

Region II On-the-Job Training Programs

The HRDF On-the-Job Training program is funded by the Region II Workforce Investment Board through funds from the Department of Labor Workforce Investment Act. HRDF contracts with the Region II Workforce Investment Board to develop and implement OJT contracts in Region II's seven county* Local Workforce Area. The OJT program offsets the costs of training when companies hire new employees. Reimbursements of 50% to 90% are made for full-time permanent positions, that are \$10.00 and above and a length up to 320 hours. Reimbursement is made to the

company, but the individual must be certified WIA eligible prior to start. Eligibility is based on both adult or dislocated criteria and Workkeys scores. Individuals are also drug tested before enrollment into the OJT program. The goal of the program is for the participant to receive permanent employment with the contracted OJT employer upon completion of the contract. HRDF is also administering the WorkForce WV Job-Driven National Emergency Grant (NEG) as the OJT contractor for the Region II WIB. This is an on-the-job training and classroom learning program, in which



Cenergy is one of several companies participating in the NEG Program operated by HRDF as a contractor for Region II WIB.

eligible participants can take part in OJT opportunities in the fields of: Oil and Gas, Wood Product Manufacturing, Administrative and Support Services, Ambulatory Health Services, and the Construction Industries. As with the WIA OJT, the goal of the program is for the participant to receive permanent employment with the contracted OJT employer. Many employers and

industries have been involved in the OJT contracts over the years, including; Cenergy (pictured in this article), Henderson Electric Motors, Inc., US Bearing and Power Transmission Corporation, SWVA, Allevard Sogefi, and Southwest Community Action Council, Inc.

HRDF works with partners for referrals and supportive
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Great Opportunity for Huntington Youth

There are only 20 slots remaining for the Face Forward Program!! If you know anyone that is interested that may qualify for the program, please contact Face Forward staff. There are funds available for stipends, bonuses, and tuition assistance. Job contracts are ready to put youth to work!! Please share this information with individuals that may be interested.

Participants must:

- ***have current or previous involvement in the Juvenile Justice System, or currently be a candidate for Diversion under state guidelines for Juvenile Diversion Programs;***
- ***be between the ages of 16 and 24;***
- ***currently reside in Huntington, WV;***
- ***have no involvement with the adult Federal, State, or local Criminal Justice System; and***
- ***have never been convicted of a sexual offense other than prostitution.***

Contact HRDF Face Forward Staff at (304) 523-9802 or faceforward@hrdfwv.org.

Reunion Party to Celebrate Mon YouthBuild Students' Successes

FAIRMONT – Saying goodbye can be one of the hardest things in life, and moving on to the next chapter can seem to be a difficult task.

Mon YouthBuild has been a program that has served Fairmont, Morgantown and Clarksburg since 1995.

The organization has been located in Fairmont since 1998, right across from Yann's Hot Dogs. Last spring the

program applied for grant funding, but unfortunately did not receive any assistance.

"It's a very competitive process of trying to secure funding. This round of funding we applied for, we just didn't get the grant," said Taylor Runner, the Program Coordinator.

Because of this, Mon YouthBuild will be moving on and ending its service.

As of March 2015, they no



Above: Mon YouthBuild Staff pictured from Left to Right: Shop Instructor Ed Vincent, Program Coordinator Taylor Runner, TASC Instructor Carol Licata, and Larry Hayes, Shop Instructor



Former Mon YouthBuild students and staff.

Transition Fair Serves Students with Special Needs

FAIRMONT — Life can change drastically during the transition period that happens after students graduate from high school.

But the Disability Action Center and Marion County Schools are working with students to make the transition easier.

For the past six years, the DAC has hosted a Transition Fair that aims to help students with special needs make the change to life after high school easier.

"We are trying to lessen the fear and anxiety for special-needs students when they graduate," explained Julie Sole, the executive director for the

DAC. "Graduating from high school can be a stressful time for any student dealing with what's next. For a student and a family with special needs, that anxiety can be even greater."

This year's Transition Fair, which took place Wednesday and had nearly 50 student attendees, and gave students an opportunity to meet with employers, schools and support staff.

Twenty-three agency representatives were in attendance to meet with students making the transition.

As Sole explained, this interaction is important for

longer serve students directly or offer any more classes. From April to December, staff will continue to follow up with current students and monitor their success.

"It's hard, and very sad. I don't know if it's quite hit us yet," Runner said.

Carol Licata, the TASC

Instructor, said that Mon YouthBuild has met and even exceeded all of their requirements over the years. She said it's just a difficult process in securing the appropriate funds.

Feature article Reprint from West Virginia Times by Angelee Wiley



HRDF recently promoted programs and services at the Disability Action Center Transition Fair. Pictured above, Kaitlyn Fernandez (left) speaks with Travis Kline from Job Squad Inc. in Bridgeport about future opportunities in the workforce.

the students.

"There's this misconception that there's not a lot of services available to them with housing or college or with special supports," she said. "We want to alleviate that anxiety. We want to show them that there are

more than enough providers, agencies and schools that want to work with them and want them to be prosperous in the workforce and with education after they graduate."

Joyce Conrad is a special

HRDE Dedicates New Unity Apartments to Thomas Patrick Maroney

Longtime Charleston, West Virginia resident Pat Maroney says he's humbled a housing facility made for residents with special needs carries his name.



Patrick Maroney thanks HRDE and the AFL-CIO on behalf of himself and family.

"All of our efforts, the whole Maroney family, has been to help others. So I think it's for the Maroney family," Maroney said Friday at the ribbon cutting ceremony for the

Resource Development and Employment, Inc..

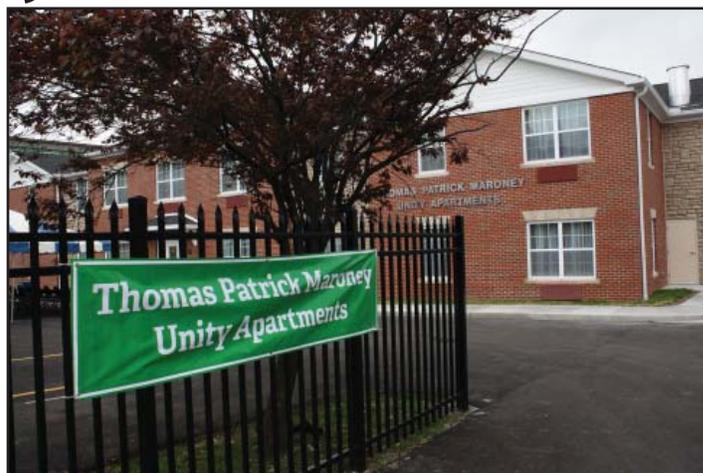
"It's our objective that we provide housing to people that are in need and give them a comfort in life that maybe they aren't able to live right now," West Virginia AFL-CIO President Kenny Perdue said.

Every apartment is wheelchair accessible. U.S. Senator Joe Manchin said the complex will promote independent living.

"For people who have some disabilities, can live alone and also afford a quality place such as this," Manchin said.

Maroney, the longtime general counsel for WV AFL-CIO and former West Virginia Democratic Party chairman, said the location at the corner of Lewis and Shrewsbury streets is tough to beat.

"It's very accessible to churches. It's very accessible to hospitals. It's very accessible to the farmer's market out here for food. It's in a great area," he said.



said. The project was financed in part with funding from the Housing and Urban Development Authority, which operates similar complexes in Morgantown, Fairmont, South Charleston, Cross Lanes and Parkersburg.



Don Savage, Director/VP of HRDE, speaks to those in attendance. (L-R) Kenny Perdue, President AFL-CIO; Val Zenteno, Patrick Maroney Apartments Manager; and Claudette Karr, Regional Housing Manager.



Senator Joe Manchin and Kenny Perdue, President of AFL-CIO (L) speak of the need for housing for individuals with disabilities.

Thomas Patrick Maroney Unity Apartments in downtown Charleston.

The 13-one bedroom accessible apartments were built by the Human

Manchin said the complex was appropriately named.

"Pat Maroney has been involved with improving peoples' lives his entire life. He's dedicated to that," Manchin

Development Authority, or HUD, through Human Resources Development and Employment, a private, non-profit corporation, dedicated to providing housing for those with disabilities, the elderly and families. HRDE

More information on the Human Resource Development and Employment Inc., and complexes in West Virginia is available at www.hrde.wv.org.

Reprint featured article by Jeff Jenkins, West Virginia Metro Times News Section

HRDF LOVES HEARING FROM PARTICIPANTS

"Excited to start my deckhand training in the morning. It's not all the time someone as young as me has the chance to start such a great career and I owe it all to HRDF Huntington. Thank you everybody there, I appreciate this opportunity, and won't waste it."

Billy Toni, Face Forward Participant

Working for Yourself with Social Security's Ticket to Work Program

Social Security's Ticket to Work program provides free employment support services to Social Security disability beneficiaries age 18 through 64 who want to work so that they can successfully transition from receiving cash benefits to full-time employment. Ticket to Work connects beneficiaries to services, such as interview coaching, résumé development, benefits counseling, vocational counseling and job placement. It also helps many beneficiaries take advantage of Social Security Work Incentives to safely transition from cash benefits while keeping their health care coverage. Benefits.gov wants you to know about these services and incentives can help beneficiaries on their journey to employment and financial independence.

Social Security's Ticket to Work host free monthly Work Incentive Seminar Events (WISE) webinars to teach beneficiaries and their supporters (both individuals and disability organizations) about the Ticket to Work program and Work Incentives.

Some of the recent webinars have included: Working from Home, Self-Employment, and Mental Illness. Take advantage of the free online tutorials to get an inside look at Ticket to Work, Work Incentives, and finding work to achieve financial independence. The tutorials are available 24/7 at www.choosework.net/training.

If you have additional questions, you can send an email to support@choosework.net or call 1-866-968-7842 (V) or 1-866-833-2967 (TTY) Monday through Friday, from 8:00 AM - 8:00 PM ET.

- Follow Ticket to Work on Facebook!
- Follow Ticket to Work on Twitter!
- Watch Ticket to Work Success Stories on YouTube!

If you, or someone you know, could benefit from these services, please contact Amanda Filippelli at the HRDF Morgantown Office at (304) 296-8223.



YouthReady VI Out-of-School Success Story

Walter Davis enrolled in the YouthReady Program in December 2013, at age nineteen. He came to West Virginia from Indiana to live with his grandmother. Before coming to Doddridge County, he was a high school dropout, homeless, and addicted to drugs and alcohol. Walter enrolled at the Opportunity Council in West Union in order to study to attain his GED. At the time of his enrollment he tested basic skills deficient, but because of his hard work and regular attendance to Adult Basic Education classes, he was able to improve his scores quickly. Walter tested for his GED and passed within a short time after entering the YouthReady Program.

In January 2014, he enrolled in Salem University in order to take on-line classes in Basic Computer Management and work toward a Bachelor

of Science degree in Information Technology Specializing in Cyber security.



Walter continued attending Opportunity Council to receive tutoring for these classes. He also began an Occupational Exploration Towards Employment work training experience in which he provided maintenance for the building and for the computers. His work training was completed after 160

hours.

Walter continued his on-line classes until June 2014, at which time he began Summer Youth employment at School Day Plus, in the position of Assistant Activities Coordinator. Walter enjoyed working at the center and was well liked by both the children and his coworkers. He was commended for his excellent work ethic by the owner and supervisor at the daycare. The owner told staff that she would have liked to have hired him full time but that he needed to be 21 years of age.

At this point Walter considered changing his studies to early childhood education, but decided to stay with his computer science studies. Being in the program gave him work experience opportunities so he could try out several different areas of employment.

In the Fall of 2014, Walter moved back to Indianapolis, Indiana, to be near family. He began employment at Netlink, Inc. as a computer technician in October 2014. He has been able to study for his certifications, which are the CompTIA A+ certifications, and take the exams through this company. His boss considers him very valuable in the lab where they build, fix, and operate personal computers and servers. Walter is now working 60-80 hours a week at \$10.00 an hour. Once he attains all of his certifications his pay will increase considerably.

Walter is excited to be earning his certifications and enjoys the work he has chosen. The YouthReady Program and those mentoring him at Opportunity Council have been great supports and positive influences in his life.

Family Day at the State Capitol



HRDF Huntington Staff pictured with Natalie Tennant, Secretary of State, West Virginia.

Kids and Families Day is the annual event to bring awareness to West Virginia Legislature about campaigns and the needs of working families and kids. At the 2015 annual event, meetings with legislators were held to discuss the 2015 Policy Platform. In addition to legislative meetings, activities occurred for kids to participate in as

well as advocacy trainings to assist those who are there to meet with their legislators.

This year, the event partnered with WV Public Broadcasting and showcased a documentary about child poverty in West Virginia. The event was held at the WV Culture Center.

The 2015 Legislative Platform, Our Children, Our

Future Campaign to End Child Poverty is as follows:

1. Protect and Provide a Secure Funding Stream for Family Support Programs.

2. A Smart Start for WV— Invest in Early Childhood.

3. Juvenile Justice Reform.

4. Drinking Water Protections.

5. Defend Medicaid and CHIP, while Expanding Medicaid Access to Mental Health Therapy.

6. Past Due! It's time to choose: WV's kids or Big Tobacco?

7. Retiring Old Laws so Nurses (APRN's) can meet health needs for WV Families.

8. Stopping Meth Labs WV.

9. Erin's Law: Preventing Childhood Sexual Assault.

10. Providing Earned, Paid Sick Days for Workers & Schedules that Work.

The Our Children, Our Future

Campaign is a non-partisan alliance of 177+ churches, community organizations, businesses, unions, schools, and advocates – devoted to ending child poverty in West Virginia. Twelve policy victories in two years have been fought and won by engaging new voters and families in the political



process. Over 3,400 leading West Virginians participated in the creation of the above platform – by attending a community meeting, participating in a policy workshop or Symposium, or casting a ballot.

Transition Fair

This article was featured in the Times West Virginia by Sean McNamara

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services liaison with Marion County Schools and she plays a role in helping this Transition Fair be a success.

"My role here is to work with Julie," Conrad said. "We have formed a great partnership and our role is to help our students transition from high school to postsecondary, whatever that may be."

Like Sole, Conrad stressed the importance of this event.

"I think that it's a wonderful opportunity for our juniors and seniors to see what they have ahead of them and the many opportunities that they can get involved in once they get out of high school, and that we're not forgetting about them and we really want to see them succeed in life," Conrad said.

For students who have often had the same support

staff from birth through young adulthood, whether it be family members or teachers, this event is to get them face to face with support staff for after they graduate.

In the past, this event has been a major success, as Sole and Conrad explained.

"We've had tremendous success with these events," Sole said. "The transition rates for our graduates over the last five years who are involved in work or in education are phenomenal."

"No longer are folks falling through the cracks and sitting at home not doing anything after they graduate. They are working. They are in training. They are in school and they are being very, very productive."

Conrad is especially excited about the opportunity she and the DAC have to see the



success that these students have had not only after high school, but after attending the Transition Fair.

"Every year we have to do a one-year follow-up on our students, and it's always great to see those students coming back now," Conrad explained. "Over the years, I've done this and I'm seeing an increase

in students who are doing something postsecondary. They're either in training, in college or they're working in supported employment, which is great.

"We have a very high percentage of that in Marion County thanks to our partnership with the DAC and all of these agencies."

RExO Winds Down as Participants Thrive

The Charleston - based Reintegrating Ex-Offenders Program, which is funded by the Department of Labor, is in its final stretch after three years of activities. HRDF surpassed all intended enrollment and performance goals of the program and was thrilled to see enrolled participants thrive in various industries and become engaged in their communities in a positive way.

HRDF looks forward to serving this population for years to come.

The program is to improve the employability and recidivism rates for young adult offenders by providing skills training. The training and service-learning provided through the program are expected to lead to credentials recognized by in demand Industries in Kanawha County.

Service-learning projects conducted through these grants will integrate meaningful community service that enrich the learning experience, teach civic responsibility, and encourage lifelong civic engagement.

Through service-learning, returning offenders are offered the opportunity to reestablish community-based trust, while enhancing their work-

based skills and status in their community.

The Human Resource Development Foundation's mission is to provide economically disadvantaged West Virginians an opportunity for self-sufficiency through education, training, and employment. Below are a two success stories (Colton and Jared) for individuals completing the program.

Colton Russell was 17 years old when he first got into trouble and convicted of misdemeanor. He was sentenced to participate in the Mountaineer Challenge Academy located in Kingwood, West Virginia. Colton graduated from the academy in December 2012 and obtained his General Educational Development Diploma.

After Colton came back to live with his family in Rand, West Virginia, he was referred to HRDF's RExO program in Charleston, West Virginia by the Kanawha County Juvenile Probation office and enrolled in the Residential & Industrial Technology (RIBT) training



Powerhouse Deliverance Church. Colton completed a 10 Key Data Entry Training, earning him an industry recognized credential and a \$100.00 bonus.

Colton is now enrolled in a subsidized internship

"HOLD ON TO YOUR DREAMS, BUT YOU MUST WORK HARD AT IT TO BE SUCCESSFUL AND NEVER GIVE UP." - Colton

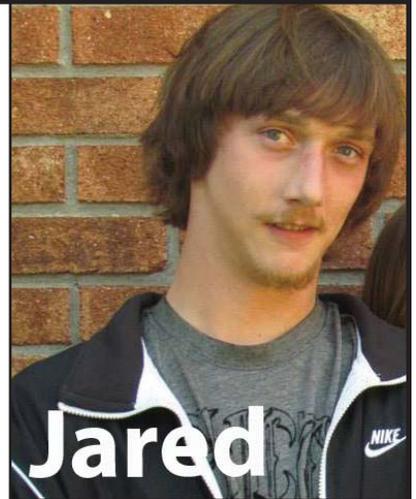
offered through the Stanley Technical Institute. During this training, Colton passed the electrical and plumber examinations for apprentice level. Colton participated in community service learning projects and activities such as working at; Habitat for Humanity, housing units for elderly, Crossroads Union Mission, Mary Snow West Side Elementary School, and

with Air Comfort, Inc., a full-service HVAC provider. He is getting trained and paid work experience to repair air conditioners, heaters, and refrigeration equipment.

Colton's words of wisdom to other youth interested or attending training programs are: "Hold on to your dreams, but you must work hard at it to be successful and never give up."

Jared Blankenship was 20 years old when he first got into trouble. He was sentenced to serve one to ten years, but made a plea agreement to participate in the Kanawha County Drug Court program. During this probationary period, he was placed in the Oxford House, a very strict sober house for males.

Jared was referred to the Human Resource Development Foundation, Inc. (HRDF) RExO program in Charleston, West Virginia by the Kanawha County



"HRDF HAS GIVEN ME THE OPPORTUNITY TO FIND MY OWN SUCCESS AND I WOULD HIGHLY RECOMMEND OTHERS TO GO THROUGH THEIR PROGRAMS."

— JARED

Prosecutor's office, and enrolled in January 2014. Jared engaged in activities structured to develop his employability skills. He participated in Job Readiness and Work Preparation, Substance Abuse Services and other support services, such as transportation assistance and intensive case management. Jared completed an Occupational Training activity in Customer Service; earning him an industry recognized credential and a \$100.00

bonus.

HRDF staff developed two subsidized internships with the City of Dunbar and City Hall. Jared was trained to

maintain the building and grounds, using hand and power tools.

Upon completion, Jared was offered full-

time employment by the City of Dunbar with full-fringe benefits.

Through the HRDF RExO program, Jared has successfully gained full-time employment, is no longer on probation, and now lives independently. Jared's words of wisdom to other youth interested or attending training programs are: "HRDF has given me the opportunity to find my own success and I would highly recommend others to go through their programs."

Building a Skills Super Highway

Phil Leinbach, HRDF Director

At the end of March, as a member of the Region VI Workforce Investment Board, I was invited by Barbara DeMary, Executive Director of Region VI WIB to attend the National Association of Workforce Boards (NAWB) Annual Conference. With the enactment of the Workforce Innovation and Opportunity Act, this conference became almost too important to miss.

The theme of the four day conference held from March 28 through March 31, was Advancing Workforce Innovation: WIOA and the Work Ahead. Although there are still many rules undefined, it was obvious from the presenters as to what "Workforce Innovations" mean and what the Department of Labor expects as outcomes.

To me, the speaker that addressed the issue most comprehensively was Thomas E. Perez, U.S. Secretary of Labor. Perez served as the Secretary of Maryland's Department of Labor, he worked closely with business leaders, community colleges, and nonprofits on a dramatic overhaul of Maryland's workforce development system to ensure that workers have the skills to succeed and employers have the workforce to thrive in the 21st century economy. Perez was the right person to articulate the VISION of WIOA.

Perez started by saying that we are having an "Eisenhower Moment", relating that in the 1950's, Eisenhower created the inter-state highway system. Today he said that Workforce's intention is involved in building a "Skills Super Highway" and there is no better time than now.

Secretary Perez outlined four principles that will build this highway.

First, is that the system must be "Demand Driven". The days of train and pay are over. Investment in training must be made on the basis of job demand. Paying for training has to lead to a job and most importantly to jobs with careers.

Secondly, there are "multiple pathways to prosperity". A four-year higher education degree is not the only way! Community colleges are and must play a role in training for demand occupations which also allow individuals to advance their careers and further their education.

Community colleges must also be linked to "APPRENTICESHIP – the other college". When individuals complete an apprenticeship, they should be able to obtain

credits at community colleges. Articulation agreements with apprenticeship programs should be the norm.

Thirdly, Perez states, there must be on ramps to the skills super highway for all people. There are many individuals for various reasons, even in today's improved economy, who are being left off of the highway. There must be increased opportunities for our veterans, people with disabilities, adult and youth ex-offenders, and those immigrants who need English instruction.

Lastly, Partnerships need to be built with business, education, labor and communities. Perez said that "silos are good for farms but not for government". Stove pipes must be imploded so that we are all linked in this skills super highway.

HRDF is well poised to assist in building this "Skills Super Highway". We have been developing programs and/or assisting in enrolling individuals in demand occupations for over 45 years. HRDF started by providing short term training, when it was not available in college or in an apprentice program. We continue to be a leader in

developing OJT's in meeting employer demands.

HRDF recently completed a demonstration program that proved rural individuals with disabilities want to work and can be successful with the right support. HRDF's Youth Transition Demonstration "Youth Works Program" was cited by a national study of having significant impacts for self sufficiency and employment for youth with disabilities.

HRDF is operating two successful ex-offender youth programs in Charleston and Huntington. Staff have been developing "partnerships" mentioned above in leading to program success.

HRDF is poised and ready to be a partner in building the skills super highway for today's economy.



U.S. Secretary of Labor, Thomas E. Perez

OJT

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services that participants may require. Some of the partners are; American Job Center; DHHR; DRS offices; Rapid Response Program; EXCEL Program; and, other agencies. HRDF staff collaborates with the Putnam and Boone County Career Center instructors, Marshall Career Services, and Ben Franklin Vocational Center instructors to develop OJT opportunities for students.



HUMAN RESOURCE DEVELOPMENT FOUNDATION
EMPOWERING LIVES, CREATING FUTURES

1644 Mileground
Morgantown, WV
26505

Phone: (304) 296-8223
TDD: 1-800-982-8771
Fax: (304) 296-8839

Email: hrdf@hrdfwv.org

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"Providing individuals the resources to achieve self-sufficiency through employment, training, and advocacy supported by collaborative efforts and networks dedicated to this goal. This is further achieved by maintaining HRDF's recognized leadership in the field of human services and development."

HRDF History

Human Resource Development Foundation, Inc. (HRDF) was incorporated in 1967, with the mission of providing economically disadvantaged West Virginians an opportunity for self-sufficiency through education, training, and employment. Disadvantaged youth have been an ongoing target population for program services since the organization's inception with the Neighborhood Youth Corps and continues today with training and employment services.

HRDF's youth programs serve 78 percent of the counties in the state and HRDF is currently the largest single provider of WIA-funded youth services in WV, with over 1,000 youth served in the aforementioned programs since July 1, 2009.

HRDF, Inc. is an Equal Opportunity Employer/Program Auxiliary Aids and Services are Available upon Request to Individuals with Disabilities.

Veterans Priority for Participants: The Jobs for Veterans Act (Public Law 107-288) requires priority of service for veterans and spouses of certain veterans for employment, training, and placement.

EOE M/F/V/D AFT 4009, AFL-CIO