

ARTICLE I
PURPOSE

1.01 The purpose of this Agreement is to provide partial funding of a program that provides skills development programs to individuals with barriers to employment to help them achieve long-term sufficiency (the "Project"). The result will be employment in jobs that pay a high wage with benefits and upward mobility. Services will be coordinated and administered by VIDA whose corporate offices are located at 1715 E. Pike Boulevard, Weslaco, Texas 78596.

ARTICLE II
TERM

2.01 The term of this Agreement is for twelve (12) months beginning April 12, 2012 and ending April 11, 2013

ARTICLE III SERVICES

3.01 VIDA will operate the Project, through which it will provide skills development programs, job placement services and supportive services to economically disadvantaged, underemployed and unemployed individuals who reside in Hidalgo County. VIDA will also assist economically disadvantaged, underemployed or unemployed individuals who fulfill one of the following two priority areas:

- a. Reside in Hidalgo County and have an active case pending before the Child Abuse and Neglect Court; and
- b. Reside in Hidalgo County and have an active case assigned to the Drug Court.

No less than 50% of the total number of individuals served shall reside in the suburban cities and unincorporated areas of Hidalgo County.

3.02 VIDA shall perform the Project in accordance with Exhibit "A" (project description, performance goals and objectives)

3.03 Supportive services eligible for reimbursement through this Agreement include only the following line-items: transportation, child care, tuition, test fees, books/materials/uniforms, tools and equipment, training aids, rent, utilities and medical.

ARTICLE IV
WARRANTY OF COMPLETION

4.01 VIDA shall complete the Project in the event that allocated funds are not available or sufficient to cover total Project costs and warrant that VIDA has the means and resources to ensure completion of the Project in such an event.

ARTICLE V
CONSIDERATION

- 5.01 For services rendered under this Agreement, COUNTY will pay to VIDA an amount not to exceed \$250,000.00, in accordance with Exhibit "B". Requests for budget revisions shall be submitted by VIDA to COUNTY for approval.
- 5.02 VIDA will submit to COUNTY'S EXECUTIVE OFFICER on a monthly basis, no later than ten (10) business days after the close of each month, an itemized billing package and performance report for the prior month, the formats for which are attached hereto and incorporated herein as Exhibit "C".
- 5.03 VIDA shall provide written confirmation that the individuals listed in the monthly report reside in Hidalgo County or fulfill one of the two priority areas listed in Article III. Should any individuals listed in Exhibit "C" monthly report relocate outside Hidalgo County or not fulfill one of the two priority areas listed in Article III, that person shall be immediately removed from the Project. VIDA may, with written approval by the COUNTY, replace that individual but may only expend the balance of the funds allocated to the slot of the individual that was removed.
- 5.04 VIDA shall submit to COUNTY Executive Officer such other reports as may be requested by COUNTY to document COUNTY's liabilities under this Agreement.
- 5.05 After receipt of and approval by COUNTY of VIDA's billing package, COUNTY shall pay to VIDA an amount equal to the total amount of such billing package or in equal monthly installments, subject to deduction of any costs questioned or not allowable. Delinquent or unacceptable billing of COUNTY by VIDA, however, shall excuse delay of payment by COUNTY.
- 5.06 Within ten (10) working days of COUNTY's written request, VIDA shall refund to COUNTY any sum of money paid by COUNTY to VIDA which COUNTY has determined:
- a. Resulted in overpayment to VIDA;
 - b. Has not been spent by VIDA strictly in accordance with the terms of this Agreement; or
 - c. Is not supported by adequate documentation to fully justify the expenditure.
- 5.07 Upon termination of this Agreement, all unclaimed (30 days or older) salaries and wages must be returned to COUNTY in the following format:
- a. A cashier's check for the net total amount payable to "County of Hidalgo" shall be sent to the Hidalgo County Treasurer's Office (with a copy to the Hidalgo County's Executive Officer); and
 - b. A listing showing each person's social security number, full name, last known complete address and amount owing to each individual.

ARTICLE VI
PERFORMANCE

- 6.01 Performance for the purpose of meeting contracted program requirements shall be determined based upon projected levels to clients to be served and expenditure levels.
- a. No less than 45% of the projected number of participants will have started or completed skills development training within FIVE (5) months after the commencement of the contract and no less than 40% of the allocated funds will have been expended.
 - b. No less than 75% of the projected number of participants will have started or completed skills development training within nine (9) months after the commencement of the contract and no less than 75% of the allocated funds will have been expended.

VIDA will provide the Hidalgo County Executive Officer with a memo assuring these requirements have been met no later than 10 business days after the deadlines established in this Article 6.01.

6.02 VIDA's non-performance may result in termination or withholding of funds.

ARTICLE VII
REVIEW

- 7.01 The Hidalgo County Executive Officer shall be the primary contact regarding this Agreement.
- 7.02 In the event VIDA utilizes subcontractors in performing any obligation required by this Agreement, the Hidalgo County Executive Officer shall, prior to execution of all contractual agreements, review and approve the selection process, bidding procedures and all proposed agreements, if any, entered into by VIDA.
- 7.03 COUNTY will determine what is eligible for reimbursement under this Agreement in accordance with the items listed in Article III and incorporated herein as Exhibit "B".

ARTICLE VIII
PROGRAM RECORDS & REQUIREMENTS

- 8.01 VIDA agrees to comply with all federal, state and local laws and ordinances applicable to COUNTY for the work or services under this Agreement.
- 8.02 VIDA shall maintain all financial records in accordance with Cost Principles for Non-profit Organizations, OMB Circular A-122, Audits Other Non-profit Organizations, OMB Circular A-133, and Administrative Requirements for Grants and Agreements with other Non-profit Organizations, OMB Circular A-110. These circulars will be made part of all agreements pertaining to the Project.

- 8.03 COUNTY shall have no obligation to pay VIDA until a representative of COUNTY has reviewed VIDA's fiscal and accounting procedures to insure compliance with federal requirements.
- 8.04 COUNTY EXECUTIVE OFFICER OR DESIGNEE may conduct, at minimum, two (2) monitoring visits to VIDA's project site to determine performance and compliance with the terms of this Agreement.
- 8.05 VIDA shall maintain books, records and other documents relating directly to the receipt and disbursement of such grant funds.
- 8.06 VIDA shall allow any duly authorized representative of COUNTY, at all reasonable times, to have access to and the right to inspect copy, audit and examine all such books, records and other documents of closeout procedures respecting this Agreement, until final settlement and conclusion of all issues arising out of this activity are completed.
- 8.07 VIDA agrees that the expenditure of funds pursuant to this Agreement shall be audited as part of the annual audit performed on VIDA by an independent auditor hired and paid by VIDA. The audit, with respect to the funds under this Agreement, shall be performed in accordance with the requirements of OMB Circular A-133. The audit report will include VIDA's expenditures and revenues for the same time period as VIDA's fiscal year.

ARTICLE IX
TERMINATION AND DEFAULT

- 9.01 COUNTY may suspend or terminate this Agreement if VIDA materially fails to comply with any term herein. This Agreement may also be terminated for convenience with thirty (30) day written notice. COUNTY agrees to pay VIDA for the amount of work completed up to the termination of this Agreement.
- 9.02 Upon termination of this Agreement, VIDA shall transfer to COUNTY all General funds, if any, along with any accounts receivable attributable to unexpended General funds within three (3) business days.

ARTICLE X
FURTHER REPRESENTATION, WARRANTIES AND COVENANTS

- 10.01 VIDA further represents and warrants that:
- a. All information, data or reports ever provided or to be provided to COUNTY is, shall be and shall remain complete and accurate as of the date shown on the information, data or report and that since said date shown, shall not have undergone any material change without written notice to COUNTY.

- b. Any supporting financial statements ever provided or to be provided to COUNTY are, shall be and shall remain complete, accurate and fairly reflective of the financial condition of VIDA on the date shown on said statements and during the period covered thereby, and that since said date shown, except as provided by written notice to COUNTY, there has been no material change, adverse or otherwise, in the financial condition of VIDA.
- c. No litigation or proceedings are presently pending or threatened against VIDA relating to the Agreement or Project.
- d. None of the provisions contained herein contravene or in any way conflict with the authority under which VIDA is doing business or with the provisions of any existing obligation or agreement of VIDA.
- e. VIDA has the legal authority to enter into this Agreement and accept payments hereunder and has taken all necessary measures to authorize such execution of contract and acceptance of payments pursuant to the terms and conditions thereof.

ARTICLE XI
PERFORMANCE RECORDS AND REPORTS

11.01 As often and in such form as COUNTY may require, VIDA shall furnish to COUNTY such performance records and reports as deemed by COUNTY as pertinent to matters covered by this Agreement.

ARTICLE XII
INSURANCE

12.01 Actual losses not covered by insurance as required by this Article shall be allowable costs under this Agreement and shall therefore remain the sole responsibility of VIDA.

12.02 VIDA shall comply with applicable workers compensation statutes and shall provide and maintain proof of workers compensation insurance coverage with a waiver of subrogation provided in favor of COUNTY.

12.03 VIDA shall maintain and provide proof of general liability insurance of not less than \$1,000,000 naming COUNTY as additional insured.

12.04 VIDA shall maintain adequate insurance against fire, loss, or theft of all non-expendable property acquired hereunder and shall provide proof of such insurance naming COUNTY as additional insured.

ARTICLE XIII
INDEMNIFICATION

- 13.01 Excluding willful acts or omissions on the part of COUNTY, its employees, agents, officers or contractors and insofar as it legally may, VIDA covenants and agrees to indemnify and save harmless COUNTY, its employees, agents, officers or contractors, from and against any and all liability claims, demands, damages, expenses, fees, fines, penalties, suits, proceedings, actions and causes of action of any and every kind and nature arising or growing out of or in any way connected with this Agreement, including COUNTY's own negligence. This obligation to indemnify shall include the retention of legal counsel and investigation costs and all other reasonable costs, expenses and liabilities arising from the initial notice that a claim or demand has been made, is to be made or may be made.
- 13.02 VIDA is and shall be deemed to be an independent contractor and operator responsible to all third parties for its respective acts or omissions and that COUNTY shall in no way be responsible therefore.
- 13.03 VIDA shall include an indemnification clause in any and all contracts, subcontracts or agreements which may arise out of this Agreement:

Contractor/Subcontractor shall indemnify and hold harmless Hidalgo County from any and all damages, losses or liabilities of any kind, whatsoever, by reason of injury to third persons occasioned by any negligent act, error or omission of the Contractor/Subcontractor, its officers, agents, employees, or other persons for whom the Contractor/Subcontractor is legally liable, in rendering or failing to render services with regard to performance of the contract. The Contractor will at their cost and expense, defend and protect Hidalgo County against any and all such claims and demands.

- 13.04 COUNTY is in no way a guarantor or warrantor of this Project and all claims, actions or causes of action arising from the Project are the responsibility of VIDA.

ARTICLE XIV
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

- 14.01 VIDA shall comply with all applicable local, state and federal equal employment opportunity and affirmative action rules, regulations and laws.
- 14.02 In the event of non-compliance by VIDA (or VIDA's subcontractors) with local, state and federal equal employment opportunity and affirmative action rules, regulations and laws, VIDA may be barred from further contracts with COUNTY.

ARTICLE XV
CONFLICT OF INTEREST

15.01 VIDA shall comply with all of the applicable conflict of interest provisions found in 24 CFR 570.611

ARTICLE XVI
POLITICAL ACTIVITY

16.01 None of the performance rendered hereunder shall involve, and no portion of the funds received hereunder shall be used, either directly or indirectly, for any political activity including, but not limited to, an activity to further the election or defeat of any candidate for public office or for any activity undertaken to influence the passage, defeat or final content of local, state or federal legislation.

ARTICLE XVII
SECTARIAN ACTIVITY

17.01 None of the performance rendered hereunder shall involve, and no portion of funds received hereunder shall be used, either directly or indirectly, for the construction, operations, maintenance or administration of any sectarian or religious facility or activity, nor shall said performance rendered or funds received be utilized so as to benefit, directly or indirectly, any such sectarian or religious facility or activity.

ARTICLE XVIII
PUBLICITY

18.01 When appropriate, as determined by and upon written approval of COUNTY, VIDA shall publicize the activities conducted by VIDA pursuant to the terms of this Agreement. In any news release, sign, brochure, or other advertising medium disseminating information prepared or distributed by or for VIDA, however, mention shall be made of Hidalgo County funding and COUNTY participation having made this Project possible.

ARTICLE XIX
PUBLICATIONS

19.01 All published materials and written reports submitted pursuant to this Agreement shall be originally developed unless otherwise specifically provided for herein. If material not originally developed is included in report, however, said material shall have its source identified, either in the body of the report or by footnote, regardless of whether the material is in a verbatim or extensive paraphrase format.

ARTICLE XX
RIGHTS TO PROPOSAL AND CONTRACTUAL MATERIAL

20.01 All reports, documents, studies, charts, schedules, or other appended documentation to any proposal or contract, and any responses, inquiries, correspondence and related material submitted by VIDA, shall, upon receipt, become property of the COUNTY.

ARTICLE XXI
CHANGES AND AMENDMENTS

- 21.01 Except when the terms of this Agreement expressly provide otherwise, any alterations, additions or deletions to the terms hereof shall be by amendment in writing, dated subsequent to the date hereof, and executed by both COUNTY and VIDA.
- 21.02 Changes in local, state and federal rules, regulations or laws applicable hereto may occur during the term of this Agreement and that any such changes shall be automatically incorporated into this Agreement without written amendment hereto, and shall become a part hereof as the effective date of the rule, regulation or law.
- 21.03 VIDA shall notify COUNTY in writing of any proposed change in physical location for work to be performed pursuant to the terms of this Agreement. Such notice shall be provided by VIDA to COUNTY at least thirty (30) calendar days in advance of the proposed change.

ARTICLE XXII
NOTIFICATION OF ACTION BROUGHT

- 22.01 In the event that any claim, demand, suit, proceeding, cause of action or other action (hereinafter collectively referred to as "Claim") is made or brought against VIDA, VIDA shall give written notice thereof to COUNTY within five (5) working days after receiving notice of the Claim. VIDA's notice to COUNTY shall state the date and hour of notification to VIDA of the Claim, the names and addresses of those instituting or threatening to institute the Claim, the basis of the Claim and the names) of any other against whom the Claim is being made or threatened. Written notice pursuant to this Article shall be delivered by certified mail in accordance with this Agreement.

ARTICLE XXIII
ASSIGNMENTS

- 23.01 VIDA shall not transfer, pledge or otherwise assign this Agreement, any interest in and to same, or any claim arising hereunder, without first procuring the written approval of COUNTY. Any attempt at transfer, pledge or other assignment shall be void and shall confer no rights upon any third person.

ARTICLE XXIV
WAIVER OF PERFORMANCE

- 24.01 No waiver by COUNTY of a breach of any of the terms, conditions, covenants or guarantees of this Agreement shall be construed or held to be a waiver of any succeeding or preceding breach of the same or any other term, condition, covenant or guarantee herein contained. Further, any failure of COUNTY to insist in any one or more cases upon the strict performance of any of the covenants of this Agreement, or to exercise any option herein contained, shall in no event be construed as a waiver or relinquishment for the suture of such covenant or option. In fact, no waiver, change, modification or discharge by either Party hereto of any provision of this Agreement shall be deemed to have been made or shall be effective unless expressed in writing and signed by the Party to be charged.
- 24.02 NO act of omission of COUNTY shall in any manner impair or prejudice any right, power, privilege, or remedy available to COUNTY hereunder or by law or in equity, such rights, powers, privileges or remedies to be always specifically preserved hereby.
- 24.03 No representative or agent of COUNTY may waive the effect of the provisions of this Article.

ARTICLE XXV
REVERSION OF ASSETS

- 25.01 All funds provided hereunder and all equipment, supplies and materials acquired hereunder on hand, available to, or in the actual or constructive possession of VIDA at the time of expiration of this Agreement, and any accounts receivable attributable to the use of funds provided hereunder shall be transferred to COUNTY, unless otherwise specified in this Agreement.

ARTICLE XXVI
ENTIRE AGREEMENT

- 26.01 This Agreement constitutes the final and entire agreement between the parties hereto and contains all of the terms and conditions agreed upon. No other agreements, oral or otherwise, regarding the subject matter of this Agreement shall be deemed to exist or to bind the parties hereto unless same is in writing, dated subsequent to the date hereof and duly executed by the Parties.

ARTICLE XXVII
INTERPRETATION

- 27.01 In the event any disagreement or dispute should arise between the Parties hereto pertaining to the interpretation or meaning of any part of this Agreement or its governing rules, regulations, laws, codes or ordinances, COUNTY as the Party ultimately responsible for matters of compliance, shall have the final authority to render or secure an interpretation.

ARTICLE XXVIII
NOTICES

28.01 For purposes of this Agreement, all official communications and notices among the Parties shall be deemed sufficient if in writing and mailed, registered or certified mail, postage prepaid, to the addresses set forth below:

COUNTY:

Valde Guerra, Executive Officer
Hidalgo County Executive Office
2818 S. Bus. Hwy. 281
Edinburg, Texas 78539

VIDA:

Myra Caridad Garcia, Executive Director
Valley Initiative for Development and
Advancement (VIDA)
1715 E. Pike Boulevard
Weslaco, Texas 78596

ARTICLE XXIV
PARTIES BOUND

29.01 This Agreement shall be binding on and inure to the benefit of the Parties and their respective heirs, executors, administrators, legal representatives, successors and assigns, except as otherwise expressly provided for herein.

ARTICLE XXX
GENDER

30.01 Words of gender used in this Agreement shall be held and construed to include the other gender, and words in the singular number shall be held to include the plural, unless the context otherwise requires.

31.01 The captions contained in this Agreement are for convenience of reference only, and in no way limit or enlarge the terms and/or conditions of this Agreement.

ARTICLE XXXII
TEXAS LAW TO APPLY

32.01 This Agreement shall be construed under and in accordance with the laws of the United States and the State of Texas, and all obligations of the Parties are performable in Hidalgo County, Texas.

ARTICLE XXXIII
LEGAL CONSTRUCTION

33.01 In case any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision thereof and this Agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

ARTICLE XXXIV
AMENDMENT

34.01 No amendment, modification, or alteration of the terms hereof shall be binding unless the same be in writing, be dated subsequent to the date hereof and duly executed by the parties hereto.

IN WITNESS THEREOF, this Agreement is executed in duplicate originals this ____ day of April, 2012.

COUNTY:
COUNTY OF HIDALGO

By: _____
Ramon Garcia
County Judge

VIDA:

By:  _____
Myra Caridad Garcia
Executive Director

ATTEST:

By: _____
Arturo Guajardo, Jr.
County Clerk

APPROVED AS TO LEGAL FORM:
ATLAS & HALL, LLP

By: _____
Stephen L. Crain

EXHIBIT "A"
Scope of Work

Valley Initiative for Development and Advancement (VIDA) proposes to provide services to Hidalgo County that will further the following goals and objectives of the Building Future Talent Program for attracting, retaining, and developing talent that meets the needs of current industry and supports the development of future business location in the area:

- (1) Strengthen skills development and career advancement;
- (2) Develop higher skill and higher wage jobs; and,
- (3) Address professional shortage areas (e.g., allied health).

VIDA will continue, in alliance with vested workforce development partners, with a proactive program of work that has proven to be **solid investment in the transformation of the community's workforce and thus impacting sustainable economic growth in the region**. Since its inception, VIDA's mission has been ...to *address employers' needs for a skilled workforce*. VIDA's program of work is directly tied to the demand occupation opportunities in the community.

In alignment with the ISD, employers, local institutions of higher education and in particular with STC and UTPA, VIDA will augment the demand driven focus by implementing the *Building Future Talent Program* specifically by increasing Allied Health employment opportunities in Hidalgo County. The Allied Health industry sector has independently demonstrated the fastest growing area of demand for an array of skill sets as well as the fastest growing in new business investment and expansion of existing entities in Hidalgo County. Accordingly, the County of Hidalgo seeks to further invest in preparedness programs for development of the skills sets required to meet the needs of the rapidly growing health care sector.

As part of the County's *Building the Future Talent Program* VIDA will augment the efforts in the recruitment, assessment, career counseling, training and job placement support in the Allied Health industry sector. VIDA, as part of the Building Future Talent Program, will specifically address the need for "available skilled labor force" which is the #4 site selection criteria in the recruitment of new industry (Site Selection Dec. '07).

The Demand

The .Industry Cluster Analysis for the Lower Rio Grande Valley study prepared for Workforce Solutions, Inc. by TIP Strategies identified the **Top 20 Occupations Based on 2000-2014 Forecast** and ranked demand occupations as follows: Registered nurses (#1), Home health aides (#2) personal and home care aides (#3) nursing aides (#6), licensed and vocational nurses (#7), and medical assistants (#20). These industry indicators in Allied Health require Hidalgo County to prepare our residents to take advantage of these opportunities by development the training programs required by the employers.

VIDA currently has open job orders from hospitals in Hidalgo County with immediate vacancies of over 150 Allied Health related positions with starting pay ranging from \$12.75 to \$29.50 per hour-rates that are higher than the \$9.41 median hourly wage for the county. This reflects only a portion of the demand in this sector as there is a multitude of private practice, clinics, home health care, and nursing homes vying for these trained individuals.

Community Awareness (Student Outreach I Employer Development)

VIDA will launch an aggressive outreach program to the underserved population in Hidalgo County pockets not traditionally tapped. VIDA will utilize its traditional community based participant recruitment methods but will also augment through PSA's on radio and television when possible. An organized and consistent effort will be developed to work with the high schools to inform the students about the VIDA opportunities in the specific sectors herein defined. It is our intent to do these orientations immediately preceding the job fairs so that the students will be better informed about the existing employment demand, the income opportunities, and the availability of immediate assistance to initiate their training in these sectors. VIDA will work with the various public assistance organizations and collaborate closely with the work force board to provide each with the specifics of the Building Future Talent Program they too can serve to disseminate the information when applicable.

This community awareness effort serves to meet a multitude of objectives: (1) Educate our workforce about the existing demands in the workplace for which we are structured to provide immediate and complete assistance for them to take advantage; (2) Educate the community at large about the aggressive and focused efforts that the County of Hidalgo and the vested work force development partners have in place to meet the job demands and grow the economic base; (3) Inform our existing employers that the community is here well after their recruitment to help develop the quality workforce that they need to grow their business.

Specifically, VIDA will provide the following services:

Skills Development Programs in ALLIED HEALTH Programs of Study

The program will provide for the following workforce training and development areas:

- Pre-Post Secondary Occupation and Training Programs (Pre-PSOT)
- Certificate Training Programs
- Customized Training Programs
- Support Services, including transportation, child care, and social services referral, emergency living expenses.
- Comprehensive Case Management, including Career Planning, Counseling services, and Follow Up Services

Pre Post Secondary Occupation and Training Programs (Pre-PSOT)

Pre-PSOT programs are designed to give students a leg up in their quest for completing a one year or two year training program leading to self-sufficiency. The components that are completed during this phase are critical to one's ability to qualify for certificates and include such core areas as THEA, and other Allied Health Pre-Requisites.

Certificate Training Programs

One year Certificate Training programs allow for students to enter gainful employment on a relatively short term basis. VIDA will sponsor one year training programs in Allied Health.

Two year Certificate Training and/or Associates Degree programs are designed for students who are able to undertake a more substantial commitment toward achieving their educational and career goals. VIDA will sponsor two year training programs in Allied Health.

Customized Training Programs

Customized Training Programs allow for students to enter gainful employment on a short term basis. These programs are designed to be flexible and can be completed in as little as three months. Programs in this area will be Allied Health related and may include programs such as a customized Patient Care Assistant (PCA) Program designed to transition C.N.A's to PCA's.

Support Services: including transportation and social services referral

Critical to the success of VIDA programs is the commitment to provide adequate and effective support services. Program participation depends in large part to being able to reduce barriers to participation in the training programs. VIDA places a high premium on its ability to provide support services which include but are not limited to work transition courses, transportation, books, tools, childcare, and/or emergency financial assistance. The provision of support services for each participant varies on each one's particular needs during the course of the training program. Prior to program inclusion, VIDA conducts a thorough assessment of a prospective participant's situation which affects their ability to undertake a significant educational commitment. VIDA ensures with each participant that they are able and willing to make the sacrifices needed to complete their goals. VIDA maintains a "career plan" with each prospective participant. However, VIDA also believes in providing all the requisite support services that will facilitate program completion.

Comprehensive Case Management, including Career Planning, Counseling services, and Follow Up Services

At the heart of VIDA services and integral to overall program success, is VIDA's belief in managing risk through relationships. VIDA maintains a professional staff of counselors who strive for excellence in their work and never tire of helping to solve the problems and barriers people face while they commit to completing their educational and employment goals. Case managers meet with participants weekly in group sessions to discuss concepts such as coping with stress, effective study techniques, and social responsibility. Counselors also meet with participants individually to help address individual barriers such as family difficulties, personal finances and course difficulties. The counselor acts as a facilitator whose role is to empower students to take control of their situation and ensure the student's successful completion of the program, thus helping participants learn to balance school, home and family.

VIDA counselors take pride building a solid working relationship with the participant in order to mitigate attrition by allowing for a meaningful counselor/student relationship that is needed to solve the barriers and challenges that students face.

Goals, Objectives & Performance Indicators Targets

and Outcomes

Number of VIDA participants trained: 45 Number of

Completers: 80% (or more) Number receiving

counseling: 100% Number receiving career planning:

100% Number receiving support services: 100%

Number receiving job placement services: 80% (or more)

Exhibit "B"

VIDA Sector Strategy Initiative for Work Force Development HIDALGO COUNTY	
BUDGET ITEMS	April 12, 2012 to April 11, 2013 Projected Expenditures
<p style="text-align: center;">DIRECT TRAINING PROGRAM MANAGEMENT SERVICES</p> <p>TRANSITION/ EMPLOYMENT TRAINING AND PLACEMENT SERVICES</p> <ul style="list-style-type: none"> • Community Outreach , Assessment, and Aptitude Testing • Case Management • Career Counseling • Transition Services During Training (Counseling, mentoring and tutorial) • College Preparation Workshops • Orientation Classes • Job Preparation Classes • Job Placement Assistance • Monitoring, Oversight, Reporting and Follow -up • Computer Lab for Testing, Research, Resume editing • Direct Program Management Staffing Costs (Counselors) • Program Operating Expenses (Printing, Supplies, Telephone and Indirect Costs) <p>Direct Program Management Costs for the following services: GED-Region One: PSOT-STC in Allied Health. STC Workforce Academy and Pre-PSOT Training Programs.</p> <p style="text-align: right;">SUB-TOTAL</p>	<p>\$ 55,000</p>
<p style="text-align: center;">JOB TRAINING AND SUPPORT SERVICES</p> <p style="text-align: center;"><u>45 Participants/ Students</u> <u>New Applicants; Roll-Over/ Continuing Program/ Graduates</u></p> <p>Training: Tuition, Fees, Books, Testing fees, Mandatory curriculum based equipment uniforms or tools. \$117,000</p> <p><u>TIER I – Pre-PSOT – SECONDARY OCCUPATIONAL JOB TRAINING ASSISTANCE –Student Preparedness programs and Assistance Funds</u> College Prep Programs: THEA (Texas Higher Education Assessment), ACCUPLACER Life Skills, Study Skills, Skill Standards Prep Courses, GED (program specific entry exams)</p> <p><u>TIER II – POST SECONDARY OCCUPATIONAL JOB TRAINING ASSISTANCE FUNDS</u> STC, UT-Pan American, TSTC, UT-Brownsville certification and associates programs in the programs of study herein referenced.</p> <p><u>TIER III – Customized Training</u></p> <p>Support Services: Child Care, Transportation, Emergency Living Expenses, Uniforms and/or Interview Attire and Other. \$45,500</p> <p style="text-align: right;">SUB-TOTAL</p>	<p>\$162,500</p>
VIDA Administrative Costs	\$ 32,500
TOTAL PROGRAM BUDGET	\$ 250,000

Exhibit "D"

VIDA will operate the project to economically disadvantaged, underemployed, and underemployed individuals that meet VIDA eligibility criteria:

- Eighteen (18) years of age or older
- Legal Resident of the United States
- Permanent Residence in Hidalgo County

- AND meet one or more of the following criteria:
 - Receiving Food Stamps, TANF
 - Low income with family responsibilities
 - Underemployed (less than \$8.50/hr.) individuals with family responsibilities
 - Unemployed individuals with family responsibilities

In addition, individuals who fulfill one of three following priority areas will be assessed for eligibility:

- Reside in Hidalgo County and have an active case pending before the Child Abuse and Neglect Court
- Reside in Hidalgo County and have an active case assigned to the Drug Court