



JOBS FOR NEVADA'S GRADUATES

*J4NG makes sure every student's story includes a diploma and a career path to a brighter future.*



725.235.3670 | [J4NG.org](http://J4NG.org)  
4045 S. Buffalo Dr. Ste. A101-128  
Las Vegas, NV 89147

# Bridging the Gap

Nevada ranks 50th in the nation in school quality, leaving youth in danger of dropping out of school and limited job opportunities. J4NG is there to help vulnerable students realize their potential and create a plan that leads the way to graduation, college and career pathways.

This is executed through J4NG’s Core Model, a seven-step, multi-year process which is implemented as follows:



**1** Faculty and teachers identify students who may be struggling. They facilitate a meeting between J4NG specialists and these students.



**2** J4NG specialists meet with students to explain the program and encourage them to commit to trying it out.

**3** Students are enrolled in an on-campus elective course during class time, which instructs them in 87 life and career competencies—and provides each student with careful mentoring.

**4** J4NG specialists, faculty, and students work together to explore careers, internships, job readiness training, career technical education, and national career associations.

**5** Students progress toward graduation.

**6** J4NG specialists continue to mentor students through regular meetings and communication for 12 months after graduation, providing guidance, encouragement, and suggestions for career development.



**7** Eventually, many J4NG alumni return to the school system to “pay it forward” by providing mentorship to the next generation of students.



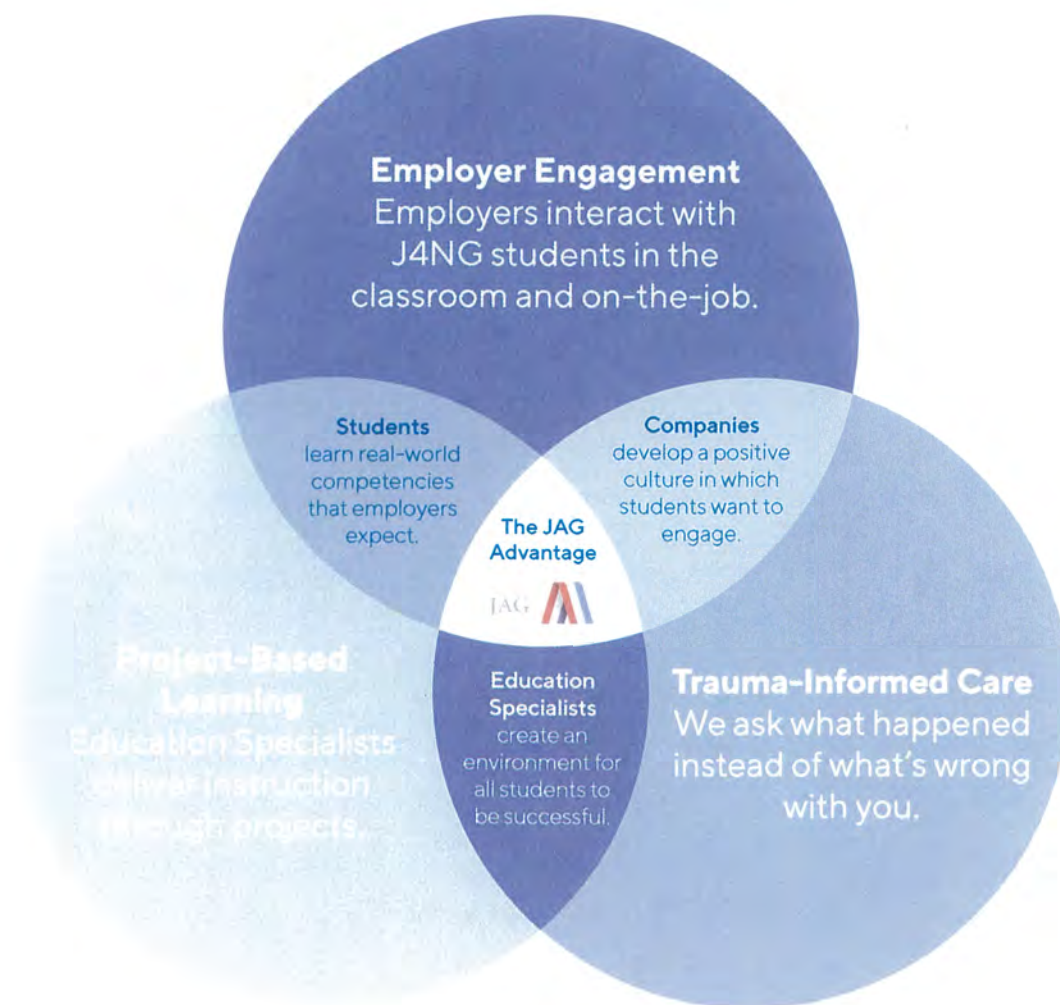
## How does J4NG inspire, support & mentor students to create powerful and positive futures? Through the JAG Advantage!

The JAG Advantage is foundational to building successful work and life ready young adults. By delivering effective interventions with staff who are trained in Trauma-Informed Practices, adept

at using Project-Based Learning and adept with Employer Engagement, students build their own success!

Through the JAG Advantage, J4NG builds strong relational bonds, engages students through mentoring and genuine care, and helps students achieve their goals through career exploration and real world employer interactions. The JAG Advantage develops students' talents and skills to successfully transition to career and adulthood.

### The JAG Advantage



## Our Impact on Nevada Youth

J4NG practices transparency and prioritizes an excellent engagement methodology for our students by keeping a powerful data architecture in place. This helps us to understand how our programs are performing, make adjustments where needed, and easily furnish information about our organization to legislators, business partners and the broader community.

1:1



**1:1 Relationships.** J4NG takes a deeper approach to relationships, building one-on-one, face-to-face rapport between students and mentors that provide them with accountability, mentorship and support as they work to graduate from high school and start their careers.



14,607



**14,607 Students of Promise Served.** J4NG has provided mentorship, guidance and support to thousands of students in our state—helping them to transform the circumstances of their lives and start on the path to continuous, positive self-development.

## Investing Time Wisely

J4NG takes the contact hours we spend with our students very seriously. Each moment shared between our mentors and students is designed to motivate, educate and help students lay the groundwork for their future.

Through our program, students come to understand their interests and aptitude using a variety of assessments which help them to develop clarity about their life's direction. Our mentors then work

with them to develop college and career readiness competencies as well as important life-management skills that will allow them to thrive as responsible, competent adults in the post-graduation world. Here, we take a deep rather than a broad approach to nourishing the strengths of our students, providing them hands-on instruction, emotional and academic support, and offering thoughtful guidance every step of the way.

Our work to support Nevada students doesn't end at graduation. For up to two years following graduation, our specialists keep in touch with students, offering them further advice, compassionate support, and a sense of accountability as Nevada's youth make their first steps into adulthood.



# 120



**120 Contact Hours.** Our organization understands that building deep, meaningful relationships takes time. For that reason, every J4NG youth gets at least 120 contact hours a year with their mentors, and oftentimes many more. It's a significant investment with a huge payoff.

# 360



**360 Degree Assessments.** Every J4NG student sets goals based on data-driven, evidence-based approaches that ensure better outcomes for students. These goals are sharpened through assessments that help students to understand key competencies and affinities needed to make their dreams come true.

# 97%



**97%+ Graduation Rate for J4NG Students.** Graduation isn't J4NG's only priority, but it remains one of the most important. Our program is successful in re-engaging students in their education, and boasts a remarkably high graduation rate for the youth we work with.

# 77%



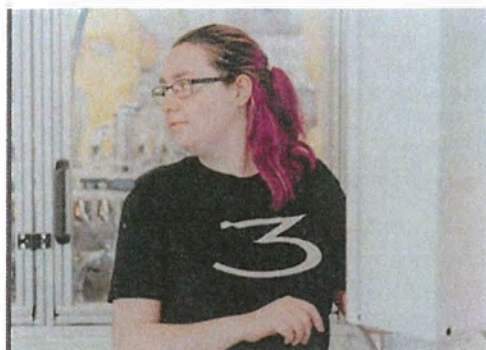
**77% average placement rate in full-time employment, college, or military positions in 2020.** J4NG programming and mentorship works, and the majority of our students go on to excel at colleges, universities, businesses and military units throughout the state and the nation.





# Students Succeeding in Nevada

## How Your Investment in J4NG Has Helped to Change Lives



### *Isabelle - Las Vegas High School Graduate Class of 2017*

When her plans to attend university fell through, 2017 J4NG graduate Isabelle applied for the Tesla Manufacturing Development Program at the Sparks Gigafactory. There she enjoyed an excellent starting salary, benefits, and stock options. It also gave Isabelle an intensive, paid apprenticeship. Fast forward to today and Isabelle has been promoted to Lead Production Associate and has completed her Advanced Manufacturing credentials at Truckee Meadows Community College. She oversees the production line, trains newer recruits and helps fix equipment that goes down (her favorite job duty). Through her hard work and determination, Isabelle has achieved success and is a wonderful role model for J4NG apprentices following in her footsteps.



### *KP - Mojave High School Graduate Class of 2020*

"I did a thing," is the message KP sent to his J4NG Specialist. This simple message nearly brought J4NG Specialist, Ms. Gaynes, to tears. KP had withdrawn from college because of financial difficulties. KP moved back to Las Vegas, and for months he and his Specialist worked together to help him find a career path. KP persevered through all the challenges that 2020 had to offer. Now KP is in an apprenticeship program with TAB Contractors Inc. and has a goal of working in construction to move up the ranks. As a construction apprentice, KP will enjoy a good salary and benefits and have the opportunity to advance in his career.



### *Jenny - Reno High School Class of 2022*

J4NG is becoming a tradition in Jenny's family. Growing up in Las Vegas, Jenny and her siblings struggled with poverty and lack of stability. When Jenny's older brother joined J4NG at Mojave High School, he was connected to Tesla's Manufacturing Development Program, in which he pursued an apprenticeship with Tesla after graduation. He moved to Reno, taking his younger siblings with him and gaining full custody. The transition was hard for Jenny until she was introduced to the J4NG program at Reno High School. Jenny recounts, "It got better, once a miracle happened." Working with her J4NG Specialist, Scott Maryott, Jenny is catching up on her credits, finding her passion and planning her beautiful future as a strong, resilient young woman.



### *Ray'Shaun - Eldorado High School Class of 2015*

As a junior at Eldorado High School, Ray'Shaun had a need for guidance and practical skills. His counselor encouraged him to take the J4NG class which gave him the employability skills and direction he required to find success. Ray'Shaun is proudly the first alumni to come back and serve as a J4NG Specialist, mentoring future generations of young adults. Ray'Shaun is in his 3rd year as a Specialist, has started a family and continues to be an asset to the youth of Nevada.



## Get Involved With J4NG

*Change the life of a Nevada youth and elevate our community.*

We understand that quality education and achievement for Nevada students is a community project. That's why as we endeavor to provide students with the tools they'll need to succeed, we invite community members like you to help us do our important work.



**\$60.00**

Provides an hour of individual tutoring for a student to help them reach graduation



**\$150.00**

Provides a student with appropriate interview clothing



**\$65.00**

Provides a bus pass for a follow up student to travel to a job every day for a month



**\$300.00**

Provides assistance for purchasing textbooks for post-secondary education



**\$40.00**

Provides a health card for a student starting a new job



**\$1,400.00**

Provides a student with a caring adult, 120 contact hours, and soft skills to launch a career

## What your \$1.00 Investment Provides



### Students

- \$ 0.47 Teaching & Mentoring
- \$ 0.12 Leadership Development
- \$ 0.12 Career Exploration
- \$ 0.08 Immediate Needs

### Operations

- \$ 0.21 Operations

By investing your time, talent or treasure into J4NG, you provide critically needed services and pathways to success to the Nevada youth who need them the most. The return on investment brings positive dividends for Nevadans that can last generations.



J4NG is an Affiliate of  
Jobs for America's Graduates

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**JOBS FOR NEVADA'S GRADUATES**

**Mission:** Jobs for Nevada's Graduates inspires, supports, and mentors students to create a powerful and positive future.

**2020 – 2021 Outcomes:**

|  | <u>J4NG Actual</u> | <u>Goals</u> |
|--|--------------------|--------------|
| <b>Graduation</b><br>> Includes diploma, GED & HiSET   | <b>97.35%</b>      | 90%          |
| <b>Job Placement &amp; Military Enlistment</b><br>> Includes all job placement, whether part-time or full-time and military enlistments  | <b>68.25%</b>      | 60%          |
| <b>Full-Time Employment</b><br>> Of all employed participants, this is total full-time employment or combination of part-time jobs totaling 30 hours or more per week  | <b>81.60%</b>      | 60%          |
| <b>Full-Time Positive Outcomes</b><br>> Includes all full-time employment, plus full-time post-secondary educational programs, or a combination of both employment and post-secondary education for a full-time status | <b>76.90%</b>      | 75%          |
| <b>Further Education</b><br>> Includes all 2-year or 4-year college, short-term certification programs, and/or receipt of a Career Credential through an accredited educational provider                               | <b>38.15%</b>      | 35%          |

The J4NG program is embedded in 51 high schools throughout Nevada, delivering a highly effective graduation and work readiness model that yields the highest results

By supporting youth to reach graduation and connect with a meaningful career pathway, we can impact the future of our state.



Rogelio, a 2021 graduate from West Wendover High School, is pursuing a welding career thanks to the guidance he received through the J4NG program. Rogelio worked with his Specialist to identify this career pathway and successfully applied for the MTC Scholarship at Great Basin College. As part of the scholarship program, he worked during the summer for Nevada Gold Mines and has the opportunity to return after obtaining his welding credentials. Working together, we help Nevada youth reach their highest potential!

Class of 2021 graduate Angeline, participated in the NV Hope 90-day Medical Assistant training program. This program partners with Goodwill, NV Careers, NV Partners and Intermountain Health. After finishing the 3-month program, graduates start a paid full-time apprenticeship and when they complete 1,400 hours, will earn a Certified Medical Assistant certificate. Working with her J4NG Specialist, Theresa Jackson (shown here), Angeline received the support she needed to graduate high school and find a sustainable career pathway.



**[www.j4ng.org](http://www.j4ng.org)**



## **2021 - 2022 (eff. 10/2021)**

**Team 1**                      Coordinator:  
Mathew Stallworth (12)

Battle Mountain High School  
Churchill County High School  
Elko High School  
McDermitt Combined School  
North Valleys High School  
Pershing County High School  
Reed High School  
Reno High School  
Robert McQueen High School  
Spanish Springs High School (x2)  
West Wendover High School

**Team 2**                      Coordinator:  
Kristel-Ann Galarce (12)

Damonte Ranch High School  
Dayton High School  
Douglas High School  
Fernley High School  
Galena High School  
Incline High School  
Mineral County High School  
Pioneer High School  
Round Mountain High School  
Tonopah High School  
White Pine High School  
Wooster High School

**Team 3**                      Coordinator:  
Verleana Bright (12)

Basic High School  
Centennial High School  
Durango High School  
Legacy High School (x3)  
Liberty High School  
Sierra Vista High School  
Silverado High School  
Spring Valley High School  
Western High School  
West Preparatory Academy

**Team 4**                      Coordinator:  
Maria Romero (12)

Bonanza High School  
Chaparral High School  
Del Sol Academy of the Performing Arts  
Delta Academy  
Eldorado High School  
Las Vegas High School  
Pahrump Valley High School  
Rancho High School (x2)  
Valley High School (x2)  
Sunrise Mountain High School

**Team 5**                      Coordinator:  
Theresa Jackson (12)

Canyon Springs High School  
Cheyenne High School (x3)  
Desert Pines High School (x2)  
Desert Rose High School  
Lincoln County High School  
Moapa Valley High School  
Mojave High School (x2)  
Virgin Valley High School

**Total Programs:                      60**  
**Total Schools:                        51**  
**Total Counties:                      14 (+1)**

(Plus Esmeralda)



## J4NG's 87 Life Skills & Core Competencies

### CAREER DEVELOPMENT SKILLS

- ① Identify occupational interests, aptitudes and abilities
- ① Relate interests, aptitudes and abilities to appropriate occupations
- ① Identify desired life style and relate to selected occupations
- ① Develop a career path for a selected occupation
- ① Select an immediate job goal
- ① Describe the conditions & specifications of the job goal

### JOB ATTAINMENT SKILLS

- ① Construct a resume
- ① Conduct a job search
- ① Develop a letter of application
- ① Use the telephone to arrange an interview
- ① Complete application forms
- ① Complete employment tests
- ① Complete a job interview

### JOB SURVIVAL SKILLS

- ① Demonstrate appropriate appearance
- ① Understand what employers expect of employees
- ① Identify problems of new employees
- ① Demonstrate time management
- ① Follow directions
- ① Practice effective human relations
- ① Appropriately quit a job

### BASIC SKILLS

- ① Comprehend verbal communications
- ① Comprehend written communications
- ① Communicate in writing
- ① Communicate verbally
- ① Perform mathematical calculations

### LEADERSHIP & TEAMWORK SKILLS

- ① Demonstrate team membership
- ① Demonstrate team leadership
- ① Deliver presentations to a group
- ① Compete successfully with peers
- ① Demonstrate commitment to an organization

### PERSONAL SKILLS

- ① Understand types of maturity
- ① Identify a self-value system and how it affects life
- ① Base decisions on values and goals
- ① Identify process of decision making
- ① Demonstrate ability to assume responsibility for actions and decisions
- ① Demonstrate a positive attitude
- ① Develop healthy self-concept for home, school and work

### LIFE SURVIVAL SKILLS

- ① Evaluate a career plan to determine appropriate postsecondary educational options
- ① Identify how best to achieve marketable occupation skills for an entry level job
- ① Conduct a job analysis
- ① Apply critical thinking skills
- ① Demonstrate effective study skills
- ① Demonstrate how to use group dynamics techniques
- ① Explain the roles and function of a value-added organization
- ① Understand the essential elements of high performance work teams
- ① Describe how to work and communicate with diverse people at work and in the community to satisfy their expectations
- ① Demonstrate techniques for building commitment by others
- ① Demonstrate an openness to change
- ① Provide constructive feedback
- ① Negotiate solutions to conflicts



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## J4NG's 87 Life Skills & Core Competencies

### LIFE SURVIVAL SKILLS, continued

- ① Demonstrate politeness and civility
- ① Demonstrate an ability to adapt to people and situations
- ① Exhibit work ethics and behaviors essential to success
- ① Set and prioritize goals and establish a timeline for achieving them
- ① Apply the problem solving process to complex problems
- ① Demonstrate an ability to analyze the strengths and weaknesses of self and others
- ① Design and justify solutions by tracking and evaluating results
- ① Identify ways to build mutual trust and respect
- ① Prepare a short- and long-term personal budget

### WORK PLACE SKILLS

- ① Demonstrate punctuality and good attendance practices
- ① Demonstrate initiative and proactivity
- ① Demonstrate how to work effectively with others
- ① Demonstrate an attitude that attracts the attention of management
- ① Demonstrate an ability to communicate and work with customers to satisfy their expectations
- ① Demonstrate listening skills which will result in gaining a clear understanding of information being conveyed
- ① Demonstrate an ability to follow and give directions
- ① Demonstrate good reasoning skills which result in thinking first, then taking action
- ① Demonstrate integrity and honesty in dealings with internal and external customers

- ① Demonstrate a willingness to accept responsibility for one's own actions
- ① Demonstrate a commitment in completing work assignments accurately and in a timely fashion
- ① Demonstrate an ability to satisfy the purposes of a delegated task
- ① Demonstrate an ability to prioritize and manage time effectively in the workplace
- ① Demonstrate enthusiasm for work
- ① Demonstrate an eagerness to learn new responsibilities or improve current responsibilities
- ① Demonstrate an understanding of the work to be accomplished
- ① Demonstrate familiarity with a variety of technologies
- ① Demonstrate an ability to self-evaluate and develop a continuous improvement (career development) plan
- ① Demonstrate basic computer operation skills
- ① Demonstrate an ability to learn from past experiences and from others
- ① Demonstrate an ability to send, receive and organize e-mail messages
- ① Demonstrate an ability to search for information on the Internet

### ECONOMIC EMPOWERMENT SKILLS

- ① Understand Insurance – Auto, Renters, Home, Health, Disability and Life (Allstate)
- ① Practice Better Money Management Skills (Visa U.S.A.)
- ① Demonstrate How to Start a Small Business (Allstate)
- ① Be successful in dealing with law enforcement when they are Enforcing the law (Allstate: The Law and You)



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