

# Southern Nevada Hispanic Employment Program

The Southern Nevada Hispanic Employment Program (SNHEP) Council is an interagency group that undertakes special projects and activities aimed at increasing the number of Hispanics within the workforce

**Vision:** Empower Hispanics to become viable contributors to the community through employment, education, promotion of cultural awareness, leadership and business development.

**Mission Statement:** To be a valued/comprehensive community resource that educates, employs, and develops the Hispanic community, thereby enhancing the economic development of Southern Nevada.

**Authority:** Title VI and VII of the Civil Rights Act of 1964, as amended; Title 29 Code of Federal Regulations Part 1614; and Equal Opportunity Commission/OFCCP (Affirmative Action Plan); Presidential Directive establishing Federal Executive Boards; and supplemental diversity plans.

**Funding:** Revenues are generated through partnerships with member agencies and businesses via sponsorships, conference registrations and in-kind services.

**Purpose/Scope:** To be a strategic partner with relevant businesses to achieve increased Hispanic employment, education and business development.

**Stakeholders:** Internally, the organizations represented by the membership, and Hispanic employees. Externally, it's the Hispanic community and the entire community at large.

**What Drives Change:** Externally, the increasing local Hispanic population, globalization of corporations, and the demand for a highly trained and educated Hispanic workforce. Internally, a heightened expectation for superior customer service, a direct and accountable relationship between performance and budget, intergenerational challenges, an increasing need for leadership training, and the dynamics of the greater labor force.

**Expectations:** At minimum, the Council seeks to inform CEOs, business owners, managers, supervisors and employees about the SNHEP, and explain how the program can add value to the workforce. For the long-term the Council expects to become and remain a visible, creditable and active results-driven, strategic partner.

## Meetings

Meetings are held on the second Tuesday of each month, unless otherwise specified.

## Operational Quaesita

### Employment (Outreach, Recruitment, and Retention)

SNHEP develops and conducts an annual training conference that includes skill-based training regarding leadership development; resume writing; preparation of the SF 612 for Federal employment; interview techniques; small business opportunities; conflict management; gender communications; intergenerational issues; diversity; civil rights and human resource management. In addition, the conference incorporates a "career fair" component.

During regular monthly meetings, members have the opportunity to share resumes and job information.

SNHEP participates in at least one career fair to apply a corporate approach to the sharing of resources. At the exhibit, visitors will find employment and/or educational information provided by each of the SNHEP member organizations. Any resumes, collected at the fair, are shared with other members, and forwarded to the Human Resource offices of the member agencies.

## Education

SNHEP provides financial assistance to Hispanic students through scholarships, whose dollar amounts are determined by the Scholarship Committee members. They review the application form and submit recommendations for changes. Also, they develop methods to reach an increased number of Hispanic applicants. Then, conduct the applicant interview process. The scholarships are presented during the annual training awards luncheon ceremony.

Additionally, the SNHEP partners with secondary schools, which have a high enrollment of Hispanic students, to enhance the students' educational experiences by providing and/or sponsoring a Technology/Career Day to introduce mathematics, science, technology and skill-based training, and invite the students to the annual SNHEP conference.

To help identify future elementary school partners, a standing committee makes recommendations, and reviews the grant process to identify the types of support needed to by the selected school.

To share experiences or current and future employment information about the respective member organizations with area elementary, middle and high schools, the SNHEP maintains an Hispanic Speakers Bureau staffed by SNHEP members selected on the basis of their areas of expertise.

Also, it continues to participate in the Roundtable discussions with other community and congressional leaders and the Superintendent of the Clark County School District.

Activities are subject to change and resources available.

## Business Development

Currently, the SNHEP is developing a marketing strategy to identify and contact potential members, increase conference participation, and increase sponsorship levels to enhance the quality and quantity of services provided to the Hispanic community.