

ADAMS COUNTY
ONE-STOP
CAREER CENTER
SYSTEM

ADAMS COUNTY ONE STOP CAREER CENTER SYSTEM
7190 COLORADO BOULEVARD, 5TH FLOOR
COMMERCE CITY, COLORADO 80022
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WWW.CO.ADAMS.CO.US/SERVICES/DEPARTMENT/CAREER/

annual report
program year 2002

A message from the Adams County Workforce Investment Board Chair

Having served as chair of the Adams County Workforce Investment Board for the last two years, I have witnessed a metamorphosis. In 2001, the Workforce Investment Board forged a strong relationship with the Adams County One-Stop Career Center, recruited several important private sector employers to serve on the board, and attained a clear understanding of the performance standards mandated under the Workforce Investment Act of 1998. Through these critical benchmarks, the Workforce Investment Board's role has expanded and now maintains a broader oversight in all of the programs administered by the Adams County One-Stop Career Center.

In 2001, primarily post-September 11, the Adams County One-Stop Career Center, in cooperation with the Workforce Investment Board, has made significant changes to its strategic mission by committing to provide employment and training services to workers who lost their jobs as a result of those tragic events. It is the mission of the Workforce Investment Board and the Adams County One-Stop Career Center to provide job seekers with the ability to seek training, consequently matching them with employers who will give them the opportunity to improve their quality of life.

I must recognize and commend the Adams County One-Stop Career Center management team for instilling in their staff the resolve, dedication, and sincere willingness to provide these important services to the residents of Adams County. In addition, I congratulate the entire one-stop system for its outstanding performance during Program Year 2001.

It gives me a great sense of purpose and pride that the Adams County Workforce Investment Board and the One-Stop Career Center will achieve great success in 2002 by providing its residents with the skills, training, meaningful employment, and confidence to face the future.

Yvonne Piaz
Chair, Adams County Workforce Investment Board

OUR STAFF

Carol Aguiniga - Case Manager
Soryya Amin - Career Center Specialist Intern (Work Experience)
Adriann Archuleta - Career Center Specialist Intern
Rachel Banks - Career Center Specialist I
Don Boughton - State Labor and Employment Specialist
Scoti Burke - State Labor and Employment Specialist
Sherry Caffero - State Labor and Employment Specialist
Jennifer Carlson - Case Manager
Yvonne Castaneda - Career Center Specialist I
Jeanette Congrove - Case Manager
Deborah Cottle - Career Center Specialist Intern (Temporary)
Greg Davis - State Labor and Employment Specialist, Local Veteran Employment Representative
Charles Ellis - Career Center Specialist Intern
Donna Ferguson - Case Manager (Project Designated)
Anita Garcia - Career Center Specialist III
Heather Gear - Career Center Specialist Intern (Work Experience)
Teresa Gifford - Quality Control Coordinator
Robin Gordon - Senior Administrative Clerk
Clem Grove - State Labor and Employment Specialist, Disabled Veteran Outreach Program
Gilda Higgins - Case Manager (Project Designated)
Tina Huerta - Career Center Specialist II
Terence Hughes - Information Systems Coordinator
Arthur Humphrey - Case Manager
Juanita Jackson - Case Manager
Larisa Jensen - Career Center Specialist II
Lorraine Johnson - Career Center Specialist II
Cristine Kerr - Career Center Specialist I
Jamie Koehler - Career Center Specialist II
Gyula Lemke - Career Center Specialist I (Work Experience)
Rebecca Lloyd - Career Center Specialist I (Temporary)
Lupe Martinez - Child Care Provider
Rita McGirr - Case Manager (Project Designated)
Lucinda Morales - Career Center Specialist II
Misako Nomura - Administrative Clerk II (Work Experience)
Kathryn Olsen - Administrative Clerk II
Donna Orozco - State Labor and Employment Specialist II
Patricia Parsons - Case Manager
Lou Perez - State Labor and Employment Specialist, Disabled Veteran Outreach Program
Judi Peterson, Judi - Career Center Specialist II
Maureen Rink - One-Stop Instruction Coordinator
Helen Rodriguez - Administrative Assistant
Olga Ruiz - Career Center Specialist III
Jim Schatz - Case Manager
Rose Silva - Career Center Specialist I
Danny Sisneros - Career Center Specialist II
Sean Sweeney - Career Center Specialist I (Project Designated)
Julie Tixier - Career Center Specialist (Project Designated)
Tamara Trujillo - Senior Administrative Clerk (Project Designated)
Annette Vigil - Case Manager
Rebecca Walden - Case Manager (Project Designated)
Deborah Weber - Career Center Specialist II
Linda West - Senior Administrative Clerk II

Adams County One-Stop Career Center

OUR MANAGEMENT TEAM



Left to right: Laura Barribo, Gwen Biddix, Jess Stacks, Judith Richendifer, and JoAnn Crawford.

Judith Richendifer, One-Stop Administrator

Laura Barribo, Supervisor

Aurora One-Stop Career Center
Brighton One-Stop Career Center
FRCC One-Stop Career Center
Thornton One-Stop Career Center
Employer Relations
Job Order Alliance

Gwen Biddix, Supervisor

Temporary Assistance for Needy Families
Welfare to Work
WIA - Dislocated Workers

JoAnn Crawford, Supervisor

Employment First
Wagner-Peyser
WIA-Adult and Youth

Jess Stacks, Supervisor

Fiscal
MIS
Personnel

Greetings from Adams County

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Barbara Desmarreau
Director, Adams County Human Development



Judi Richendifer
Adams County One-Stop Administrator



Major Accomplishments in Program Year 2001

Since August 1998, when the Workforce Investment Act was signed into law, the Adams County One-Stop Career Center has been readying itself for the initiation of a new and unique national workforce preparation and employment system. On July 1, 2000 the Adams County One-Stop Career Center successfully implemented the Workforce Investment Act (WIA) and its multiple legislative facets.

The Workforce Investment Act represents a major effort to streamline employment and training services through integration of multiple programs provided by the one-stop system, with an emphasis on empowering individuals with information and resources to manage their own careers. Individuals unsuccessful with job placement or job enhancement may be eligible to receive additional levels of service, including "intensive" and "training" services under WIA.

Under the Workforce Investment Act there are three program funding streams: adults, dislocated workers, and youth. Individuals who meet the criteria set for any of the three programs, who have gone through the appropriate application process, and who are approved for training funds are eligible to receive core, intensive, and training services if appropriate. WIA authorizes core and intensive services for unemployed individuals who are not able to find jobs through core services alone.

Core services include job search and placement assistance, labor market information, initial assessment of skills and needs, information about available services, and follow-up to help clients keep their jobs once they are placed. In some cases, intensive services are available to employed workers who need more help to find or keep a job.

Intensive services include more comprehensive assessments, development of individual employment plans, group and individual counseling, case management, and short-term pre-vocational sessions. In the case where qualified clients receive intensive services and are still not able to find jobs, they may receive training services which are directly linked to job opportunities in their local area, including occupational skills training and adult education and literacy activities.

During the initial year of implementation of the Workforce Investment Act, the Adams County One-Stop Career Center provided core, intensive, and training services to 385 clients. Upon completion of Program Year 2001, Adams County celebrated early success with the Workforce Investment Act by meeting and exceeding 16 out of 17 performance standards. These accomplishments are especially exceptional considering the Adams County One-Stop Career Center did not receive the final regulations governing the Workforce Investment Act until several months following the initial kick-off of the program.

Workforce Investment Act Participants Program Year 2001

ADULT	DISLOCATED WORKER	YOUTH
108	230	47

As if the implementation of the Workforce Investment Act was not enough, the Adams County One-Stop Career Center attained exceptional recognition for the success of TANF, Temporary Assistance for Needy Families, and Employment First. The TANF program, which successfully achieved program performance standards, was awarded additional funding, resulting in the purchase of employability and work maturity software that is now available to all one-stop clients. Employment First earned the coveted Star Award, which the program received for having the highest employment percentage in the state. In addition, Employment First enjoyed the benefit of \$43,376 of additional funding, acquired as a result of the exceptional number of program placements made.

Youth Board

CHAIR

Co-Chair - Pat Farrington, Vocational Rehabilitation

Co-Chair - Trudy Utt, Echostar Communications Corporation

LOCAL MEMBER

Emmanuel "Tex" Garcia, Vocational Rehabilitation

YOUTH SERVICE AGENCIES AND FORMER CUSTOMERS

Carol Aguiniga, Adams County One-Stop Career Center

Evelyn Alton, Front Range Community College - Brighton

Art Bogardus, Brighton School District #27J

JoAnn Crawford, Adams County One-Stop Career Center

Darlene Dybert, Adams County Youth Corrections

Kristi Esbenshade, Goodwill Youth Program

Roberta Espinosa, Adams County Probation

Gregory Gonzales, Goodwill Youth Program

Virginia Guzman, School District #27J

Anthony Hermosillo, Community College of Denver - North

Nina Holland, Colorado Department of Labor

Arthur Humphrey, One-Stop Career Center Commerce City School To Career Program

Ernest Lopez, School District #27J

Vince Lopez, Division of Youth Corrections

Pat Parsons, Adams County One-Stop Career Center

Judith Richendifer, Adams County One-Stop Career Center

Rhonda Romero, District Attorney Diversion Program

Leslie Sakato, Adams County Department of Social Services Child Protection

Jessica Sandoval, Front Range Community College

Shelly Spalding, School To Work Alliance Program/Metal Health Initiative

Zenia Tata, Adams County Juvenile Assess Center

Peter Urdiales, School District #14

Paulette Van Deusen, School To Work Alliance Program School District #50

Bill Von Schultz, School To Work Alliance Program School District #14, 12, 27J

PUBLIC HOUSING AUTHORITY

Jeremy Pakiser, Adams County Housing Authority

JOB CORPS

Julieanna Sanchez

Workforce Investment Board

CHAIR

Yvonne Piaz, United Power

BOARD VICE-CHAIR

Art Waskey, General Air Service & Supply, Inc.

PRIVATE SECTOR REPRESENTATIVES

Beverly Ann Bishop, Metro Wastewater Reclamation District

Patrick Daniel, Leed Fabrication Service, Inc.

Kathleen Dodaro, University of Colorado Hospital

Jim Hall, First Bank

Terry Kish, Colorado Contractors Association, Inc.

Bryan Merritt, Matrix Management

Judi Podgurski, Manpower International, Inc.

Mary Beth Sharp, Aurora Chamber of Commerce

Patricia Tinney, Spherion

Trudy Utt, Echostar Communications Corporation

NON-PROFIT SECTOR REPRESENTATIVES

Debbie Woodward, Adams County Economic Development

Patrick Ferrington, Vocational Rehabilitation

John Osborn, RCI/Job Corps

Charles Shannon, Mile High United Way

Joyce Reynolds, Seniors! Inc.

Fred Wolf, Adams County Department of Social Services

Don May, Adams County Housing Authority

Henry Solano, United Association of Plumbers & Pipefitters Local # 208

Richard DuVal, Colorado Department of Labor & Employment

Michael Zekonis, Front Range Community College

Goals for Program Year 2002

With the new program year comes many changes to the world around us. In an effort to adapt, the Adams County One-Stop Career Center's Workforce Investment Board, management team, and staff are working in concert to expand services and physical space, and focus on a new approach, striving to assist both job seekers and employers. Ultimately, all this will be accomplished, positively effecting the community and the local economy as a whole, through the strategic mission.

Adams County One-Stop Career Center Mission Statement

Through partnership, the Adams County One-Stop Career Center serves the diverse needs of employers, job seekers, and all customers with access to high-quality comprehensive workforce development, employment, and training services.

Among the goals for Program Year 2002, are several projects including the remodeling and expansion of the Thornton office, the development of Unemployment Insurance Orientation sessions, and enhanced training services for clients needing English-as-a-second-language education.

During Program Year 2001, the one-stop career center in Thornton assisted 55 percent of new client registrations within Adams County. Considering the division has a total of five offices and the Thornton office is not the largest of them, this is an extraordinary amount of client traffic within one office. It became apparent that in order to offer the best resources and services possible to clients, an expansion of the Thornton office was imperative. It is with great anticipation that the Adams County One-Stop Career Center celebrates the opening of the newly-remodeled Thornton office in 2002. Not only will the Thornton office nearly double in size, clients will benefit from larger computer, staff, and reception areas and a new testing room.

The expansion also facilitates the relocation of the Job Order Alliance (JOA) to the Thornton office. JOA is a team of employees, managed by one-stop, responsible for entering job orders into the statewide computer system which includes Adams, Arapahoe, Douglas, Jefferson, Gilpin, and Clear Creek counties.

In response to a heavy volume of individuals making unemployment insurance claims, the Adams County One-Stop Career Center applied for and received an Unemployment Insurance Re-Employment Services grant, meant to facilitate the re-employment of unemployed workers quickly through the use of career counseling and short-term training options. In October 2001, one-stop began Unemployment Insurance Orientations, developed to provide an overview of the Adams County One-Stop Career Center services, re-employment services offered through the grant, and the completion of the unemployment insurance registration process. Currently offered five times weekly, assisting approximately 250 clients per week, it is estimated that over 3,000 clients will have been assisted through this orientation process by the end of the grant period.

In the early part of Program Year 2002, the Adams County One-Stop Workforce Investment Board determined that one-stop must target its efforts to meet the needs of workers with limited English language skills, who comprise 28-30 percent of all Adams County workers. This is 18 percent higher than that of the last census figures. Currently, there are no services available to this group of workers within the one-stop that would prepare them for English-language work environments.

In times when the employee pool was low, some employers developed on-the-job training opportunities that included work-site English courses. In collaboration with these employers, the Adams County One-Stop Career Center will use the models designed by these companies to meet quick placement needs and language skills development. One-stop and the workforce investment board are working closely with partners, Front Range Community College, employers, and other metro workforce regions to design an English-language training program to support workers in need of immediate employment who do not have the required English skills.

Other Services

Although the Workforce Investment Act helps many people, the Adams County One-Stop Career Center also offers beneficial services with several other programs. Listed below are highlights of these programs and the many clients they serve.

ADULT SERVICES

EMPLOYMENT FIRST

Employment First is a mandatory job search program for individuals receiving food assistance. In Colorado, Employment First program goals are to 1) get people to work, and 2) reduce individuals' dependence on public assistance. Progress toward these goals is measured by the number of job placements, number of individuals successfully completing an education component, and the number of sanctions imposed for failure to comply.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

Temporary Assistance for Needy Families (TANF) is a Federal public welfare program. In Colorado, TANF is also called Colorado Works and provides temporary cash assistance and other assistance options to families with children under age 18 who meet the requirements of the program. TANF is not an entitlement program and is subject to availability of funds. Participants are subject to a 24-month time limit to be engaged in a work activity as well as a 60-month lifetime limit, and are required to enter into an Individual Responsibility Contract with Adams County that specifies the terms and conditions under which they may receive assistance.

VETERANS SERVICES

The Colorado Department of Labor and Employment recognizes veterans and their dedication on behalf of our country. All Colorado workforce centers provide a variety of veterans services to vocationally assist those men and women who have served in the armed forces. These services include job referral priority, veteran benefits information, job development services, and referrals for supportive services.

WAGNER-PEYSER

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, known as the Employment Service. The act was amended in 1998 to make the Employment Service part of the one-stop services delivery system. Although the names of many services centers may be different, i.e. Employment Services, Employment Security Commission, Job Service, One-Stop Center, or Workforce Development Center, their mission is the same: to assist job seekers in finding jobs and employers in finding qualified workers.

YOUTH SERVICES

GOVERNOR'S SUMMER JOB HUNT

Summer Job Hunt is a vital link between classroom learning experiences in the school setting and actual on-the-job experience, matching young people's skills and interests with employment opportunities, and assisting youth in obtaining summer employment. Employment services are available to all Colorado youth, ages 16-21, regardless of income. More than 180,000 young people have found employment through Summer Job Hunt since the program began in 1981. The program serves as a national model, having received the Presidential Award in 1983 and 1993 and having been replicated in several states across the country.

Although youth may utilize programs such as WIA and Wagner-Peyser, they have had great success with Summer Job Hunt because of the limited requirements to participate in the program.

DISLOCATED WORKER SERVICES

TAA/NAFTA

Under the Trade Act of 1974, as amended, workers whose employment is adversely affected by foreign trade may apply for TAA. TAA provides benefits and re-employment services to help unemployed workers prepare for and obtain suitable employment. Among these benefits are training, job search allowances, and relocation allowances. Those workers who specifically lose their jobs due to import competition from Mexico or Canada may be entitled to TAA/NAFTA. Under this program, additional coverage includes workers who lose employment due to the transfer of production to Mexico or Canada and those who work for companies indirectly affected by trade with Mexico or Canada.

If a dislocated worker does not qualify for the TAA/NAFTA program and are dislocated through no fault of their own due to a company layoff or downsizing, or fall under the Workforce Investment Act's definition of "dislocated worker" in some other way, he/she may be eligible for the WIA Dislocated Worker Program.

During the first six months of 2001, the United States faced an economic slow-down. The Adams County One-Stop Career Center observed employers implementing hiring freezes, conducting downsizing, or closing their doors all together. These layoffs resulted in an increased number of dislocated workers eligible for WIA training assistance. Below is a chart showing the total number of dislocated workers served by one-stop during Program Year 2001.

NOTE: the number of "applicants employed following training" reflected in this chart represents only those applicants who received training who were employed during Program Year 2001. This chart does not represent those applicants who received training who may have been employed following June 30, 2001.

WIA DISLOCATED WORKERS SERVED

