA did not put in their RFP how many adults they will serve; however, in the narrative it was stated that they would serve 200 adults and 75 dislocated workers.

The following individuals spoke in support of SNRHA:

- Brian Harris, Las Vegas Blackbook
- Teresa Butt, Legal Shield
- Shane Taylor, Division of Welfare
- Marcia Turner, Nevada System of Higher Education
- Dr. Lonnie Wright, Hospitality International Training
- Andre Haynes, EMG
- Edward Bevilacqua, Larson Training Centers
- Stephanie Hill, The Help Me Foundation

April Guinsler, Easter Seals Nevada provided a brief history and described in depth the different programs offered at ESN, including the Assistive Technology program for individuals with disabilities. Ms. Guinsler asked the Board to consider ESN for the One-Stop Affiliate Site East.

The following individuals spoke in support of Easter Seals Nevada:

- Christopher Brown, College of Southern Nevada
- Lynda Espinoza, ESN client
- Flerida Franklin, ESN client
- Diana Rothschild, ESN client
- Sharon Schroeder, assistant to April Guinsler, ESN
- M. Wesley, All Computer Needs
- Trnee Stephenson, employment specialist, ESN (read client testimonies)
- Nikole Mendoza, training manager, Diamond Resorts International (employees an ESN client)

Gretchen Batiste, owner, Center for Quality Eldercare Services (CQES) commented that all of CQES' brochures were removed from the One-Stop Center and CQES was not notified or given the chance to recover their items nor was asked to give their opinion regarding the issue. Ms. Batiste commented regarding the lengthy administrative process and procedures and stated that it in itself is a barrier to employment, especially when students already have letters of intent to hire and yet still have to go through the lengthy process.

Judy Tartan, CQES student commented that she first learned about CQES through the brochures at the One-Stop and described the lengthy administrative process (2 ½ months) that she went through to receive caregiver training, including multiple trips to the One-Stop. Ms. Tartan spoke in favor of CQES training program.

Virginia Street, CQES student commented regarding her positive experience with CQES. Ms. Street's goal is to open a group home and believes that CQES will provide her the experience and qualifications to reach her goal and highly recommends CQES as a training provider.

Brook Shlisky, co-owner, Angels of Joy commented regarding the need to improve and streamline the funding process for CQES training due to the high demand for eldercare providers. Ms. Shlisky spoke in high regard for the excellent training CQES provides.

Stacy Stoddard, owner, Amada Senior Care spoke in favor of CQES and stated that she hires CQES trainees for her growing business. She requested that the funding process be streamlined and suggested that the background checks be done at the front end to save time because some individuals cannot pass a background check.

Julie Tate, ResCare Workforce Services provided a One-Stop Center update: 8,489 jobseekers served, 622 new enrollments, 256 ITAs, 137 OJTs, 332 individuals employed, 99.5% customer service satisfaction rating, 1,012 unique visitors, 674 visitors used the resource room, 215 individuals met with a Talent Development Specialist, and 22 veterans served. Last month's job fair had 11 employers, 101 jobseekers and 10 individuals employed.

Tracey Torrence, director of supportive services, SNRHA clarified that the individuals who spoke in support of SNRHA were advocating on behalf of SNRHA's Youth and Adult and Dislocated Worker programs. She stated that although SNRHA does not target sectors anymore, they have a great partnership with Nevada Hospital Association to place more qualified individuals in the healthcare system. In the past year, SNRHA has made great strides in establishing their One-Stop Youth program. SNRHA was scheduled to receive an award for best practices for STEM but that has been postponed. Ms. Torrence asked the Board to consider adding adults to SNRHA's program.

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

A motion was made by Tommy Rowe and seconded by Charles Perry to approve the agenda as presented. Motion carried.

5. **DISCUSSION AND POSSIBLE ACTION: Approve the minutes of March 22, 2016**

Chair Murzl presented the minutes on page 11-19 of the agenda packet.

A motion was made by Charles Perry and seconded by Lou DeSalvio to approve the minutes of March 22, 2016 as presented. Motion carried.

Bart Patterson, Programs Committee Chair was not present at the last meeting and requested staff to present the items.

6. **DISCUSSION AND POSSIBLE ACTION: Accept Programs Committee's recommendation to award and execute a contract with Goodwill of Southern Nevada as a One-Stop Affiliate Site – East to deliver WIOA employment and training services to Adults and Dislocated Workers in an amount not to exceed \$700,000 and WIOA Youth services in an amount not to exceed \$960,000. The total funding amount shall not exceed \$1,660,000. The contract period shall be a period of two years beginning July 1, 2016 through June 30, 2018 with annual funding based on Workforce Connections grant allocation.**

Ardell Galbreth, Executive Director provided background. Social Policy Research Associates (SPRA) scored the proposals for the One-Stop Affiliate Site – East RFP process. A summary of the scoring process, scorecards, and scores/narratives from the interview panel of subject matter experts is provided as backup on page 21-60 of the agenda packet.

Mr. Patterson requested the evaluators to comment regarding the differential in score for the fiscal narrative budget portion of Goodwill's proposal.

Jessie Oettinger, SPRA addressed the issue about whether or not Goodwill's budget and fiscal narrative addressed the question regarding the number of adults to be served. She stated that the budget template did not include the number of adult participants and therefore Goodwill received a score of two (satisfactory) instead of three (meets all expectations).

Mr. Patterson inquired about whether or not Goodwill uses Assistive Technology. Gina Garcia, director of mission services of Goodwill Industries confirmed that they do provide Assistive Technology. Goodwill works in conjunction with BBR and has a CBT program that year to date has assessed 168 individuals. Ms. Garcia confirmed that Goodwill serves both youth and adults with disabilities. Discussion ensued.

A motion was made by Charles Perry and seconded by Lou DeSalvio to accept Programs Committee's recommendation to award and execute a contract with Goodwill of Southern Nevada as a One-Stop Affiliate Site – East to deliver WIOA employment and training services Adults and Dislocated Workers in an amount not to exceed \$700,000 and WIOA Youth services in an amount not to exceed \$960,000. The total funding amount shall not exceed \$1,660,000. The contract period shall be a period of two years beginning July 1, 2016 through June 30, 2018 with annual funding based on Workforce Connections grant allocation. Motion carried.

7. **DISCUSSION AND POSSIBLE ACTION: Accept Programs Committee's recommendation to award and execute a contract with HOPE for Prisoners to deliver pre- and post-release re-entry services to WIOA eligible adults in an amount not to exceed \$600,000. The contract period shall be a period of two years beginning July 1, 2016 through June 30, 2018 with annual funding based on Workforce Connections grant allocation.**

Mr. Galbreth provided background. Two competitive proposals were received in response to this RFP, one from Foundation for an Independent Tomorrow (FIT) and one from HOPE for Prisoners. HOPE for Prisoners is being recommended for an award today. At the next Programs Committee meeting, staff will recommend an additional \$600,000 award to FIT. A summary of the scoring process, scorecards, and scores/narratives from the interview panel of subject matter experts is provided as backup on page 62-88 of the agenda packet.

Mr. Galbreth reported on guidance received from DOL regarding funding agencies whose principal officer(s) (CEO, President, etc.) are ex-offenders. He stated that DOL wrote in an e-mail that they do not see anything particularly wrong in this matter but would like to provide additional information, which he expects to receive in the next couple of days. He further stated that staff is recommending approval of this award to HOPE for Prisoners in the amount of \$600,000 with the condition that prior to July 1, 2016 Executive Director Galbreth receives confirmation from the U.S. Department of Labor.

Peter Guzman stated that he will be voting in favor of HOPE for Prisoners and is offended and embarrassed that the Board had to go down this road. Chair Murzl echoed Guzman's comments, but is happy to find resolution and that DOL seems to be progressive, not regressive.

Charles Perry suggested that to avoid any confusion, future RFPs should specify that the highest scored proposal does not guarantee a contract award.

A motion was made by Lou DeSalvio and seconded by Charles Perry to accept with conditions, Programs Committee's recommendation to award and execute a contract with HOPE for Prisoners to deliver pre- and post-release re-entry services to WIOA eligible adults in an amount not to exceed \$600,000. The contract period shall be a period of two years beginning July 1, 2016 through June 30, 2018 with annual funding based on Workforce

Connections grant allocation. Condition: prior to July 1, 2016 Executive Director Galbreth receives confirmation from the U.S. Department of Labor. Motion carried.

8. **DISCUSSION AND POSSIBLE ACTION: Accept Programs Committee’s recommendation to extend and execute a contract with the agencies listed below to deliver WIOA career and training services to Adults and Dislocated Workers. The contract period shall be July 1, 2016 through June 30, 2017.**

Sub-Recipient (in alphabetical order)	Amount Not To Exceed
a. HELP of Southern Nevada (One-Stop Affiliate Site - South)	\$1,200,000
b. Lincoln County Grants Administration (Lincoln County)	\$150,000
c. Nevada Partners, Inc. (One-Stop Affiliate Site – North)	\$1,200,000
d. Nye Communities Coalition (Nye and Esmeralda Counties)	\$575,000
e. ResCare Workforce Services (One-Stop Career Center)	\$3,000,000

Mr. Galbreth provided background. The sub-recipients’ scope of work is provided as backup on page 90-115 of the agenda packet.

A motion was made by Tommy Rowe and seconded by Lou DeSalvio to accept Programs Committee’s recommendation to extend and execute a contract with the agencies listed below to deliver WIOA career and training services to Adults and Dislocated Workers. The contract period shall be July 1, 2016 through June 30, 2017. Motion carried.

Sub-Recipient (in alphabetical order)	Amount Not To Exceed
a. <i>HELP of Southern Nevada (One-Stop Affiliate Site - South)</i>	<i>\$1,200,000</i>
b. <i>Lincoln County Grants Administration (Lincoln County)</i>	<i>\$150,000</i>
c. <i>Nevada Partners, Inc. (One-Stop Affiliate Site – North)</i>	<i>\$1,200,000</i>
d. <i>Nye Communities Coalition (Nye and Esmeralda Counties)</i>	<i>\$575,000</i>
e. <i>ResCare Workforce Services (One-Stop Career Center)</i>	<i>\$3,000,000</i>

9. **DISCUSSION AND POSSIBLE ACTION: Accept Programs Committee’s recommendation to extend and execute a contract with the agencies listed below to deliver WIOA Youth services. The contract period shall be July 1, 2016 through June 30, 2017.**

Sub-Recipient (in alphabetical order)	Amount Not To Exceed
a. HELP of Southern Nevada (Drop Out Recovery)	\$500,000
b. Lincoln County Grants Administration (Lincoln County)	\$212,000
c. Nevada Partners, Inc. (One-Stop Affiliate Site – North)	\$800,000
d. Nye Communities Coalition (Nye and Esmeralda Counties)	\$350,000
e. Southern Nevada Regional Housing Authority (One-Stop Affiliate Site – East)	\$800,000

Mr. Galbreth provided background. The sub-recipients’ scope of work is provided as backup on page 117-161 of the agenda packet.

A motion was made by Charles Perry and seconded by Tommy Rowe to accept Programs Committee's recommendation to extend and execute a contract with the agencies listed below to deliver WIOA Youth services. The contract period shall be July 1, 2016 through June 30, 2017. Motion carried.

<i>Sub-Recipient (in alphabetical order)</i>	<i>Amount Not To Exceed</i>
<i>a. HELP of Southern Nevada (Drop Out Recovery)</i>	<i>\$500,000</i>
<i>b. Lincoln County Grants Administration (Lincoln County)</i>	<i>\$212,000</i>
<i>c. Nevada Partners, Inc. (One-Stop Affiliate Site – North)</i>	<i>\$800,000</i>
<i>d. Nye Communities Coalition (Nye and Esmeralda Counties)</i>	<i>\$350,000</i>
<i>e. Southern Nevada Regional Housing Authority (One-Stop Affiliate Site – East)</i>	<i>\$800,000</i>

10. **DISCUSSION AND POSSIBLE ACTION: Accept Programs Committee's recommendation to award and execute a no-cost extension to Olive Crest to ensure the continuation of WIOA Youth services to Foster Care Youth. The contract extension shall be from July 1, 2016 through February 28, 2017.**

Mr. Galbreth provided background. He stated that staff hopes to soon make a funding recommendation to the Programs Committee meeting for additional funds for Olive Crest. Olive Crest's letter of request for a no-cost extension is provided as backup on page 163 of the agenda packet.

A motion was made by Louis Loupias and seconded by Lou DeSalvio to accept Programs Committee's recommendation to award and execute a no-cost extension to Olive Crest to ensure the continuation of WIOA Youth services to Foster Care Youth. The contract extension shall be from July 1, 2016 through February 28, 2017. Motion carried.

11. **DISCUSSION AND POSSIBLE ACTION: Accept Programs Committee's recommendation to designate Goodwill Industries of Southern Nevada and Dress for Success as primary Clothing Service Providers. Workforce Connections' programs and service providers will refer WIOA eligible Adult, Dislocated Worker, Youth and YouthBuild participants for job interview clothing and employment related clothing for business, construction, healthcare, and hospitality/gaming occupations. The designation period will be July 1, 2016 through June 30, 2017 with an option to renew annually for an additional three years based on performance and available funding.**

Mr. Patterson disclosed his relationship as chair of the Dress for Success board and abstained from any discussion and/or voting.

Mr. Galbreth provided background. The Clothing Services RFP Proposal Rating document is provided as backup on page 165 of the agenda packet.

A motion was made by Ken Evans and seconded by Lou DeSalvio to accept Programs Committee's recommendation to designate Goodwill Industries of Southern Nevada and Dress for Success as primary Clothing Service Providers. Workforce Connections' programs and service providers will refer WIOA eligible Adult, Dislocated Worker, Youth and YouthBuild participants for job interview clothing and employment related clothing for

business, construction, healthcare, and hospitality/gaming occupations. The designation period will be July 1, 2016 through June 30, 2017 with an option to renew annually for an additional three years based on performance and available funding. Bart Patterson abstained. Motion carried.

12. INFORMATION: ADW Training by Industry Sector Report for the period July 1, 2015 through March 31, 2016.

Brett Miller, Manager, Strategic Planning & Analysis presented the ADW Training by Industry Sector report provided on page 167 of the agenda packet. He reported 962 trainings at a total of \$2,028,054.

Ken Evans inquired about the impact of the Governor's Office of Economic Development's number shift in sector councils from nine to seven sector councils. Mr. Miller replied that WC will continue to emphasize all sectors and simply the Governor is reshaping the sector councils but has not changed the designation of any sectors.

13. INFORMATION: USA Today article on Apprenticeships

Louis Loupias presented USA Today article titled Apprenticeships: "College without the debt" (p. 169-172) and provided key information regarding apprenticeships. Discussion ensued regarding program requirements and qualifications. Mr. Loupias will provide staff a PowerPoint presentation regarding the history of the apprenticeship program.

Mr. DeSalvio reported that Local 872 employs ex-offenders and they will continue to provide new opportunities for interested individuals.

Marvin Gebers reported information regarding a website www.unionapprenticeship.org with all 17 different building construction trade programs represented that employers and applicants can access for information regarding those programs, including application procedures and program requirements.

14. DISCUSSION AND POSSIBLE ACTION: Review, accept and approve reports:

Jim Kostecki, Chief Financial Officer summarized the following reports:

a. PY2015 WIOA Formula Budget July 1, 2015 through June 30, 2016

Revenue increase in PY15 ADW funding streams in the amount of \$22,037 due to funds received back from DOL (p. 166). Line item budgets trued up through June 30th affecting following line item changes:

- Workforce Connections Operations Budget (p. 177)

7050 Training and Seminars (Staff) – decreased by \$20,000 due to staff attending numerous WIOA training during the year where the registration for the training is a much smaller cost compared to the travel component. This funding is transferred to account 7055 Travel and Mileage.

7055 Travel and Mileage (Staff) – increased by \$20,000. See above. Funds transferred from account 7050 Training and Seminars.

7070 Rent (Offices) – increased by \$2,500 due to rent increase miscalculation for the formulation of the budget and the beginning of the year

7095 Board Meetings and Travel – increased by \$3,000 based on spend rates during the year

- One-Stop Center – Charleston Budget (p. 182)

7000 Accounting and Auditing – increased by \$1,200 due to allocating the final audit costs based on the expenditures of the program. One-Stop Center expenditures were a higher percentage of all operations costs than the prior year.

7045 Systems Communications – increased by \$9,500 due to having an outside operator run the One-Stop Center. In the past the bills were allocated based on headcount because WC has staff located in the One-Stop Center. Since ResCare took over operating the One-Stop Center, the allocation method switched to square footage which brings more allocated costs.

7200 Equipment – Operating Leases – increased by \$2,000 due to increases in printing usage over the year

- One-Stop System Budget (p. 185)

7045 Systems Communications – increased by \$3,690 due to increase (approximately \$2,500) in the annual renewal of the HRM Direct applicant tracking software

b. PY2016 WIOA Formula Budget July 1, 2016 through June 30, 2017

PY15 carry forward is approximately \$1,900,000 less than previous year's carry forward demonstrating more timely spend rate. PY16 revenues are approximately \$160,000 more than previous year. Net reduction in overall budget is \$1,800,000 reducing community resource allocations by \$1,454,342 and WC Operations by \$334,980.

- Workforce Connections Operations Budget (p. 190)

6500 Salaries – decreased by \$292,533 due to the removal of vacancies from the position list and an adjustment to the paid time off (PTO) pool

7000 Accounting and Auditing – decreased by \$70,000 due to the reduced renewal amount of the accounting services contract:

A-133	\$80,000
Auditing Services	\$25,900
Accounting Services	\$95,000

7070 Rent (Offices) – increased by \$3,086 due to the scheduled rent escalation of 3% during the year

7075 Facilities Maintenance – increased by \$3,800 due to anticipated vehicle maintenance costs

7085A Program Support Contracts – increased by \$5,000 due to bringing the budget to anticipated executed contract amounts for services

7090 Non-Board Meetings and Outreach – decreased by \$8,000 based on historical spend analysis

7095 Board Meetings and Travel – increased by \$2,000 based on historical spend analysis

7100-7120 Employee Fringe Benefits – decreased by \$30,140 due to position adjustments to the salary line above

7125 Employer Payroll Taxes – decreased by \$3,777 due to position adjustments to salary line above

8500 Capital-Equipment and Furniture – decreased by \$2,450 based on historical spend analysis

CAP Cost Allocation to One-Stop (\$35,000) costs allocated to the One-Stop Center and System based on operations staff time spent and charged to those activities

- One-Stop Center Budget (p. 195)

6500 Salaries – increased by \$821 for position adjustment

7035 Printing and Reproduction – decreased by \$500 based on historical spend analysis

7040 Office Supplies – increased by \$500 based on historical spend analysis

7050 Training and Seminars (Staff) – decreased by \$3,000. These are staff related line items and the One-Stop Center does not have Board staff.

7055 Travel and Mileage (Staff) – decreased by \$2,000. These are staff related line items and the One-Stop Center does not have Board staff.

7065 Telephone – increased by \$300 based on historical spend analysis

7070 Rent (Offices) – increased by \$2,000 due to scheduled rent escalation of 3% during the year

7075 Facilities Maintenance – increased by \$675 based on historical spend analysis

7085A Program Support Contracts – decreased by \$10,000 based on historical spend analysis

7090 Non-Board Meetings and Outreach increased by \$200 based on historical spend analysis

7100 Insurance – increased by \$2,100 based on historical spend analysis

7100-7120 Employee Fringe Benefits – increased by \$387 to account for a position adjustment

7125 Employer Payroll Taxes – increased by \$105 to account for a position adjustment

7130-7135 Bank/Payroll Services – decreased by \$350 based on historical spend analysis

8500 Capital-Equipment and Furniture – increased by \$250 based on historical spend analysis

CAP Cost Allocation to One-Stop - \$25,000 costs allocated to the One-Stop Center based on operations staff time spent and charged to those activities

- One-Stop System Budget (p. 199)

6500 Salaries – decreased by \$68,158 due to the removal of vacancies from the position list and an adjustment to the paid time off (PTO) pool

7020 Licenses and Permits – increased by \$500 based on historical spend analysis

7035 Printing and Reproduction – decreased by \$500 based on historical spend analysis

7050 Training and Seminars (Staff) – increased by \$244 based on historical spend analysis

7055 Travel and Mileage (Staff) – increased by \$1,520 based on historical spend analysis

7065 Telephone – increased by \$280 based on historical spend analysis

7075 Facilities Maintenance – increased by \$10,000 due to anticipated gas, repairs and maintenance and other costs to maintain the Mobile One-Stop units

7080 Admin Support Contracts – decreased by \$2,000 based on historical spend analysis

7085A Program Support Contracts – decreased by \$9,500 based on historical spend analysis

7090 Non-Board Meetings and Outreach – decreased by \$500 based on historical spend analysis

7100-7120 Employee Fringe Benefits – decreased by \$6,087 to account for a position adjustment

7125 Employer Payroll Taxes – increased by \$892 to account for a position adjustment and on historical spend analysis

7500 Participant Training – decreased by \$200,000 due to expired tutoring contracts that were not renewed

8500 Capital-Equipment and Furniture, Tenant Improvements – decreased by \$50 based on historical spend analysis

CAP Cost Allocation to One-Stop - \$10,000 costs allocated to the One-Stop System based on operations staff time spent and charged to those activities

A new Dislocated Worker funding allocation methodology is written into the state plan. If approved, WC will see an additional \$240,000 - \$250,000 in DW funding. Brief discussion ensued.

- c. Budget vs. Actual Finance Report (Workforce Connections' Operations) for the period July 1, 2015 through June 30, 2016 (Formula WIOA)

The Budget vs. Actual Finance Report (p. 204) shows all budget line items are green (good).

- d. Awards & Expenditures Report – Monthly Update (Status of Service Providers)

The Awards & Expenditures report is provided on page 206-210 of the agenda packet. Brief discussion ensued regarding the training payment process.

- e. WIOA Expenditure Tracking Report – YTD PY15 Actuals vs. Expected Expenditures - Adult, Dislocated Worker and Youth

Brett Miller presented the WIOA Expenditure Tracking Report provided on page 212 of the agenda packet. Adult contracts are tracking nicely with timely spend out as projected and Youth contracts are following overall trend with spend out a little lower than expected.

Mr. Kostecki noted that there was overlapping Youth contracts in the first quarter.

- f. Workforce Connections' Professional Services Contracts Report. *(Please note: any pending contract presented for approval may be reviewed and examined in its entirety by any board member upon request).*

- i. Allied Barton Security Services – This is the fifth amendment to the original contract which provides security services at Workforce Connection's main office and One-Stop Career Center as well as driver support for the Mobile One-Stop deployment. This amendment represents the annual renewal of the contract and increases the maximum amount by \$170,000.00.
- ii. John Chamberlin – This is the second amendment to the original contract which provides WIOA technical assistance and strategic Board development. This amendment represents the annual renewal of the contract and increases the maximum amount by \$20,000.00.
- iii. Integrity Imaging Solutions – This is the second amendment to the original contract which provides document scanning services for Workforce Connections and all of its partners. This is a no cost extension request with a date modification for an additional year.
- iv. Joy Huntsman – This is the fourth amendment to the original contract which provides counseling services funded under the AARP Back to Work 50+ grant. This

amendment represents the annual renewal of the contract and increases the maximum amount by \$32,000.00.

- v. Taka Kajiyama – This is the sixth amendment to the original contract which provides ongoing support for the State’s automated Eligible Training Partner List (ETPL). This amendment represents the annual renewal of the contract and increases the maximum amount by \$50,000.00.
- vi. Parker, Nelson & Associates – This is the first amendment to the original contract which provides legal services to the Board on an as needed basis. This amendment represents the annual renewal of the contract and increases the maximum amount by \$100,000.00.
- vii. Piercy Bowler Taylor & Kern – This is the first amendment to the original contract which provides A-133 auditing services to the Board. This amendment represents the annual renewal of the contract and increases the maximum amount by \$80,000.00.
- viii. Macey Prince Consulting – This is the first amendment to the original contract which provides fiscal and procurement technical assistance to Board staff and partners. This amendment represents the annual renewal of the contract and increases the maximum amount by \$25,000.00.
- ix. Red 7 Communications – This is the second amendment to the original contract which provides outreach services for Workforce Connections and the One-Stop delivery system. This amendment represents the annual renewal of the contract and increases the maximum amount by \$30,000.00.
- x. Sin City Mad Men – This represents a new contract procured under the solicited bid process for website development services. This contract is for an amount not to exceed \$50,000.00.
- xi. Sin City Mad Men – This represents a new contract procured under the solicited bid process for outreach collateral material design services. This contract is for an amount not to exceed \$50,000.00.

A motion was made by Charles Perry and seconded by Lou DeSalvio to accept and approve reports as presented. Motion carried.

15. INFORMATION: Business Engagement and Communications Report

- a. In-Demand Jobs Report
- b. Pre-Screening & Referral Stats Report
- c. Workforce Connections’ Compact
- d. Metro Initiative

Kenadie Cobbin-Richardson, Director, Business Engagement & Communications summarized the Business Engagement and Communications reports provided on page 223-228. The Industry Hires

report (p. 223) shows 33 new hires for March and new employers including: Aliante Casino, Allied Flooring Services, Caesars Entertainment, I-HOP, PLI, and Shetakis Wholesalers. The Industry Hires report for the month of April (p. 225) shows 120 new hires and one new employer, Broward Factory Services. New Workforce Connections' Compact employers (p. 227) are Goodwill of Southern Nevada, Healthcare Partners Nevada, My Next Career Path Staffing, and Simon Protection Group.

A special Town Hall Meeting is scheduled on Thursday, June 2, 2016 at the Clark County Government Center to support Metro Police Department's recruitment of 360 new police and/or corrections officers. This event is in partnership with Clark County Commissioner Lawrence Weekly, Workforce Connections and Nevada Partners, Inc. The flyer is provided on page 228 of the agenda packet.

16. INFORMATION: Strategic Initiatives Report

- a. Status Update on WIOA Compliance Assurance Initiatives
- b. Status Update on Workforce Development System Continual Improvement Initiatives

Jaime Cruz, Chief Strategy Officer reported that the best practices presentation on STEM initiatives from the Southern Nevada Regional Housing Authority will be rescheduled for a later date due to time constraints today. He presented the Strategic Initiatives Report (p. 230) and Strategic Work Plan Goals Matrix (p. 231-239) and noted new strategy 3.4 to Implement a Two-Generation Strategy to break the poverty cycle in Southern Nevada.

17. DISCUSSION AND POSSIBLE ACTION: Accept and approve Executive Director's Report ~ Ardell Galbreth, Executive Director

- a. Workforce Development Area - General Update
- b. Rural Counties Employment and Training Services
- c. Staff Development and Service Providers/Workforce Development Partners Training
- d. Highlighted Workforce Development Initiatives

Mr. Galbreth presented the Executive Director's report (p. 241-242) and Statewide WIOA Funding Formula Modification Distribution update (p. 243-250). He noted recent staff-attended conferences in Las Vegas including the National Association of Job Training Assistance (NAJA) Annual Conference and National Council of La Raza Workforce Development Forum.

A motion was made by Charles Perry and seconded by Lou DeSalvio to accept and approve Executive Director's Report as presented. Motion carried.

18. SECOND PUBLIC COMMENT SESSION

Terry Conway, Goodwill of Southern Nevada thanked the Board for its support on behalf of Goodwill's president, Steve Chartrand.

Ellis Capehart, NPI thanked the Board for its continued support.

John Ponder, Hope for Prisoners thanked the Board for its support on behalf of Hope for Prisoner's board of directors, advisory committee, staff and the men and women who will be participating in this initiative.

Bonita Fahy, SNRHA thanked the Board for its continued support and allowing SNRHA to continue serving youth in Southern Nevada. Ms. Fahy inquired, in light of agenda items six and nine being approved, which clearly indicates both Goodwill and Southern Nevada Regional Housing Authority are One-Stop Affiliate Sites – East, where do we stand in that as far as their name and branding. Mr. Galbreth confirmed that staff will be in contact with both agencies.

Paula Lawrence, Dress for Success of Southern Nevada thanked the Board for appointing Dress for Success as a clothing service provider to serve women over the next year.

Paula McDonald, HELP of Southern Nevada thanked the Board for the opportunity to serve clients and allowing HELP to be a part of process of moving forward with a new model.

19. INFORMATION: Board Member Comments

Louis Loupias commented regarding other funding Foundation for an Independent Tomorrow as discussed at the recent Programs Committee meeting. Chair Murzl replied, as mentioned earlier by Executive Director Galbreth, a proposal will be coming before this board in June to fund FIT additionally.

Chair Murzl requested staff to follow-up and research the following issues brought up during today's meeting:

1. CQES brochures removed from the One-Stop Center
2. Streamlining of the enrollment and training process at the One-Stop Center
3. Administer background checks on the front end of the screening process for homecare aides

20. ADJOURNMENT

The meeting adjourned at 12:20 p.m.

Agenda item 5. DISCUSSION AND POSSIBLE ACTION

Review the Board's decision to award a contract to Goodwill of Southern Nevada as a One-Stop Affiliate Site – East to deliver WIOA employment and training services to Adults and Dislocated Workers in an amount not to exceed \$700,000 and WIOA Youth services in an amount not to exceed \$960,000. The total funding amount shall not exceed \$1,660,000. The contract period shall be a period of two years beginning July 1, 2016 through June 30, 2018 with annual funding based on Workforce Connections' grant allocation. Provide the Southern Nevada Local Elected Officials Consortium with detailed information highlighting respondents' service delivery initiatives with established partnerships and the following options for ratification:

1. Confirm Workforce Connections' Board award to Goodwill of Southern Nevada in the total amount of \$1,660,000 as indicated above with the following impact:
 - Youth, Adult and Dislocated Worker employment and training services shall be delivered in the underserved eastside area as scheduled; or
2. Confirm Workforce Connections' Board award to Goodwill of Southern Nevada with conditions as noted by the Southern Nevada Local Elected Officials Consortium with the following impact:
 - Based on conditions outlined by the Southern Nevada Local Elected Officials Consortium, program design adjustments may be needed to ensure underserved eastside residents receive timely, comprehensive employment and training services

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*
OSAS East				
Goodwill Industries	23.82%	37.56%	16.25%	77.63%
Southern Nevada Housing Authority	23.75%	38.33%	13.75%	75.83%
Community Assistance Programs	22.34%	36.22%	15.00%	73.56%
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.

OSAS EAST SCORECARD

	Goodwill Industries	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	8.13%	10.00%
7.3	Outreach, Eligibility and Assessment	7.50%	10.00%
7.4	ADW Individual Employment Plan	3.54%	5.00%
7.5	Youth ISS	3.75%	5.00%
7.6	Training and Development Activities	3.38%	5.00%
7.7	Performance Management	5.63%	7.50%
7.8	Follow-Up Strategies	1.88%	2.50%
9.1	Fiscal Narrative (2)	8.75%	10.00%
9.2	Budget	7.50%	10.00%
	TOTAL	77.63%	100.00%

Demonstrated Ability (6)	Program Narrative (7)	Fiscal Narrative and Budget (9)
23.82%	37.56%	16.25%

OSAS East SCORECARD - DETAILED					
Goodwill		Rater 1	Rater 2	AVG	Score
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 its 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	3	3	12.19%
Comment: Though it is clear that the agency has experience administering other training programs (includes names of the program, amount of funding, doesn't include location or state the scope of programs and services of each program), it is less clear what role the agency played in each. Furthermore, doesn't provide concrete examples of how the agency was performance-driven in delivery of services. Unclear how past programs were performance-driven, flexible, and innovative in service delivery.					
6.1B	Clear description of how services will be provided to diverse groups in target neighborhood/area with performance numbers with these or similar populations.	3	3	3	
Comment: Bidder meets criteria.					
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	
Comment: Does a good job of describing job development and job placement numbers achieved for different target populations. However, doesn't provide annual numbers for each target population. Does provide retention rate and briefly talks about relationship with employer partners. Excellent description of past collaboration and extensive list of stakeholders.					
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.	4	4	4	
Comments: Discusses who they collaborated with and the role that partners played. States how many people were served. Includes success story of a veteran who found a job and housing through collaboration of multiple stakeholders.					
6.2	Respondents must be prepared to address questions from a panel consisting of, but not limited to, representatives from the local workforce development board staff and apprenticeship programs.	11.63%			
7.1A	Clear description of 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	3	3	3.75%
Comment: Proposal clearly describes the progression from enrollment through exit to follow-up for program participants. Unclear progression of career pathways for the three industries outside of hospitality.					
7.1B	Evidence that program will ensure that those participants receive services	3	3	3	

	that appropriately address their barriers and result in positive outcomes.				
	Comment: All WIOA-eligible participants will receive intensive services but vague on how it will ensure that participant will receive services. Proposal describes the types of supportive services. Not clear how org will ensure that participants receive services.				
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	
	Proposal describes partner resources that will be leveraged.				
7.1D	Clear description of plan to access the services of other partners, including Registered Apprenticeship Programs and other providers of wrap around services.	3	3	3	
	Comment: MOUs attached detail partner roles and description of plan to access the services of other partners.				
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. Includes discussion how subject matter expertise will be provided to serve special populations and your organization's strategy to best serve those participants.	3	3	3	
	Comment: Doesn't describe the education/experience of existing staff members in the proposal.				
7.2B	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	4	3.5	8.13%
	Comments: Doesn't describe strategy. State staff turnover is not at an issue so they don't describe a strategy to reduce turnover. Excellent description of prior staffing issues and how those were resolved, along with the institutional changes that happened that will benefit staff on this project				
7.3A	Describes outreach and recruitment methods for adults, dislocated workers and youth participants as well as special populations including: adults and youth with disabilities, ex- offenders, veterans, and foster youth. Clearly specifies how many adults, dislocated workers, and youth participants are planned. For each special population listed below, specifies the percentage of the combined adult and dislocated worker enrollments that will be served: Adults with Disabilities; Re-Entry Adults; and Veterans. For each special population listed below, specify the percentage of youth enrollments that will be served: Youth with Disabilities; Re-Entry Youth; and Foster Care Youth. Provides percentage breakdowns of all populations listed above.	3	3	3	7.5%
	Comment: Bidder meets criteria.				
7.3B	Provides a description of intake process including eligibility determination and how WIOA required eligibility documents will be obtained and	3	3		

	discusses how assessments will be structured to identify academic, employability and occupational interests, aptitudes and skill levels, personal development, and supportive service needs.				
	Comments: Provides clear description of intake process as well as different assessments (e.g., CASAS measures numeracy and literacy, BESI identify barriers).				
7.4A	Description of strategy for developing the IEP for adults and dislocated workers. Describe how you 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	3.54%
	Comment: Bidder meets criteria.				
7.4B	Detailed strategies for training participants to ensure positive outcomes including how related supportive services (transportation, childcare, work cards, etc.) will be leveraged through other community resources or provided through this project. Has 13 different workshops available for participants. Description of how adult and dislocated worker 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	2	2.5	
	Comment: Also states that they will leverage WC funds and grants obtained by Goodwill. Will use extensive case management – through face to face meetings and work readiness workshops. Provide incentives to ensure participants return to workshops. Alluded to but not fully explained. How do “incentives” ensure that participants remain engaged?				
7.4C	Description of how 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. Description of tools or activities you will utilize (e.g., seminars, workshops, on-line career and industry-sector focused research) to expose program participants to long-term sustainable career goals.	3	3	3	3.75%
	Comment: Will deliver vocational and technical skills training. Will rely on Career Coaches to help identify career pathways.				
7.5A	Approach to identifying and addressing employment barriers, setting specific and unique goals, and supporting progression to work readiness/work for individual participants is described.	3	3	3	3.75%
	Comment: Describes the framework for developing the ISS. The ISS is developed in partnership with the youth.				
7.5B	Detailed strategies for training participants to ensure positive outcomes including how related supportive services (transportation, childcare, work cards, etc.) will be leveraged through other community resources or provided through this project.	3	3	3	
	Comment: While it does list strategies that will be used to support youth (e.g., leadership opps through eXtreme Success program) doesn't detail how supportive services will be leveraged through partnerships				
7.5C	Description of how 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. Description of tools or activities you will utilize (e.g., seminars, workshops, on-line career and industry-sector focused research) to expose program	3	3	3	

	participants to long-term sustainable career goals.				
	Comments: Describes the different activities available to promote STEM career pathways for youth but doesn't do this for non-youth.				
7.6A	Description of 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. Description of how proposed education/training programs will lead to jobs with livable wages.	3	2	2.5	3.38%
	Comment: No logical flow from work-based learning experiences to employment				
7.6B	Description of approach towards offering a wide range of work-based learning activities, such as apprenticeships, internships and work experiences to appropriate participants. Discuss how you will identify which participants are appropriate for these activities. Describe how you will ensure that at least 30% of expenditures will be for work-based learning activities, including work experience, on-the-job training and pre-apprenticeship activities. Description of plan to incorporate mentoring for program participants.	3	3	3	
	Comment: Bidder meets criteria.				
7.6C	Description of leadership development opportunities, including community service and peer- centered activities encouraging responsibility, and other positive social and civic behaviors for youth participants.	3	3	3	
	Comment: Bidder meets criteria.				
7.6D	Evidence of integration of STEM-focused content in program components.	2	2	2	5.63%
	Comment: Only does so for youth participants and vaguely describes an example but doesn't tie it back to the program components. STEM focus not evident throughout programmatic elements.				
7.6E	Description of appropriateness of activities for each program participant (e.g., what activities will further their career pathway) and what will be the developmental flow.	3	3	3	
	Comment: Bidder meets criteria.				
7.7A	Description of methods the project will employ to manage performance as a participant progresses through the program from enrollment, employment placement and retention. Description of 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	
	Comment: Describes the job developer's duties but is vague/doesn't provide examples of how job developer will engage industries that will hire special populations.				
7.7B	Description of internal quality assurance method to monitor performance including participant file review, data validation, customer service survey, required performance goals. Description of exit strategy to ensure participants will achieve required performance measures.	3	3	3	5.63%
	Comment: Bidder meets criteria.				
7.7C	Description 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	5.63%
	Comment: Bidder meets criteria.				

7.8A	Description of follow up strategies (to occur for at least 12 months) is provided.	3	3	3	1.88%
	Comment: Bidder meets criteria.				
7.8B	Emphasis on participants' progress along career pathways is evident in approach to follow-up services.	3	3	3	
	Comment: Bidder meets criteria.				
9.1A	Bidder describes organizational experience - and that of fiscal staff – in managing federal funds Bidder describes organizational familiarity with federal financial management standards and ability to comply with them.	4			8.75%
	Comment: Staff are very experienced with fiscal policies and controls (1-2 decades per staff), staff regularly update knowledge through WC-specific and other trainings				
9.1B	Bidder describes how the organization has resolved any monitoring and audit findings or any other issues raised in the audit reports, management letters, and any related corrective action plans for each of the last two years. Bidder describes how organization would manage funds to ensure that spending levels are met but not exceeded; and, to ensure that these services remain available throughout the program year.	3			
	Comment: Bidder describes financial controls and policies				
9.2A	Budget (Form 2, Budget Template) is complete and does not contain obvious significant errors.	3			7.5%
	Comment: Bidder meets criteria				
9.2B	Budget items are justified (explained in budget narrative). Total Proposed Budget: \$1,708,358 Total Planned Enrollment: 110 adults + 85 Youth=195 Cost Per: \$ 8760.81 Match/value of leverages dollars \$401,457	3			
	Comment: Job developer salary is less than \$40,000				
TOTAL		77.60%			

Workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

Panel Interview: One-Stop Affiliate Site – East

Organization: Goodwill Industries Southern Nevada

Presenters: Terrri Conway, Sherry Ramsey

Date/Time: April 13, 2011 1:15

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its experience with workforce development.	Partner with OSAS since '09, / one stop partner - career connections / Veterans programs / Hospitality youth w/ disabilities program / Adults w/ disabilities Business Services program - 700 business partners Already conducting employer events ON the job training program / Danny's partnership Training & professional development.	1 2 3 ④
2. "Connecting Employers to a Ready Workforce" is WCs mission. Please explain how your organization shares this mission and how?	Hold employers accountable through evaluations Working Olive Crest and would have them at OSAS. Has staff assigned to support organizations.	1 2 ③ 4
3. High-quality excellent customer service is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	Case Managers - Youth - Veterans - Distressed workers - re-entry	1 2 ③ 4
4. How does your OSAS plan on partnering with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	Trap & paras	1 2 ③ 4
5. How will your OSAS ensure subject matter expertise is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.		
6. Where will your OSAS be located in the overall geographic service area? How is positioned to best serve this area and do		

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<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>Strong Assessments</p>	<p>1 ② 3 4</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OIT, & pre-apprenticeship)?</p>	<p>History of managing grants team monitors progress of program weekly.</p>	<p>1 ② 3 4</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>- Monthly deliverables and strong managing. They have recently hired staff w/ expertise. - CRM software.</p>	<p>1 2 3 ④</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>- Community Presence - Experience - Partnerships</p>	<p>1 2 3 ④</p>
<p>Raw Score 27</p> <p>Total of 15% 10.13</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: Michael Flores / Michael Flores
(Signature/Print Name)

Date: 4/13/16

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1

Panel Interview: One-Stop Affiliate Site – East

Organization: Associated Industries Southern Nevada

Presenters: Doni Conway & Sherry Ramsey

Date/Time: April 13, 2016 - 1:15 pm

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its <u>experience with workforce development.</u>	1975 CEO 20 yrs. Youth to adulthood program 2009 transition to WIC Adults in partially made from own agency disabilities found on assets & growth is disability Voc Rehab	1, 2, 3, 4
2. * <u>"Connecting Employers to a Ready Workforce"</u> is WCS mission. Please explain how your organization shares this mission and how?	provide job opportunities training services team Deming partnership	1, 2, 3, 4
3. High-quality excellent <u>customer service</u> is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	Adult training, 6 core values (customer service) recruit, partners development, adult performance create as relative to core values	1, 2, 3, 4
4. How does your OSAS plan on <u>partnering</u> with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	already partners, BEST team funding opportunities and staff, plus grant - better funding when Deming, Veterans, VIA, partners community relations	1, 2, 3, 4
5. How will your OSAS ensure <u>subject matter expertise</u> is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	Doni Ramsey is specific expert; Veterans youth adult, disabilities market, agents in quarter - all categories covered Adult trainers are specific experts in their populations	1, 2, 3, 4
6. Where will your OSAS be located in the overall <u>geographic service area</u> ? How is positioned to best serve this area and do	Step - Conve rate rents Deming area takep Adults	1, 2, 3, 4

Workforce CONNECTIONS

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<p>outreach to youth, adults, & special populations?</p>		
<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>Core program resources, retained curriculum, then to any plan employee receive prep, interns studies, employee certification. Resources to work</p>	<p>1. <input checked="" type="radio"/> 2. <input type="radio"/> 3. <input type="radio"/> 4. <input type="radio"/></p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>educative team based, monitor budget monthly meeting, budget clearly monitor and adjust needs, open access to current expense monitoring</p>	<p>1. <input type="radio"/> 2. <input type="radio"/> 3. <input checked="" type="radio"/> 4. <input type="radio"/></p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p># interns receive, physical, workshop additional metrics from our students to CRM - data input, time from course employment, average cost/working time. Additional jobs - receive more info. meeting of etc - provide large monthly cost</p>	<p>1. <input type="radio"/> 2. <input type="radio"/> 3. <input checked="" type="radio"/> 4. <input type="radio"/></p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>Proven, the concept brought from experience through work for all your ability to provide us other options, possibilities</p>	<p>1. <input type="radio"/> 2. <input type="radio"/> 3. <input type="radio"/> 4. <input checked="" type="radio"/></p>
	<p>Raw Score Total of 15%</p>	<p>32 12.0%</p>

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

Panel Member: James Glasser / Janice Glasser **Date:** 4/13/16
 (Signature/Print Name)

Workforce CONNECTIONS
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Panel Interview: One-Stop Affiliate Site – East

Organization: Goodwill

Presenters: Ferri Conway & Sherry Ramsey

Date/Time: 4/13 1:15PM

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its experience with workforce development.	Since 175-196 CEO - CFO 108 - 109 W.D. Gamet - YWD 3yrs ago - pt of One Stop til last yr - AWB WWD now, Outside WVE 15yrs Assessment - assess, w/dsb w MSB chg Yrs, ass's	1 2 3 ④
2. "Connecting Employers to a Ready Workforce" is WCs mission. Please explain how your organization shares this mission and how?	Some at (SW) Bus services team - 12 km events with - DOT 5, Wk exper - YFA - 700 businesses in first 4-5 yrs, Ex: Donny's - held all their hiring events - hired 1000.	1 2 ③ 4
3. High-quality excellent customer service is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	staff - formal - 6 core values - cust serv/part ext - hires - New Direct - focus - core values on evals	1 2 ③ 4
4. How does your OSAS plan on partnering with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	New Dir started - BUS team partnering - other pros can place w/ bus as employer - plan 2 w/ Olive Crest (yesterday) - Urban League, Vets Career Navigator - monthly - long history w/ networking	1 2 3 ④
5. How will your OSAS ensure subject matter expertise is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	staffing - CMSvet expert y, One-Crest - y - 2 A J list workers re-entry, AWB - Relatively VR - team w/ expertise work w/	1 2 ③ 4
6. Where will your OSAS be located in the overall geographic service area? How is positioned to best serve this area and do	Top store - career connect 108 - make 1 stop activities - already known	1 2 ③ 4

Workforce CONNECTIONS

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<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>CM approach - set strategy in left - when staff training & we enter plan - on site workshop basics for OS - "soft" might finish high trade, OSN,</p>	<p>1 2 3 4</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>dedicated team - include grant cost - monthly report - OS - seasonal reports monthly - monthly in admin - report weekly - best practices - implementation & reports - staff weekly - report access to monthly measures - ex # several placed, training, employer that shops... strong mgmt of On beach OSU connection - CH ID measure for EIU, QEM system - make sure data goes in system - finally, when come y advisory employed & auto train - cost per-elf - OS - 4 parts Adv info - employees presence in comm; strength of OSN - 1 expert prog (w/2) over years, A, U, dis, & ability 2 partners</p>	<p>1 2 3 4</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>monthly measures - ex # several placed, training, employer that shops... strong mgmt of On beach OSU connection - CH ID measure for EIU, QEM system - make sure data goes in system - finally, when come y advisory employed & auto train - cost per-elf - OS - 4 parts Adv info - employees presence in comm; strength of OSN - 1 expert prog (w/2) over years, A, U, dis, & ability 2 partners</p>	<p>1 2 3 4</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>presence in comm; strength of OSN - 1 expert prog (w/2) over years, A, U, dis, & ability 2 partners</p>	<p>1 2 3 4</p>
<p>Raw Score</p> <p>Total of 15%</p>		<p>34</p> <p>12.75</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:  (Signature/Print Name)

Date: 4/13/16

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.

OSAS EAST SCORECARD

	Southern Nevada Housing Authority	Score	Total Possible Score
6.1	Demonstrated Ability	11.25%	15.00%
6.2	Panel Interview	12.50%	15.00%
7.1	Approach	4.53%	5.00%
7.2	Program Staffing and Case Management Strategy	7.50%	10.00%
7.3	Outreach, Eligibility and Assessment	7.50%	10.00%
7.4	ADW Individual Employment Plan	3.75%	5.00%
7.5	Youth ISS	3.96%	5.00%
7.6	Training and Development Activities	3.75%	5.00%
7.7	Performance Management	5.31%	7.50%
7.8	Follow-Up Strategies	2.03%	2.50%
9.1	Fiscal Narrative (2)	7.50%	10.00%
9.2	Budget	6.25%	10.00%
	TOTAL	75.83%	100.00%

Demonstrated Ability (6)	Program Narrative (7)	Fiscal Narrative and Budget (9)
23.75%	38.33%	13.75%

OSAS East SCORECARD - DETAILED					
SNHA		Rater 1	Rater 2	AVG	Score
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 its 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.	4	3	3.5	11.25%
	Comment: Clear description of experience with WIA programs and partnerships, as well as very clear description of how service delivery is flexible and asset-oriented. Bidder demonstrates experience administering WIA/WIOA and clearly states name of program, amount of funding, location, type, and scope of programs and services, and the role that the agency had operating the program. Provides examples on how they've been creative and innovative – involving youth to improve program operations.				
6.1B	Clear description of how services will be provided to diverse groups in target neighborhood/area with performance numbers with these or similar populations.	3	3	3	
	State that they have worked with a number of target populations, but only provide examples and numbers for two of them. For example, what work has been done (and with how many) people who are limited English speakers, ex-offenders, dislocated workers?				
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	
	Clearly answered the question. States that it has assisted 500 participants with job development and placement but not specific about how many participants have been placed at a job. Clearly discusses services that have been delivered. And also includes 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	2	2.5	
	It is unclear what SNRHA's role was in the Section 3 program. Do they make referrals, are they the granting agency? Vaguely describes positive outcomes. Are there any measurable outcomes? (e.g., number of participants whom were placed in jobs after receiving job training).				
6.2	Respondents must be prepared to address questions from a panel consisting of, but not limited to, representatives from the local workforce development board staff and apprenticeship programs.	12.5%			
7.1A	Clear description of how program design will provide comprehensive programmatic services for participants. Includes the progression from enrollment through exit to follow-up including all service options.	4	3	3.5	4.53%
	Clearly shows how program design will provide services to participants. And the progression from intake to follow up.				
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	

	Comments: Describes partnership with 32 community partners but vague about how it has addressed barriers in the past.				
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	
	Excellent overview of partnerships and how the program will ensure that participants receive services.				
7.1D	Clear description of plan to access the services of other partners, including Registered Apprenticeship Programs and other providers of wrap around services.	4	4	4	
	Clear description of plan to access new partners. Comments: Excellent description on how program will ensure that those participants receive services that appropriately address their barriers and result in positive outcomes.				
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. Includes discussion how subject matter expertise will be provided to serve special populations and your organization's strategy to best serve those participants.	3	2	2.5	7.5%
	Comments: No staff resumes included/attached. Good description of the subject matter expertise of their partners, but it is unclear what expertise the staff bring to the program.				
7.2B	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. Excellent plan for staff development and sufficient time for casework	3	4	3.5	
7.3A	Describes outreach and recruitment methods for adults, dislocated workers and youth participants as well as special populations including: adults and youth with disabilities, ex- offenders, veterans, and foster youth. Clearly specifies how many adults, dislocated workers, and youth participants are planned. For each special population listed below, specifies the percentage of the combined adult and dislocated worker enrollments that will be served: Adults with Disabilities; Re-Entry Adults; and Veterans. For each special population listed below, specify the percentage of youth enrollments that will be served: Youth with Disabilities; Re-Entry Youth; and Foster Care Youth. Provides percentage breakdowns of all populations listed above. Comments: Doesn't describe outreach and recruitment methods for foster youth.	3	3	3	7.5%
7.3B	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	

	Comments: Isn't clear about how the different assessments will be used to identify academic, employability and other skill levels.				
7.4A	Description of strategy for developing the IEP for adults and dislocated workers. Describe how you 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	3.75%
	Comments: Meets all criteria.				
7.4B	Detailed strategies for training participants to ensure positive outcomes including how related supportive services (transportation, childcare, work cards, etc.) will be leveraged through other community resources or provided through this project. Has 13 different workshops available for participants. Description of how adult and dislocated worker 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	
	Clear understanding of how community resources will be leveraged and how adults will progress through the program. It is unclear how they will ensure that participants remain engaged, outside of updating their IEP periodically.				
7.4C	Description of how 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. Description of tools or activities you will utilize (e.g., seminars, workshops, on-line career and industry-sector focused research) to expose program participants to long-term sustainable career goals.	3	3	3	3.96%
	Comments: Describes partnerships with educational institutions to build career pathways for participants.				
7.5A	Approach to identifying and addressing employment barriers, setting specific and unique goals, and supporting progression to work readiness/work for individual participants is described.	3	3	3	
	Comments: Meets all criteria.				3.96%
7.5B	Detailed strategies for training participants to ensure positive outcomes including how related supportive services (transportation, childcare, work cards, etc.) will be leveraged through other community resources or provided through this project.	4	3	3.5	
	Comments: Is specific about community partners it will leverage resources from and the types of resources/services that will be leveraged.				
7.5C	Description of how 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. Description of tools or activities you will utilize (e.g., seminars, workshops, on-line career and industry-sector focused research) to expose program participants to long-term sustainable career goals.	3	3	3	3.96%
	Much of the description is theoretical or lacks concreteness. For example, they refer to a "STEM tour" that they have arranged; what is entailed in the tour? What are the STEM classes about? "Exposure to financial literacy" does not necessarily mean anything STEM-related. Not detailed about the topics that workshops will cover and how they relate back to STEM career pathways.				
7.6A	Description of 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. Description of how proposed	3	3	3	3.75%

	education/training programs will lead to jobs with livable wages.				
	Comments: Meets all criteria.				
7.6B	Description of approach towards offering a wide range of work-based learning activities, such as apprenticeships, internships and work experiences to appropriate participants. Discuss how you will identify which participants are appropriate for these activities. Describe how you will ensure that at least 30% of expenditures will be for work-based learning activities, including work experience, on-the-job training and pre-apprenticeship activities. Description of plan to incorporate mentoring for program participants.	3	3	3	
	Comments: Doesn't describe how they will ensure that at least 30% of expenditures will be for work-based learning activities. Did not answer how they will ensure the 30% of expenditures but answered everything else.				
7.6C	Description of leadership development opportunities, including community service and peer- centered activities encouraging responsibility, and other positive social and civic behaviors for youth participants.	3	3	3	
	Comments: Meets all criteria.				
7.6D	Evidence of integration of STEM-focused content in program components.	3	3	3	
	Comments: Meets all criteria.				
7.6E	Description of appropriateness of activities for each program participant (e.g., what activities will further their career pathway) and what will be the developmental flow.	3	3	3	
	Comments: Meets all criteria.				
7.7A	Description of methods the project will employ to manage performance as a participant progresses through the program from enrollment, employment placement and retention. Description of 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	
	Comments: Unclear what the performance metrics are and how they are assessed, also unclear how the job developer with specifically engage with industries.				
7.7B	Description of internal quality assurance method to monitor performance including participant file review, data validation, customer service survey, required performance goals. Description of exit strategy to ensure participants will achieve required performance measures.	3	3	3	5.31%
	Comments: Vague description of participant file review.				
7.7C	Description 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	
	Comments: Meets all criteria.				
7.8A	Description of follow up strategies (to occur for at least 12 months) is provided.	4	3	3.5	
	Comments: Excellent job on describing follow up strategies.				2.03%
7.8B	Emphasis on participants' progress along career pathways is evident in approach to follow-up services.	3	3	3	
	Comments: Meets all criteria.				

	Bidder describes organizational experience - and that of fiscal staff – in managing federal funds Bidder describes organizational familiarity with federal financial management standards and ability to comply with them.	3		7.5%
	Comment: Comments: Bidder has strong financial experience and is held to high fiscal standards by other Federal partners. Bidder could have received a 4 if more detail on staffing was shared.			
9.1B	Bidder describes how the organization has resolved any monitoring and audit findings or any other issues raised in the audit reports, management letters, and any related corrective action plans for each of the last two years. Bidder describes how organization would manage funds to ensure that spending levels are met but not exceeded; and, to ensure that these services remain available throughout the program year.	3		7.5%
	Comments: Meets all criteria.			
9.2A	Budget (Form 2, Budget Template) is complete and does not contain obvious significant errors.	3		6.25%
	Comments: Meets all criteria.			
9.2B	Budget items are justified (explained in budget narrative). Total Proposed Budget: \$1,800,000.00 Total Planned Enrollment: 0 Adults, 160 Youth Cost Per: \$11,250 Match/value of leverages dollars \$ 0	2		6.25%
	Comments: <ul style="list-style-type: none"> • Number adults expected to serve is 0? Significant part of budget to exclude. • Competitive pay (\$50K+) for job developer senior career coach, questionable pay (\$36k annual/\$19.hr) for career coaches • No matching funds reported, but no building/rent costs 			
TOTAL		75.83%		

Panel Interview: One-Stop Affiliate Site – East

Organization: Southern NV Housing Authority

Presenters: Bonita Faby, Carol Hunter

Date/Time: 4/18/16 3:15

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its experience with workforce development.	<ul style="list-style-type: none"> - 70 yrs of training to residents - first one stop career center 	1 2 ③ 4
2. "Connecting Employers to a Ready Workforce" is WCs mission. Please explain how your organization shares this mission and how?	<ul style="list-style-type: none"> - Working with both employer and client 	1 2 ③ 4
3. High-quality excellent customer service is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	<ul style="list-style-type: none"> - Internal staffs understanding of programming - Surveys 	1 2 ③ 4
4. How does your OSAS plan on partnering with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	<ul style="list-style-type: none"> - Partner w/ DOE, DSTR, V A, Welfare & supportive services. Every sector 	1 2 3 ④
5. How will your OSAS ensure subject matter expertise is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	<ul style="list-style-type: none"> Partners will serve as experts in different areas. 	1 2 ③ 4
6. Where will your OSAS be located in the overall geographic service area? How is positioned to best serve this area and do	<ul style="list-style-type: none"> East Flamingo & Boulder Hwy 	1 2 3 ④

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<p>outreach to youth, adults, & special populations?</p>		
<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>Partnerships</p>	<p>1 2 ③ 4</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>Bi-weekly updates of staff on where they are at within budget.</p>	<p>1 2 ③ 4</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>- Real time data tracking - Satisfied customers</p>	<p>1 ② 3 4</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>- Youth Employment - Work around services - Staff - RESPONSIVENESS - outside the box thinking</p>	<p>1 2 ③ 4</p>
	<p>Raw Score Total of 15%</p>	<p>31 11/63</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: Michael Flores / Michael Flores Date: 4/13/16
(Signature/Print Name)

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Panel Interview: One-Stop Affiliate Site – East

Organization: Southern Nevada Regional Housing Authority

Presenters: Baita Foley & Carol Buxton

Date/Time: April 13, 2016 - 3:15 PM

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its <u>experience with workforce development.</u>	WFOD Mission 2014-2015 current mission/ship WFOD mission 2010 current center community building	1, 2, 3, 4
2. <u>"Connecting Employers to a Ready Workforce"</u> is WCs mission. Please explain how your organization shares this mission and how?	Employers + potential users of bridge address barriers, challenge, knowledge organization uses, OIT, WEX DETR, Marinos, Hospitals most partners are community	1, 2, 3, 4
3. High-quality excellent <u>customer service</u> is WCs top priority. How will you ensure every level of your OSAS ensures this top priority? <i>www.READY.org</i>	Atch answer from Feb-2016 to merge all cause to customer service elevated at all levels, being in on service, managers, feedback Righty connects workforce supply WFOE partners VOT jobs with day; own credit center in DETR VA (1011) looking over the	1, 2, 3, 4
4. How does your OSAS plan on <u>partnering</u> with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	Partner ship - VA, state govt, Buxton Direct connections - agencies can help them explore to the table with target WCs all agencies -	1, 2, 3, 4
5. How will your OSAS ensure <u>subject matter expertise</u> is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	Nurses about 7 year run 2010 Buxton - single priority East through behind Sam Buxton volunteers to think outside the box	1, 2, 3, 4
6. Where will your OSAS be located in the overall <u>geographic service area</u> ? How is positioned to best serve this area and do		1, 2, 3, 4

Workforce CONNECTIONS

PEOPLE. PARTNERSHIPS. POSSIBILITIES.

<p>outreach to youth, adults, & special populations?</p>		
<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>Eng. browser, mentor, self-mentoring in CCEB - Post-Voc High Sch, CSS, NSC, UNIV, referral, community co-employees in county, housing, existing entities</p>	<p>1 2 3 4</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>State business strategies, program expenses in grant, marketing consultant in all performance reports to the state (charts)</p>	<p>1 2 3 4</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>Eng. to track performance, mostly reports, the outcome of workers performance, turnover, customer/career loss, search for employment success, STEM, attainment of HS diploma.</p>	<p>1 2 3 4</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>Youth employment, keep them attached, keep mental service, create employees, supportive.</p>	<p>1 2 3 4</p>
	<p>Raw Score Total of 15%</p>	<p>35 12/13%</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: Jessica Adams / Janice Gesper Date: April 13, 2016
 (Signature/Print Name)

workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

Panel Interview: One-Stop Affiliate Site – East

Organization: Southern NV Regional Housing Authority

Presenters: Benita Fahy & Carol Hunter

Date/Time: 4/13/16 3:15PM

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its experience with workforce development.	WLD TOURIST WIFE SINCE 1/15 - FAMILY ONE PARTY SECT 3 - EMPLOY W/ EXP - HAVE POSITIVE ONE STOP CAREER CTR.	1 (2) 3 4
2. "Connecting Employers to a Ready Workforce" is WCs mission. Please explain how your organization shares this mission and how?	W/ EMPLOYER PARTICIPANTS - BRIDGE - EXP. HR - REMOTE BUSINESS TRAINING/WORKSHP - CHG - TRAIN Y - CLIMATE SKILLS CHILDREN / W/ EXPERT OUT. EX - DETRE - W/ EXPERT BETA, MARIOS MET, IT COMPANY; MOST FROM COMMUNITY NOT HOUS.	1 2 (3) 4
3. High-quality excellent customer service is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	COST SERV WHEN WALK THRU - FRONT DESK STAFF TRAINED BY L1 MGT - TOP PRIORITY - HANDS ON - MGT OPEN DAILY COLLEGE/ADULTED IMPROVED, - EVERY LEVEL AT HIGHEST LEVEL, MONTHLY STAFF MEET, SURVEYS	1 2 3 (4)
4. How does your OSAS plan on partnering with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	MANLY - DOD CONTRACTORS (WV) DETRE, VETS (BOV) Y ALL AS PER RFP - VET HOUSING, DETRE - W/ MGT PROVEN RFA EASTER SOAKS Olive Crest, NV Home Assoc, V Rthru EASTER SOAKS HR IN RFP	1 2 3 (4)
5. How will your OSAS ensure subject matter expertise is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	FOR VETERN (VETERANS), OLIVE CREST - Y FOSTER EASTER SOAKS - WLB, REENTRY - DRAL CORRECTION - ALLOWS THESE NOT FUNDED BRING THEIR EXPERIENCE TO TABLE - OLIVE CREST - Y EASTER SOAKS & RFA - COLLABORATION TO GET - DETRE - HOUSING - OVER 500 PARTNERSHIPS AS VULNERABLE COMMUNITY	1 2 (3) 4
6. Where will your OSAS be located in the overall geographic service area? How is positioned to best serve this area and do	ATTY SINCE 1/15 OBJECT THIS YR, HIGH PRIORITY, WHERE YR POS LINED - SITE LOCATION - WHY HAVE 12 BLDG. - EXPLAIN -	1 2 3 (4)

Workforce CONNECTIONS

PEOPLE. PARTNERSHIPS. POSSIBILITIES.

<p>outreach to youth, adults, & special populations?</p>		
<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>How list - all 32 areas of need - partner in OSAS adult ed - KCSN, NW State Coll, UNLV mentors part of CSN, CDE, Tuma, my etc. keep looking for employ. PETER's leads, contractors that need s.</p>	<p>1 2 3 4</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>50% - 70 - directly send budget - 10% Special rate - how budget - grants 5 w/ in NO V non-traditional capital fund grants Cmmr reports w/ details where are.</p>	<p>1 2 3 4</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>How to track - who need to be interviewed monthly reports 4 pay ment, to this track venture growth feed - then feedback - they don't want leave hang out - community in every step - regular track - starts - 100% more - # of new starts, STEM, HS diploma</p>	<p>1 2 3 4</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>1) Youth program 2) bring around services ex. with consultants, reg. hours, based on 3 & partners - set up by share of invested house (w/ more 3) state's engaged & own money</p>	<p>1 2 3 4</p>
<p>*Score:</p> <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.</p>	<p>Raw Score Total of 15%</p>	<p>34 12.75</p>

Panel Member:  (Signature/Print Name)

Date: 4/13/16

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.

OSAS EAST SCORECARD

OSAS EAST SCORECARD			
	Community Assistance Partners	Score	Total Possible Score
6.1	Demonstrated Ability	11.72%	15.00%
6.2	Panel Interview	10.62%	15.00%
7.1	Approach	3.28%	5.00%
7.2	Program Staffing and Case Management Strategy	6.88%	10.00%
7.3	Outreach, Eligibility and Assessment	8.13%	10.00%
7.4	ADW Individual Employment Plan	3.54%	5.00%
7.5	Youth ISS	3.54%	5.00%
7.6	Training and Development Activities	3.50%	5.00%
7.7	Performance Management	5.63%	7.50%
7.8	Follow-Up Strategies	1.72%	2.50%
9.1	Fiscal Narrative (2)	7.50%	10.00%
9.2	Budget	7.50%	10.00%
	TOTAL	73.56%	100.00%

Demonstrated Ability (6)	Program Narrative (7)	Fiscal Narrative and Budget (9)
22.34%	36.22%	15.00%

OSAS East SCORECARD - DETAILED					
RFP Section, Prompt, and Comment - CAP		Rater 1	Rater 2	AVG	Score
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 its 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	3	3	11.72%
Comments: Meets criteria					
6.1B	Clear description of how services will be provided to diverse groups in target neighborhood/area with performance numbers with these or similar populations.	3	3	3	
Comments: Meets criteria					
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	4	3.5	
Comments: Very thorough and detailed description of how relationships with employer partners are navigated and maintained.					
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	
Comments: Meets criteria					
6.2	Respondents must be prepared to address questions from a panel consisting of, but not limited to, representatives from the local workforce development board staff and apprenticeship programs.	10.62%			
7.1A	Clear description of 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	3	3	3.28%
Comments: Meets criteria					
7.1B	Evidence that program will ensure that those participants receive services that appropriately address their barriers and result in positive outcomes.	3	2	2.5	
Comments: Was not clear that the program is set up to ensure participants receive services – how are those barriers identified and how will they ensure that that participants receive the necessary services?					
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	2	2.5	
Comments: Have a plan in place to work with local partners, but unclear what services those partners will offer.					
7.1D	Clear description of plan to access the services of other partners, including Registered Apprenticeship Programs and other providers of wrap around services.	3	2	2.5	

	Comments: Have a plan in place to work with local partners, but unclear what services those partners will offer. Clear description of how program will ensure that those participants receive services that appropriately address their barriers and result in positive outcomes.				
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. Includes discussion how subject matter expertise will be provided to serve special populations and your organization's strategy to best serve those participants.	3	3	3	6.88%
	Comments: Though they don't have existing staff in the area, they do include job descriptions for the positions they plan to hire.				
7.2B	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	
	Comments: No discussion of professional development for staff.				
7.3A	Describes outreach and recruitment methods for adults, dislocated workers and youth participants as well as special populations including: adults and youth with disabilities, ex- offenders, veterans, and foster youth. Clearly specifies how many adults, dislocated workers, and youth participants are planned. For each special population listed below, specifies the percentage of the combined adult and dislocated worker enrollments that will be served: Adults with Disabilities; Re-Entry Adults; and Veterans. For each special population listed below, specify the percentage of youth enrollments that will be served: Youth with Disabilities; Re-Entry Youth; and Foster Care Youth. Provides percentage breakdowns of all populations listed above.	3	3	.	8.13%
	Comments: Meets criteria				
7.3B	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	4	3.5	
	Comments: Very thorough and clear linear progression of steps.				
7.4A	Description of strategy for developing the IEP for adults and dislocated workers. Describe how you 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	3.54%
	Comments: Meets criteria				
7.4B	Detailed strategies for training participants to ensure positive outcomes including how related supportive services (transportation, childcare, work cards, etc.,) will be leveraged through other community resources or provided through this project. Has 13 different workshops available for participants.	3	3	3	

	Description of how adult and dislocated worker 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.				
	Comments: Meets criteria				
7.4C	Description of how 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. Description of tools or activities you will utilize (e.g., seminars, workshops, on-line career and industry-sector focused research) to expose program participants to long-term sustainable career goals.	2	3	2.5	
	Comments: Vague about how the program will help participants build sustainable STEM-driven career pathways.				
7.5A	Approach to identifying and addressing employment barriers, setting specific and unique goals, and supporting progression to work readiness/work for individual participants is described.	3	3	3	
	Comments: Meets criteria				
7.5B	Detailed strategies for training participants to ensure positive outcomes including how related supportive services (transportation, childcare, work cards, etc.) will be leveraged through other community resources or provided through this project.	3	3	3	
	Comments: Meets criteria				
7.5C	Description of how 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. Description of tools or activities you will utilize (e.g., seminars, workshops, on-line career and industry-sector focused research) to expose program participants to long-term sustainable career goals.	2	3	2.5	3.54%
	Comments: Does not address how program will support and expose youth to STEM-driven career pathways. Score was boosted from a 1 to a 2, because it does talk about STEM activities and tools in section 7.6.				
7.6A	Description of 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. Description of how proposed education/training programs will lead to jobs with livable wages.	3	3	3	
	Comments: Meets criteria				
7.6B	Description of approach towards offering a wide range of work-based learning activities, such as apprenticeships, internships and work experiences to appropriate participants. Discuss how you will identify which participants are appropriate for these activities. Describe how you will ensure that at least 30% of expenditures will be for work-based learning activities, including work experience, on-the-job training and pre-apprenticeship activities. Description of plan to incorporate mentoring for program participants.	3	3	3	3.5%
	Comments: States that at least 30% of budget will be procured for work-based learning activities, but doesn't explain how they will make this happen.				
7.6C	Description of leadership development opportunities, including community service and peer-centered activities encouraging responsibility, and other	1	3	2	

	positive social and civic behaviors for youth participants.				
	Comments: Doesn't describe leadership development opportunities for participants.				
7.6D	Evidence of integration of STEM-focused content in program components.	3	3	3	
	Comments: Discusses how they will integrate STEM workshops in program and assess participants' STEM capacity during intake/enrollment.				
7.6E	Description of appropriateness of activities for each program participant (e.g., what activities will further their career pathway) and what will be the developmental flow.	3	3	3	
	Comments: Meets criteria				
7.7A	Description of methods the project will employ to manage performance as a participant progresses through the program from enrollment, employment placement and retention. Description of 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	
	Comments: Does a good job at describing how it will manage participants' performance as they progress through the program.				
7.7B	Description of internal quality assurance method to monitor performance including participant file review, data validation, customer service survey, required performance goals. Description of exit strategy to ensure participants will achieve required performance measures.	3	3	3	5.63%
	Comments: Meets criteria				
7.7C	Description 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	
	Comments: Meets criteria				
7.8A	Description of follow up strategies (to occur for at least 12 months) is provided.	3	3	3	
	Comments: Meets criteria				
7.8B	Emphasis on participants' progress along career pathways is evident in approach to follow-up services.	2	3	2.5	1.72%
	Comments: It is not clear how follow up strategies will track participants' progress along career pathways				
9.1A	Bidder describes organizational experience - and that of fiscal staff – in managing federal funds Bidder describes organizational familiarity with federal financial management standards and ability to comply with them.		3		
	Comments: SNAP provider, HUD block grants. Did not mention any specific accounting principles, but did mention experience administering federal funds. Financial staff are (relatively) less experienced (avg 10 years).				
9.1B	Bidder describes how the organization has resolved any monitoring and audit findings or any other issues raised in the audit reports, management letters, and any related corrective action plans for each of the last two years. Bidder describes how organization would manage funds to ensure that spending levels are met but not exceeded; and, to ensure that these services remain available throughout the program year.		3		7.5%
	Comments: Generally there were quite a few typos/ grammar issues in this section, but bidder provides evidence that they are experienced and competent to handle public funds and pass				

	audits.		
9.2A	Budget (Form 2, Budget Template) is complete and does not contain obvious significant errors.	3	7.5%
	Comments: Meets criteria		
9.2B	Budget items are justified (explained in budget narrative). Total Proposed Budget: \$ 1,800,000.00 Total Planned Enrollment: 550 Cost Per: \$3272 Match/value of leverages dollars \$344,250	3	
	Comment: Lowest cost per participant, Salaries for staff are mid-range for this RFP group		
TOTAL		73.55%	

Workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

Panel Interview: One-Stop Affiliate Site – East

Organization: Community Assistance Programs

Presenters: Sheryl Holman, Latonya Anderson

Date/Time: 4/13/16 2:15

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its experience with workforce development.	- 1999 - work exclusively in low income communities - 82% job placement	1 2 ③ 4
2. "Connecting Employers to a Ready Workforce" is WCs mission. Please explain how your organization shares this mission and how?	Train based off of workforce needs	1 2 3 ④
3. High-quality excellent customer service is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	Program evaluations by clients Customer service training programs	1 2 ③ 4
4. How does your OSAS plan on partnering with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	Referrals used for client support Monthly meetings with partners	1 2 ③ 4
5. How will your OSAS ensure subject matter expertise is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	SSA contract Foster youth experience in Chicago Veterans Connections will be assigned to every area.	1 ② 3 4
6. Where will your OSAS be located in the overall geographic service area? How is positioned to best serve this area and do	- Valley View & 95	1 ② 3 4

workforce CONNECTIONS

PEOPLE. PARTNERSHIPS. POSSIBILITIES.

<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>Counselors will meet employers to identify needs</p>	<p>1 2 3 ④</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>WORK based experience critical to education</p>	<p>1 ② 3 4</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>Strongly diverse and database tracking work,</p>	<p>1 2 ③ 4</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>Employer Driven Recruitment Programs Whole Process</p>	<p>1 2 ③ 4</p>
<p>Raw Score 29</p> <p>Total of 15% 10,88</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: Michael Flores
(Signature/Print Name)

Date: 4/13/16

Workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

(2)

Panel Interview: One-Stop Affiliate Site – East

Organization: Community Reintegration Programs

Presenters: Sherry Johnson & Johnny Anderson

Date/Time: April 13 2016 - 2:15 pm

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its <u>experience with workforce development.</u>	Non profit encouraged, economic challenges 2000 per year services, state funded, 890 Medicaid 500 per year	1 2 3 4
2. <u>"Connecting Employers to a Ready Workforce"</u> is WCs mission. Please explain how your organization shares this mission and how?	clients + employer; Mayhew based on the available numbers; 3700 employees; then have on client central and employer funds good positions in LV, recruiting employees every June 1st	1 2 3 4
3. High-quality excellent <u>customer service</u> is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	interview interview; online assessments; direct response to customers; meeting to add clients; quarterly job performance; training; customer; custom team; training; know the theories	1 2 3 4
4. How does your OSAS plan on <u>partnering</u> with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	Network employment places; positions w/in plant; to address the employer's needs; costumer care performance; make customer referrals; provide	1 2 3 4
5. How will your OSAS ensure <u>subject matter expertise</u> is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	SSA contract for autism or similar (10 yrs) foster youth; veterans; disabilities; bonding for different populations; or use the cell population - starting - cost or have employment assistance to identify needs (work related class services, SPD)	1 2 3 4
6. Where will your OSAS be located in the overall <u>geographic service area</u> ? How is positioned to best serve this area and do	820 Valley View - parking + office + classes; approx 80 hr training modules; Mean number	1 2 3 4

workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

<p>outreach to youth, adults, & special populations?</p>		
<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>YOL's member outreach to adult core goals Employee placement program Outreach - based on their goals replaces 80% in needs for youth - YOL's member replaces</p>	<p>1 2 3 4 ④</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>WOL's member training - more adults for replaces must be available curriculum for this towards placements plans are comprehensive Employee based on needs of 90% to clients</p>	<p>1 2 3 4 ② ③ ④</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>own internal database for tracking of em client - which employees? Employee Core monitoring, keep it current, any Policy for various device to focus on individual needs of client break down</p>	<p>1 2 3 4 ③ ④</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>Employee focus, and available Relevant programs - get them out replaces members - cohort to clients get clients</p>	<p>1 2 3 4 ③ ④</p>
<p>Raw Score</p>		<p>29</p>
<p>Total of 15%</p>		<p>10.83%</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: James Henry Janice Glasgow **Date:** 4/13/16
(Signature/Print Name)

Workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

Panel Interview: One-Stop Affiliate Site – East

Organization: Community Assistance Programs

Presenters: Sheryl Holman & Latonya Anderson

Date/Time: 4/13 2:15PM

Questions	Comments	*Score
1. Please provide a brief summary of your organization's history & its experience with workforce development.	non profit since 1991 and dis. veteran dis. rehab, job, skills, foster bus, prison, 4-25m. foster - cohorts, DRB sub employ - 2m. 1999-2004 - 82% placement. began '99	1 2 3 4
2. "Connecting Employers to a Ready Workforce" is WCs mission. Please explain how your organization shares this mission and how?	Recruit - driven by employ demand - train on avail posit - more than 2000 employees - 65% match of emp - staff in VA - 200 now - Urban chamber - key attach 2 schools work on - 12015 start	1 2 3 4
3. High-quality excellent customer service is WCs top priority. How will you ensure every level of your OSAS ensures this top priority?	int. process - re-structure, assess cust. serv, mat. feedback, re-gain trust. place mgmt skills, student - part-time, assist. emp.	1 2 3 4
4. How does your OSAS plan on partnering with a WIOA Core Partner(s) & System Partners serving special populations? Discuss your collaboration plans.	Key - Chicago network for gov. contract - planning here - emp. plan by client states & partner - address deficits, provide data by providers, address all - part-time	1 2 3 4
5. How will your OSAS ensure subject matter expertise is provided for special populations (e.g., Veterans, individuals with disabilities, re-entry, foster youth, etc.)? a. Discuss your staffing plan.	Expert - SSF contract re-dis - contract - 1015 - foster some several yrs - vet's very long-term. Ellis criteria - sublimp. - SSF - Chicago - going over all factors - just focusing on jobs not just bought - just employ capability - cost - kind of energy. E have 82% w/c barriers	1 2 3 4
6. Where will your OSAS be located in the overall geographic service area? How is positioned to best serve this area and do	820 Valley View public housing - space needed 80 hrs per tra. modules - 40-8hr - 100 modules expansion, parking, bus stop - by mall	1 2 3 4

Workforce CONNECTIONS

PEOPLE. PARTNERSHIPS. POSSIBILITIES.

<p>7. How will your OSAS specifically address the education, training & employment needs for adults & dislocated workers? a. For Youth?</p>	<p>EA On Stop - AR instructor - goal of connecting school/train! Employ placement - spec - Dislocat - stop - Employ placement should be - work - lowest - various - type - differ - more CM, they would get at least extra 4 diff</p>	<p>1 2 3 4</p>
<p>8. How will your OSAS ensure the following fiscal requirements: a. 40% total expenses for Adult training? b. 30% total expenses for Youth work-based learning (e.g., WEX, OJT, & pre-apprenticeship)?</p>	<p>Work-based has - some more of - more more - No - no ob - here - done their job - 50% funds to OJT's - keep on job - local on - front end, keep engaged - orient - OJT's - not know what way - do - has plans not to nature of ad - evaluate - their plan</p>	<p>1 2 3 4</p>
<p>9. How will your program implement quality controls and methods to manage performance? a. Which additional benchmarks will be used to determine your OSAS success besides the WIOA performance measures?</p>	<p>Own database - track every hr of every OJT activity - goals for - elaborate formula - lets exper what needed achieve - CM, support employ encourage - interaction</p>	<p>1 2 3 4</p>
<p>10. Tell us the top 3 attributes of your OSAS which will set it apart, and how this will lend to your unique success?</p>	<p>1) employer driven - demand 2) recruitment process - let know here? 3) holistic process - cohorts - emp to job - jobs - partner - offer - soc services - support, in - agreements - who need</p>	<p>1 2 3 4</p>
<p>Raw Score</p>	<p>27</p>	<p>10.13</p>
<p>Total of 15%</p>	<p>27</p>	<p>10.13</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:  **Date:** 4/13/16
 (Signature/Print Name)

Agenda item 6. INFORMATION

Board Member Comments

Agenda item 7. SECOND PUBLIC COMMENT

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