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SPECIAL POINTS OF INTEREST:

• **Newly Appointed Labor Secretary Betty Sparrow-Doris**

• **Alan Varela OWTD Director**

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The Governor's Office of Workforce Training & Development

Newly Appointed Labor Secretary Betty Sparrow Doris Brings Wealth of Knowledge



Secretary Betty Sparrow-Doris

Newly Appointed Labor Secretary Betty Sparrow Doris Brings Wealth of Knowledge

“Living to help others help themselves” fuels the personal and professional energy of newly appointed Secretary of Labor, Betty Sparrow Doris. Described as “Servant-Leader” by colleagues who have watched her prevail against apparently insurmountable challenges,

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Meet Alan Varela, OWTD's Director

On January 1, 2007, Governor Bill Richardson appointed Alan M. Varela as the Executive Director of the Office of Workforce Training and Development. The New Mexico State Senate unanimously confirmed the appointment on February 26, 2007. Executive Director Varela has an

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Alan Varela, Director of OWTD.

Legislative Update

The legislature passed House Bill 1280 to improve the effectiveness of the workforce service and delivery system. The bill combines all functions and staff of the Governor's Office of

Workforce Training & Development with all functions and staff of the New Mexico Department of Labor and creates a brand new government agency called the New Mexico Workforce Solutions

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MISSION

The mission of the Governor's Office of Workforce Training and Development is to create, maintain and evaluate a workforce development system that connects business with current and future job seekers to enhance the overall wealth and well being of New Mexicans.



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Mr. Varela was named one of the one hundred most influential Hispanics in the United States of America by Hispanic Business Magazine.

Newly Appointed Labor Secretary Betty Sparrow Doris Brings Wealth of Knowledge

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Doris is quick to underscore the guiding principles of respect, trust, and truth as she solves problems and works with others to get the job done.

Ms. Doris began her tenure in the workforce development area during the era of nationally directed employment and training programs. As Director of Youth and Categorical Programs, she managed programs designed to keep at-risk Denver youth in school through on-the-job training, mentoring, job shadowing, and internship opportunities. These tailored interventions connected at-risk students with school-and work-based learning venues through community and business involvement.

Ms. Doris was subsequently promoted to manage all of Denver’s public workforce system pro-

grams and services. She developed decentralized workforce system that enhanced access to the City’s workforce services for job seekers and businesses. Program accountability and performance outcomes were significantly improved as she launched a comprehensive program monitoring and contracts management system. Ms. Doris was also instrumental in launching Denver’s employment and training component of the Temporary Assistance to Needy Families (TANF) Program in the Department of Human Services. While managing the TANF initiative, she also served on a task force, jointly commissioned by Governor Roy Romer and Mayor Wellington Webb. The Task Force was charged with moving

state level labor exchange programs and staff to local workforce development services into a single agency, the Mayor’s Office of Workforce Development.

Ms. Doris has a Bachelor of Science in Organizational Management. She completed her Masters Degree in Curriculum and Instruction at Colorado Christian University in Lakewood, Colorado. She has two adult children and three grandchildren who reside in Colorado. Ms. Doris and her husband Bobby live in Santa Fe, New Mexico.



Legislative Update

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Department effective July 1, 2007. The New Mexico Workforce Solutions Department will continue the successful programs of the previous agencies and concentrate heavily on aligning workforce training programs with the current and emerging needs of the business community and the New Mexico economy. New Mexico is experiencing the most rapid business and economic growth in the history of the State and we are looking forward to the successful operation of this progressive customer-focused agency.

Meet Alan Varela, OWTD’s Director

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extensive background in business and government leadership and is an attorney at law. Prior to assuming his new duties, Mr. Varela held various management positions with Fortune 500 corporations and served four years as the head of the New Mexico Workers’ Compensation Administration.

Mr. Varela is past President of the 27,000 member

Hispanic National Bar Association and the Immediate past President of 17 State Western Association of Workers’ Compensation Boards.

Mr. Varela was named one of the one hundred most influential Hispanics in the United States of America by Hispanic Business Magazine.

Career Clusters Guidebook Now Available

The Career Clusters Guidebook was developed by The Governor's Workforce Coordination and Oversight Committee. The book describes the State's most fruitful career paths.

Developing this guidebook is one of Governor Bill Richardson's initiatives. This career guidebook is a tool for parents, students, job seekers, teachers, counselors and employers and will help New Mexican's in choosing a career path and learning what skills they need to achieve their goals.

In the past we've never linked our colleges and universities with economic development. We're approaching education from a business perspective - identifying which industries are growing and the skills needed to support them."

Bill Richardson,
Governor

The guidebook is available as a download from the Work In New Mexico web site at:

www.workinnewmexico.gov



Career Clusters Guidebook, Governor Richardson Initiative.

"Improve operational efficiency and customer service across state government and make our state a better place to live."

OWTD Welcomes Stephanie Gonzales as Deputy Director

OWTD is proud to welcome, Stephanie Gonzales as Deputy Director of The Governor's Office of Workforce Training & Development.

Stephanie brings a wealth of experience in Government with her, having served two consecutive terms as New Mexico's Secretary of State, from 1991 to 1998.

In 1999, Stephanie was appointed by the Clinton/Gore Administration to serve as the State Director of the Rural Development (RDA) office in New Mexico.

Stephanie's main objective in her new role is "to improve operational efficiency and customer service across state government and make our state a better place to live."



Stephanie Gonzales

Sylvia A. Abeyta Named Human Resources Director

Ms. Abeyta is a fifteen year veteran of the New Mexico State system.



Department of Labor, Cabinet Secretary Betty Sparrow Doris, recently hired Sylvia A. Abeyta as the new Human Resources Director. Ms. Abeyta is a fifteen year veteran of the New

Mexico State system, and has previously been employed by the Governor's Office of Workforce Training & Development, Department of Public Safety and Department of Corrections.

As Human Resources Director, Ms. Abeyta is responsible for Education Training & the overall strategic HR leadership to the agency, which include oversight of the development and implementation of human resource policies, programs and services, including recruitment, selection, retention, legal compliance, employee benefits, payroll processing, employee relations, employment practices

and procedures, employee communications and labor relations. Ms. Abeyta graduated from Southern Illinois University at Kirtland AFB with a Bachelor of Science Degree with a major in Workforce Education & Development and a specialization in Education Training & Development. She also has an Associates Degree from the Santa Fe Community College. She is currently a member of the Society of Human Resource Management (SHRM). Ms. Abeyta is originally from Las Vegas, New Mexico and enjoys frequent trips to the tranquility of her Montezuma property.

2007 WorkKeys® Training



There are over 100 businesses that have agreed to use WorkKeys® so far and the numbers keep going up. Way to go!!!

In early February New Mexico TechNet hosted WorkKeys® training for area directors and staff from each office across the state. The Training was held in Albuquerque and covered a full range of topics on Workkeys® including remediation with WIN and KeyTrain, assessment administration, job profiling/ estimator system, and the value of WorkKeys® to business. In her introduc-

tory speech Secretary Doris emphasized the importance of business services and how without the employers' buy-in this initiative will not be successful. The main focus of the training was on "Business Strategies" at which each region contributed and presented ideas of best practices to market WorkKeys® to business. The training was a success, full of important information, door prizes, and

great communication among all offices. There are over 100 businesses that have agreed to use WorkKeys® so far and the numbers keep going up. Way to go!!!

For more information on WorkKeys® visit the Quarterly Business Newsletter off the DOL home page at:

http://www.dol.state.nm.us/dol_empindex.html

*Eastern Area
Workforce
Development
Board on the verge
of opening New
Mexico's first
legally certified
comprehensive
One-Stop in
Clovis, NM.*

*Job Service Center
opens in Las Vegas,
New Mexico.*

New Mexico Workforce Connection One-Stop Update

OWTD spent much of the last two years facilitating increased coordination, integration and accountability of the state's workforce development system infrastructure.

To accomplish this workforce delivery system, OWTD built upon the mandates of the Legislative Finance Committee (LFC) and the Governor's Executive Order, furthering the goals of the State Workforce Board in its One-Stop Guide. OWTD moves forward and implements the coordinated service delivery goals of the "Sweet Sixteen" Multi-agency Integration Team with the delivery of fourteen local workforce board business plans.

And now, two regions, the Eastern Area and the Central Area, were selected to receive federal funds to implement the comprehensive One-Stop Centers with the workforce board business plans representing the New Mexico Model Workforce Connection Business and Career Centers (BCC) concept.

The Eastern Area Workforce Development Board, stakeholders and partner agencies are on the verge of opening New Mexico's first legally certified One-Stop Center in Clovis, New Mexico. The site renovations are under way and the opening is set for early May.



The Central Area Workforce Development is The State's first legally certified One-Stops will provide the complete menu of workforce and business services currently portioned out in various satellite job Service Centers around New Mexico. The Clovis and Albuquerque certified One-Stops will serve as models for additional officially certified centers in the North and Southwest.

The One-Stop Guidebook was recently recognized in a national newsletter as a great example of collaboration by the partner entities.

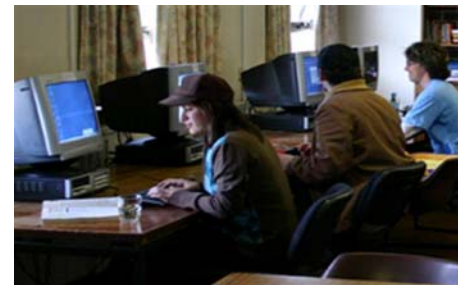
Mora Opens A Job Service Center

On February 28, 2007, The Northern Area Local Workforce Development Board in conjunction with SER Jobs for Progress opened the Las Vegas Job Service Center.

The Center is designed to promote innovative pro-

grams and partnerships to create employment and training opportunities for area job seekers and employers.

The Center is located off Highway 518 and is across St. Gertrude's Church.



Family Opportunities Account Act

The New Mexico Family Opportunity Accounts Act (FOAA) is a program that encourages and enables low-income and working poor families to save money, build assets and enter the financial mainstream.

Savings account deposits made by eligible individuals are matched using state funds and other qualified funding sources to build account balances at a quicker rate. The total of the savings and matched funds thus enables individuals to make a down payment on a home or remodel, start or expand a small business, pay for college or vocational school tuition, or purchase a vehicle for dependable transportation to get to work. Eligibility for the program is based upon the individual's ability to meet the poverty level guidelines, age, US Citizenship and New Mexico residency.

Participants (account owners) must successfully complete a financial literacy course that teaches the fiscal basics of budgeting income—how to set up and maintain a budget, how to open checking and savings accounts, how to reduce debt, investments/stocks/bonds, retirement planning, and avoidance of financial pitfalls like predatory lending. Account owners also receive training targeted to their

specific asset goals, such as classes for first-time homebuyers, vehicle purchasing, or how to start a business. FOAAs are similar to the federally funded Individual Development Accounts (IDAs) operated by other non-profit organizations in the state.

The three contractors selected to provide the State-funded FOAA services and their respective service delivery area includes:

Community Action New Mexico, will provide services statewide. Contact: (505)217-2747

www.communityactionnewmexico.org

Ona Porter, Executive Director, at: (505)217-2747;

ona@communityactionnewmexico.org;

or Sharon Henderson at: (505) 250-2370

Sharon@communityactionnewmexico.org

Help-New Mexico will administer the program statewide from offices in Roswell, Espanola, Las Cruces, Las Vegas, Gallup, and Albuquerque with outreach to surrounding communities and rural areas.

Contact: (505)265-3717 or

www.helpnm.com

John Martinez, Executive Director, at johnmartinez@helpnm.com;

- Rita Garcia-McManus at

Rita@helpnm.com; or

Patrick Martinez at

Patrick@helpnm.com

The Women's Economic Self-Sufficiency Team (WESST) Corp., will provide services in Bernalillo, Doña Ana and Sandoval Counties.

Contact: (505) 241-4753 or

www.wesst.org

Agnes Noonan, Executive Director, at anoonan@wesst.org; or

Barbara Lopez at 241-0764

blopez@wesst.org.



The "FOAA" is a program that encourages and enables low-income and working poor families to save money, build assets and enter the financial mainstream.

Rapid Response Helps Dislocated Workers



The Worker Adjustment and Retraining Notification Act, commonly referred to as the WARN Act, was established by Congress to ensure that employers provide 60 days advance notice to employees prior to a layoff when the layoff met certain conditions. The Workforce Investment Act of 1998 (WIA) addressed the WARN Act through a program named Rapid Response. A certain portion of WIA funding that comes to the State is set aside to provide rapid response services to employees affected by a layoff. The rapid response program holds meetings with

employees affected by layoff to provide them with information on services that are available through the Department of Labor, the Human Services Department, Children, Youth and Families Department, Unemployment Compensation and Veterans Services. These agencies all participate in the rapid response meetings. Rapid Response may also provide emergency funding to address specific targeted layoffs, fund management/labor committees, and work with employers and economic development entities to develop layoff aversion strategies as well. New Mexico's

rapid response program additionally includes services funded through a Basic Readjustment Services (BRS) curriculum such as job skills/life skills, resume preparation and interviewing techniques. Since 2000 New Mexico's Rapid Response program has held 515 meetings with over 19,130 dislocated workers in attendance in order to help them find new employment opportunities.

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For more information on Rapid Response contact:

Mark Remington-State Rapid Response Coordinator
505-827-6827

SHARE links the Workforce Services to Faith Based and Community Organizations

New Mexico has become a partner in a U.S. Department of Labor project, SHARE Network New Mexico, designed to help New Mexicans become aware of the resources/services available in their community and surrounding areas. It brings together Workforce Connections Partners, Faith-Based Organizations and Community-Based Organizations (FBCO's) and Businesses through a web-based resource and referral system. *SHARE Network New Mexico* is

designed to expand customer access by building bridges to workforce connection development centers and FBCO's, a truly unique partnership! *SHARE Network New Mexico* features: a "high tech" Online Resource Directory consisting of over 100 services provided by various service providers, workforce development system partners, FBCO's, businesses and governmental agencies; and featuring the "high touch" element of Access Points located at select FBCO locations, providing core services and referrals.

**Help New Mexicans!
Join SHARE today!**



The Online Resource Directory is up and running with Access Points coming to select locations near you. For service organizations interested in becoming a *SHARE Network New Mexico* member or for more information about the *SHARE Network New Mexico*, please contact:

www.sharenetworknm.org

Summer Youth Program

In May 2006, talks began between the Northern Area Local Workforce Development Board (NALWDB) and the Governor's Office of Workforce Training & Development (OWTD) to discuss the elements of delivery of Governor Richardson's initiative to implement a summer youth employment program in the most rural area of Northern New Mexico. A series of meetings were conducted with several State Agencies and Youth Service Providers to foster expansion of youth employment programs in Mora, San Miguel, Colfax, Taos and Rio Arriba counties. Participants in the collaboration were OWTD, NALWDB, Siete de Norte, New Mexico Department of Labor (NMDOL), Department of Health, SER-Santa Fe Jobs for Progress, New Mexico Forum for Youth, Rocky Mountain Youth Corps, State Energy, Minerals & Natural Resources Department (ENMRD) - Youth Conservation Corps, HELP-New Mexico, and Children Youth and Families Department (CYPFD) - Commission for Community Volunteerism.

An assessment was conducted by the New Mexico Forum for Youth which identified youth service providers in the targeted northern counties. The assessment determined that although resources existed for youth employment,

the need was much greater. Also, there was an obvious disconnect with workforce training. Through much discussion and collaboration, it was decided to expand existing successful programs for the summer of 2006 as follows:

- Through funding support of the ENMRD Youth Conservation Corps, crews were employed for a period of 10 weeks. Locations included Storrie Lake (San Miguel County), Heron/El Vado (Rio Arriba County), Coyote/Morphy (Mora County), and Sugerite (Colfax County). Youth received on-the-job training and employment skills. The NMDOL, as well as area youth service providers, assisted in employment recruitment.
- Through funding support from CYFD - New Mexico Commission for Community Volunteerism and the OWTD via the Northern Area Local Workforce Development Board, the Rocky Mountain Youth Corps employed crews for a period of 4-6 weeks in community projects. Project locations included Wagon Mound (Mora County), Springer (Colfax County), and Cimarron (Colfax County). This project featured 4 days of service and 1 day of educational instruction (employment and work maturity skills) per week. In addition, the NMDOL, as well as area youth



Summer Youth Participants at appreciation reception

service providers, assisted in employment recruitment.

Through the Northern Area Board and the NMDOL, three "employer fairs" were hosted in Las Vegas, Espanola and Taos. Communities, businesses and local elected officials collaborated with NMDOL and the Northern Area Board to support this activity. Employers were asked to commit 1-2 unsubsidized positions for youth first time work experience and job mentoring for a period of 4 weeks. Also, NMDOL provided participating youth with a 1/2 day session covering employment maturity skills, job skills, and life skills training.

Upon conclusion of the program, "thank you" receptions for parents and employers were hosted in each community in recognition of the entire effort. Certificates, signed by Governor Richardson, were presented to participating youth and employers. Approximately 250 youth were employed with 68 employers. participating in the initiative.

Career Readiness Certificates

For the past year, OWTD has been working to launch the New Mexico "Certified for Success" Career Readiness Certificate (CRC). The Career Readiness Certificate utilizes the WorkKeys® assessments developed by ACT, a nationally recognized leader in testing. The WorkKeys® system measures a candidate's potential to succeed in the business/working world.

Since July 1, 1,500 Career Readiness Certificates have been issued to individuals earning either a bronze, silver, or

gold certificate. The CRCs are signed by Governor Richardson and Terri Cole, Chair of the SWDB. Assessments are now being offered at all NMDOL offices, Eastern Area Job Service Centers, as well as several community colleges, ABE sites, and correctional facilities. In the Clovis area, over 2,000 secondary students and unemployed workers have been assessed to develop a snapshot of the current and emerging workforce.

The NM Career Readiness Certificate web site was launched and can be accessed at:

www.nmcr.gov



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New Mexico Workforce Connection