

AWARD LIST AND PROJECT SUMMARIES

On May 9, 2018, \$5million of WIOA, Governor's Discretionary 15 percent funds were awarded to 10 organizations under the Veterans' Employment-Related Assistance Program (VEAP) for Program Year (PY) 2017-18 Solicitation for Proposals. Awardee project list and project summaries are listed below. Funding decisions are final.

PROJECT LIST

APPLICANT NAME	COUNTY	TOTAL AWARD
Asian American Drug Abuse Program, Inc.	Los Angeles	\$500,000
Community Career Development	Los Angeles	\$500,000
North Central Counties Consortium	Colusa, Glenn, Sutter, Yuba	\$500,000
Verdugo Workforce Development Board	Los Angeles	\$500,000
Inter-City Services Inc.	Alameda	\$500,000
Able-Disabled Advocacy Inc.	San Diego	\$500,000
Vietnam Veterans of San Diego	San Diego	\$500,000
Jewish Vocational Services	Los Angeles	\$500,000
Swords to Plowshares	San Francisco	\$500,000
Orange County	Orange County	\$500,000
Total		\$5,000,000

PROJECT SUMMARIES

See pages 2-11.

Project Summaries

APPLICANT	Asian American Drug Abuse Program, Inc. 2900 S. Crenshaw Blvd Los Angeles, CA 90016
CONTACT	Mike Watanabe/President & CEO Phone: (323)293-6284 Email: miwat@aadapinc.org
AWARD	\$500,000
INDUSTRY FOCUS	<ul style="list-style-type: none">• Security/Protective Services• Trade, Logistics• Transportation• Construction
TARGETED PARTICIPANTS	150 Participants Veterans with Service-connected disabled veterans; Campaign veterans; recently separated veterans; minority veterans; veterans with significant barriers, and VEAP eligible spouses of veterans.
KEY PARTNERS	<ul style="list-style-type: none">• Los Angeles City Workforce Development Board• Local EDD, Industry Employers• University; Community Colleges• Training providers of target industries• Community and faith-based organizations serving veterans
PROJECT DESCRIPTION	This VEAP will use a regional industry sector strategy as the framework to assist unemployed and underemployed veterans with significant barriers to employment transition from military careers to self-sustaining civilian employment. Special focus in this project are efforts designed to outreach, recruit, and provide appropriate workforce, job training, and placement services to at least 42 women veterans. This project will also assist eligible spouses of veterans obtain employable skills through the training that will be offered through this project and jobs/careers leading to sustainable employment. The strategies for this project will include a comprehensive approach to workforce development integrated with education and workforce preparation linked to job placements; advance education to facilitate career pathways and advancements; structured job training to build work experience; support services to reduce or eliminate barriers; collaboration with regional partners such as the LA City Workforce Development Board, local EDD, sector industry employers within the LA County region, community colleges and training providers for target industries, and other program partners identified for this project.
EXPECTED OUTCOMES	150 Participants Served <ul style="list-style-type: none">• 102 will enter employment 2nd quarter after exit• 99 will enter employment 4th quarter after exit• 84 will obtain credential attainment within 4 quarters after exit

APPLICANT	COMMUNITY CAREER DEVELOPMENT, INC. 3550 Wilshire BLVD Suite 500 Los Angeles, CA 90010		
CONTACT	Alberto Uribe, Executive Director Phone: (213) 805-4273 Email: auribe@communitycareer.org		
AWARD	\$500,000		
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Advanced Manufacturing (biomedical, devices, aerospace, instruments) • Construction, Trade • Transportation & Logistics (truck, transit and vehicle operation) • Private Security/Protection Services. 		
TARGETED PARTICIPANTS	<p>120 Participants</p> <p>Veterans recently separated within 48 months, released under conditions other than dishonorable, special disabled/disabled, campaign veterans; veterans with significant barriers; veterans unemployed for 27 or more weeks within the last 12 months; low-income, homeless; ex-offenders, incarcerated or released from incarceration; education/skills deficient or lacking high school diploma; female veterans, minorities.</p>		
KEY PARTNERS	<table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • LA City and County Workforce Development Boards • EDD JVSG Program Staff • LA County Department of Military & Veterans Affairs (VSO) • VA Healthcare System • Salvation Army/Haven • USC School of Social Work • American Aerospace Technical Academy • 1736 Family Crisis Center • Goodwill So Cal </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Veterans Career Xchange • Veterans Upward Bound • US Vets, Community • Adult School & Certified Vocational Trainers • Makeovers That Matter • Tesla Foundation Group • Department of Rehabilitation • Armed Forces Services Corp • LA County • Metro Grifols • Veterans Advocacy Group of America </td> </tr> </table>	<ul style="list-style-type: none"> • LA City and County Workforce Development Boards • EDD JVSG Program Staff • LA County Department of Military & Veterans Affairs (VSO) • VA Healthcare System • Salvation Army/Haven • USC School of Social Work • American Aerospace Technical Academy • 1736 Family Crisis Center • Goodwill So Cal 	<ul style="list-style-type: none"> • Veterans Career Xchange • Veterans Upward Bound • US Vets, Community • Adult School & Certified Vocational Trainers • Makeovers That Matter • Tesla Foundation Group • Department of Rehabilitation • Armed Forces Services Corp • LA County • Metro Grifols • Veterans Advocacy Group of America
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PROJECT DESCRIPTION	<p>Utilizing regional high-growth sector strategies to assist unemployed veterans' transition to civilian careers, the project will integrate basic and individualized career, support & follow-up services with pre-employment workshops and life coaching provided by a USC MSW Graduate Student/Veteran at the Compton/Rancho Dominguez AJCC, as well as services provided at the Wilshire-Metro AJCC. The project is designed to provide access to high-growth industry career pathways and industry recognized certified training, apprenticeships, internships other features include financial coaching and makeovers for female veterans.</p>		
EXPECTED OUTCOMES	<p>120 Participants Served</p> <ul style="list-style-type: none"> • 84 are expected to be secure and retain employment • 69 are expected to attain industry recognized credential 		

APPLICANT	North Central Counties Consortium 1110 Civic Center Blvd. Suite 420A Yuba City, CA 95993
CONTACT	Cindy Newton, Executive Director Phone: (530) 822-7145 Email: cnewton@ncen.org
AWARD	\$500,000
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Healthcare Practitioner/Support • Construction; Protective Services • Installation/Maintenance/Repair • Production • Transportation and Water Treatment Operator industries
TARGETED PARTICIPANTS	70 Participants This project will serve all veterans who have significant barriers to employment, service-connected disabilities; campaign veterans; eligible spouses and recently-separated veterans. This project will target veterans who have significant barriers to employment and women as a priority.
KEY PARTNERS	<ul style="list-style-type: none"> • American Job Centers of California (AJCC's) • EDD Jobs for Veteran's State Grant (JVSG) staff • Central Valley Homeless Veterans Program
PROJECT DESCRIPTION	NCCC AJCC's will work with partner agencies to identify eligible veterans for enrollment into the program. Funding for this project will be used for the development of an individual employment plan which will include results from the assessment of transferable skills, assessment of supportive needs, labor market research and activities to attain goals. Training activities will be included in all plans and may include vocational training through an Individual Training Account, an on-the-job training opportunity, short term prevocational training and if needed subsidized work experience and transitional jobs. An intense case management partnership with participants, AJCC staff, EDD JVSG staff and other agencies will assure completion of training activities, job attainment and retention.
EXPECTED OUTCOMES	70 Participants Served <ul style="list-style-type: none"> • 48 will enter employment 2nd quarter after exit • 42 will enter employment 4th quarter after exit

APPLICANT	Verdugo Workforce Development Board 1255 S. Central Avenue Los Angeles, CA 90275
CONTACT	Judith Velasco, Executive Director Phone: (818) 937-8031 Email: jvelasco@glendaleca.gov
AWARD	\$500,000
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Advanced manufacturing industry • Information technology (IT) and cybersecurity • Logistics • Computer Numerical Control (CNC) Machinists • Electronic Technology Technicians (ETT)
TARGETED PARTICIPANTS	75 Participants VSSP targets the most underserved veterans: female veterans, veterans with disabilities, and those that are homeless.
KEY PARTNERS	<ul style="list-style-type: none"> <li style="width: 50%;">• WIOA Title I, II, III, and IV <li style="width: 50%;">• Wellness Works <li style="width: 50%;">• Adult Education Block Grant (AEBG) <li style="width: 50%;">• Lanterman Regional Center <li style="width: 50%;">• Veterans Coalition of Glendale <li style="width: 50%;">• LA County Veterans Affairs <li style="width: 50%;">• Leadership Pasadena <li style="width: 50%;">• Asencia <li style="width: 50%;">• Cities of Glendale and Burbank <li style="width: 50%;">• Fusion Systems <li style="width: 50%;">• Veteran’s Village <li style="width: 50%;">• Editorial Equipment Parts Corporation. <li style="width: 50%;">• Burbank Bungalows
PROJECT DESCRIPTION	The VSSP will offer five tracks to meet the varied interests and transferable skill levels of veterans: Community Leadership Course for Veterans, CNC Machinist, Logistics, Electronics Technology Technician, and Information Technology/Cybersecurity. The VSSP is a unique project developed with employers to ensure their hiring needs are met. The employers will continue to monitor and provide input into the curriculum and program implementation to identify and address improvement. Moreover, the VSSP is based on the Swiss Apprenticeship Model which incorporates work-based earn & learn, within the Career Pathways training curriculum. Participants begin with four days of classroom training and one day of work-based learning at an employer site. As they progress through the training, the classroom training decreases and the work-based learning increases until they complete the program with full-time employment. An integrated partnership exists, using a Universal Intake and co-enrollment process and expect almost 100% of participants to be co-enrolled by VSSP partners. Intensive supportive services include Wellness Works to ensure participant success. Career assessments, planning, work experience, on-the-job training, job placement and retention are also included. To address the needs of the highly educated veterans the Community Leadership Course for Veterans will be offered to by Leadership Pasadena which provides personal, community-based real-life information to welcome and support veterans in their transition to civilian leadership. The curriculum covers: introduction to the vast differences between the military world and the civilian corporate and community realm, and assist them in learning about their new life; sharpen and deploy their existing leadership skills in service of the community; and help the veterans to serve again with purpose as leaders in their community.

**EXPECTED
OUTCOMES**

75 Participants Served

- 60 will Enter Employment 2nd quarter after exit
- 60 will Enter Employment 4th quarter after exit
- 75 will obtain credentials within 4 quarters after exit

APPLICANT

Inter-City Services, Inc. Workforce Training Institute

3269 Adeline Street
Berkley, CA 94703

CONTACT

Mansour Id-Deen, Executive Director
Phone: (510) 655-3552
Email: middeen@icsworks.com

AWARD

\$500,000

INDUSTRY FOCUS

- Green Tech/ Construction
- Retail
- Information Technology
- Transportation/ Truck/Drivers
- Health Care, Biotechnology
- EMTs
- Energy, Financial Services
- Fire Fighters and Law Enforcement
- Nanotechnology
- Biotechnology
- Hospitality
- Coding Specialist
- Solar Photovoltaic
- Adobe Suite Specialist

**TARGETED
PARTICIPANTS**

125 Participants

Veterans targeted for services under this “Veterans Employment-Related Assistance Program” grant will include the following groups: 1) Special Disabled Veterans, Veterans who were discharged or released from active duty because of a service-connected disability. 2) A Recently Separated Veteran (RSV): Veterans who have unemployed for 27 weeks or more in past 12 months, 3) an Offender, currently or recently incarcerated, 4) Veterans with Significant Barriers (VSB):5) Eligible Spouses (ES). We will specifically target female veterans’ age range 35-44, 45-54 many with special needs that are not being addressed through normal processes. Barriers for female vets includes military sexual trauma, homelessness, being a mother, and a wife.

KEY PARTNERS

- Inter-City Services, Inc. Workforce Training
- Contra Costa College
- Alameda County WIB
- Diablo Valley College
- Oakland Private Industry Council
- East Bay I.T
- City of Berkeley
- East Bay Works 14 One-Stops
- Building Opportunities for Self-Sufficiency(BOSS)
- City College
- Berkeley Adult School
- Smith Enterprises
- Oakland Green Jobs Corps partners
- Alameda County Board of Supervisors
- Laney College
- Richmond Build
- Northern California Manpower Inc.
- Cypress Mandela Training Center

PROJECT DESCRIPTION	ICS Vets will provide 125 veterans, 75/60% female veterans age ranges 35-44, 45-54, with high-growth, high wage veterans' specific employment/training programs and support services that are designed to respond to their immediate needs. We will accomplish this goal by utilizing our rapid-response system. Our rapid response model provides veterans instant access to educational services, vocational skill training, employment training, support services, and retention services to enhance their overall sustainability. ICS Vets will assist veterans in obtaining credentials in occupations that are related to their military training.		
EXPECTED OUTCOMES	<p>125 Participants Served</p> <ul style="list-style-type: none"> • 85 will enter employment 2nd quarter after exit • 85 will enter employment 4th quarter after exit • 80 will obtain credentials within 4 quarters after exit 		
APPLICANT	Able-Disabled Advocacy, Inc 4283 El Cajon Blvd., Suite 110 San Diego, CA 92105		
CONTACT	Elaine Cooluris, Executive Director Phone: (619) 231-5990 ext. 319 Email: elaine@able2work.org		
AWARD	\$500,000		
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Information & Communications Technology • Business Services • Advanced Manufacturing sectors 		
TARGETED PARTICIPANTS	120 Participants 120 veterans will be served, 108 (90%) will be Veterans with Significant Barriers; and 30 (25%) will be Female Veterans (35-44).		
KEY PARTNERS	<table border="0"> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • San Diego Workforce Partnership • EDD's JVSG and Wagner-Peyser programs • County Veterans Services Office • San Diego Vet Centers • KRA's AJCC • San Diego Housing Commission • Department of Rehabilitation • San Diego Veterans Council • Regional Task Force on the Homeless • Mira Costa College </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> • Coleman University • Association of Rehabilitation Programs • Skillsoft and the University of California/San Diego Extension • Association of IT Professionals • Project Management Institute • San Diego Cyber Center of Excellence • The Maritime Alliance • San Diego Industry Liaison Group • South County Economic Development Council • California College San Diego </td> </tr> </table>	<ul style="list-style-type: none"> • San Diego Workforce Partnership • EDD's JVSG and Wagner-Peyser programs • County Veterans Services Office • San Diego Vet Centers • KRA's AJCC • San Diego Housing Commission • Department of Rehabilitation • San Diego Veterans Council • Regional Task Force on the Homeless • Mira Costa College 	<ul style="list-style-type: none"> • Coleman University • Association of Rehabilitation Programs • Skillsoft and the University of California/San Diego Extension • Association of IT Professionals • Project Management Institute • San Diego Cyber Center of Excellence • The Maritime Alliance • San Diego Industry Liaison Group • South County Economic Development Council • California College San Diego
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PROJECT DESCRIPTION	VetWORKS will provide services and training activities will be offered in a comprehensive and customized fashion in order to meet the unique needs of each Veteran and to ensure occupational choice and program engagement. We will also provide mental health and substance abuse counseling, housing assistance, women’s support groups and a wide range of other personal and professional support services, which will be delivered through an intensive client-centered case management approach.
EXPECTED OUTCOMES	<p>120 Participants Served</p> <ul style="list-style-type: none"> • 84 will enter employment 2nd quarter after exit • 81 will enter employment 4th quarter after exit • 84 will obtain credentials within 4 quarters after exit
APPLICANT	Vietnam Veterans of San Diego
CONTACT	4141 Pacific Highway San Diego, CA 92110 David Siegler, Staff Analyst Phone: (619) 520-8007 Email: david@siegler@vvsd.net
AWARD	\$500,000
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Transportation & Logistics • Public Safety & Security • Health Services • Information Tech/Office Skills • Manufacturing; Construction • Hospitality including Culinary Arts
TARGETED PARTICIPANTS	104 Participants VVSD will serve homeless veterans, veterans with disabilities, women veterans, low income veterans, recently separated, long-term unemployed, disabled, campaign, or struggle with other barriers.
KEY PARTNERS	<ul style="list-style-type: none"> • EDD DVOPS/LVERS • Local One-Stops • Local WIB • The County Veteran Services Office (CVSO) • Family Health Centers • The local dental society • New Horizons Career Development Solutions • San Diego State University College of Extended Studies for constructions and health sciences certification.
PROJECT DESCRIPTION	VVSD will enroll at least 104 veterans, including at least 57 women veterans between ages 35-54 in this program. At least 71 veterans will secure long-term employment with an average starting wage of at least \$13.50 per hour. We will provide comprehensive pre-employment and training services in the 7 industry sectors described above. Training in these sectors will be provided by schools lasting from 1-9 months, such as Western Truck Driving and Advance Security Concepts, Veterans will be placed in to jobs with the VA, UPS, and many other businesses, non-profits, and governmental agencies.

EXPECTED OUTCOMES	<p>104 Participants Served</p> <ul style="list-style-type: none"> • 71 will enter employment 2nd quarter after exit • 69 will enter employment 4th quarter after exit • 58 will obtain credentials within 4 quarters after exit 														
APPLICANT	<p>Jewish Vocational Services (JVS) 6506 Wilshire Blvd. Suite 200 Los Angeles, CA 90048</p>														
CONTACT	<p>Claudia Finkel, Chief Operating Officer Phone: (323) 761-8897 Email: cfinkle@jvs-socal.org</p>														
AWARD	<p>\$500,000</p>														
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Information and Communications Technology • Construction and Renewable Energy • Transportation/Logistics • Protective Services • Business/Finance 														
TARGETED PARTICIPANTS	<p>130 Participants Los Angeles region veterans who are unemployed, underemployed, have a service-connected disability, and/or significant barriers to employment. Female veterans will comprise of at least 30% of the veterans served.</p>														
KEY PARTNERS	<table border="0"> <tr> <td>• County of Los Angeles Workforce Development Board</td> <td>• West Los Angeles College</td> </tr> <tr> <td>• City of Los Angeles Workforce Development Board</td> <td>• Airstreams Renewables, Inc.</td> </tr> <tr> <td>• EDD DVOP and LVER Representatives</td> <td>• GRID LA</td> </tr> <tr> <td>• California Department of Veterans Affairs</td> <td>• MC-Tel</td> </tr> <tr> <td></td> <td>• Bank of America</td> </tr> <tr> <td></td> <td>• Salvation Army Haven</td> </tr> <tr> <td></td> <td>• Los Angeles County AJCC</td> </tr> </table>	• County of Los Angeles Workforce Development Board	• West Los Angeles College	• City of Los Angeles Workforce Development Board	• Airstreams Renewables, Inc.	• EDD DVOP and LVER Representatives	• GRID LA	• California Department of Veterans Affairs	• MC-Tel		• Bank of America		• Salvation Army Haven		• Los Angeles County AJCC
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PROJECT DESCRIPTION	<p>JVS Veterans First VEAP brings to this project our long-standing partnerships with training providers, community colleges, and employers to prepare veterans for employment along a career pathway in these targeted high-growth industry sectors; ICT; Construction and Renewable Energy; Transportation/Logistics; Protective Services; and Business/Finance. Veterans First VEAP will be expanding our outreach to women veterans across Los Angeles County through our partnerships with LA County Veterans Collaborative – Women Veterans Group; New Directions for Veterans; Women Veterans Alliance; and Salvation Army – Haven. Services will include comprehensive career and skills assessments, intensive case management, and job readiness activities, individual employment plans, networking activities, job placement assistance and retention services.</p>														
EXPECTED OUTCOMES	<p>60 Participants Served</p> <ul style="list-style-type: none"> • 88 will enter employment 2nd quarter after exit • 86 will enter employment 4th quarter after exit • 76 will obtain credentials within 4 quarters after exit 														

APPLICANT	Swords to Plowshares 1060 Howard Street San Francisco, CA 94103
CONTACT	Colleen Corliss, Executive Director Phone: (415) 655-7248 Email: ccorliss@stp-sf.org
AWARD	\$500,000
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Professional • Scientific • Technical Services (PSTS) • Salesforce Administrator • Help Desk Support • Project Management Professional
TARGETED PARTICIPANTS	<p>100 Participants</p> <p>This project will target veterans with significant employment barriers and will give high priority to post-9/11 veterans; recently separated veterans; homeless veterans; veterans with lengthy gaps in employment; campaign veterans who served in Iraq and/or Afghanistan, including Reservists and CA National Guardsmen; women; incarcerated veterans; and veterans with disabilities. Of the 100 targeted veterans, 63 will be recently separated veterans—discharged from the military within 48-months of program enrollment date. All veterans served will face significant barriers to employment, current and/or past physical or emotional disability, and/or lack of access to resources to engage in job skills training for today’s job market.</p>
KEY PARTNERS	<ul style="list-style-type: none"> • Alameda WIB • San Francisco WIB • Contra Costa County WIB • Eden Area America’s Job Center of California (AJCC) • EDD and JVSG Program staff • PG&E • Tesla • Facebook • Genentech • Slack • Academy of Art University • Lawrence Berkeley National Laboratory • Lawrence Livermore Lab • Amfasoft Corporation • Unitek • Diablo Valley College
PROJECT DESCRIPTION	<p>The Veterans Professional, Scientific, and Technical Services Training Program will prepare veterans for careers in the PSTS sector through industry-recognized 7-10 week certificate training programs developed in partnership with PSTS employers and training providers in the greater San Francisco Bay Area. This project engages industry employers in the program development and design, and provides job placement/career opportunities. Program participants will receive case management and supportive services, classroom certificate training instruction, job readiness and pre-employment services, job search, job placement and retention services through Swords to Plowshares, EDD LVER staff, community college partners, and other community partners including veteran service agencies.</p>
EXPECTED OUTCOMES	<p>100 Participants Served</p> <ul style="list-style-type: none"> • 68 will enter employment 2nd quarter after exit • 65 will enter employment 4th quarter after exit • 75 will obtain credentials within 4 quarters after exit

APPLICANT	Orange County Community Investment Division 1300 S. Grand Ave, Building B, 3rd Floor Santa Ana, CA 92705
CONTACT	Brian Rayburn, Interim Director Phone: (714) 480-2885 Email: Brian.Rayburn@occr.ocgov.com
AWARD	\$500,000
INDUSTRY FOCUS	<ul style="list-style-type: none"> • Government • Educational Services (Private) • Health Care and Social Assistance • Professional and Business Services • Retail Trade
TARGETED PARTICIPANTS	<p>100 Participants</p> <p>The program will target veterans and eligible spouses with significant barriers to employment, including, but not limited to: special disabled or disabled veterans; homeless veterans; recently separated service members who have been unemployed for 27 or more weeks in the previous 12 months; offenders, as identified in WIOA Section 3 (38), who are currently incarcerated or who have been released from incarceration; low-income individuals [as defined by WIOA Section 3 (36)]; and minorities. Women veterans between the ages of 35-44 and 45-54 will be the focus.</p>
KEY PARTNERS	<ul style="list-style-type: none"> <li style="width: 50%;">• Orange County Veterans Service Office (VSO) <li style="width: 50%;">• Orange County Community Colleges <li style="width: 50%;">• Orange County Health Care Agency (HCA) <li style="width: 50%;">• University of California Irvine (UCI) <li style="width: 50%;">• State Department of Rehabilitation <li style="width: 50%;">• New Horizons Learning Centers <li style="width: 50%;">• EDD JVSG Staff <li style="width: 50%;">• Los Alamitos Joint Forces Training Base
PROJECT DESCRIPTION	<p>The service delivery plan will achieve the goals and objectives of the project in a timely manner by leveraging three key elements: 1) the availability of a wide range of training options that address various interests, backgrounds and learning styles of participants and are linked to demand employment in the local labor market area; 2) an effective system to assess individual needs and conduct effective service/career planning; and 3) access to an array of support services most needed by women veterans and their families including health/mental health services, counseling and assistance in navigating the maze of assistance programs for which veterans may qualify. Service delivery will take place in the Orange County America’s Job Centers of California, one of which is located on the Los Alamitos Joint Forces Training Base.</p>
EXPECTED OUTCOMES	<p>100 Participants Served</p> <ul style="list-style-type: none"> • 70 will enter employment 2nd quarter after exit • 66 will enter employment 4th quarter after exit • 57 will obtain credentials within 4 quarters after exit