

Building Confidence with Mon YouthBuild



Jeri Daugherty works on an outlet in the Marion County Senior Citizens building.

FAIRMONT — Although the industry she works in is mostly male-dominated, Jeri Daugherty is showing off her electrical and maintenance skills. Daugherty is currently

the head of the maintenance department at the Marion County Senior Citizens building in Fairmont. But a few years ago, she thought she would never have the skills she has today.

She came to Fairmont from Wyoming County, planning to attend Pierpont Community & Technical College studying medicine. Those plans changed, however, when it became too expensive for classes.

From there Daugherty turned to the Mon YouthBuild.

One of the first projects the program had her working at was helping build a house with Habitat for Humanity.

“At first I thought that I wasn’t going to like anything that had to do with construction,” Daugherty said.

Daugherty said she had never shown interest in the industry because when she was growing up, construction was a career for men, not women. But when she got to her first job, even though she was the only female, she was treated as just another student.

“I didn’t think that I would have a chance to do anything like that,” Daugherty said. Daugherty quickly found out that she had the skills

to succeed in the industry and found it enjoyable at the same time. She said she enjoys using her hands to create or fix things.

“I like building things, have it still standing the next day and being able to physically see something that I worked on,” she said. In August 2012, Daugherty graduated from the Mon YouthBuild program. At first she had a tough time finding a job until finally one came along that was a fit.

At the Marion County Senior Citizens building, Daugherty’s job is to make sure when things are broken that they get fixed. She said she enjoys working at the building.

“I’m always able to find

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YouthReady Provides Opportunities

Leroy Ross is an out-of-school youth living in Barbour County in rural West Virginia. He dropped out of school during his senior year because he was having difficulties academically. Leroy comes from a single parent home, but has extended family members living nearby who support him. A year after he dropped out of school, Leroy realized he most likely would not be able to find decent employment or any employment at all without his high school equivalency certificate. Living in a rural area made this seem even



less realistic. In June, 2013, Leroy made the decision to begin attending Barbour County Adult Basic Education classes. His very supportive ABE instructor informed Leroy of the YouthReady

program, and told him that he could earn stipends and incentives to attain his certificate, as well as work training opportunities. After becoming a participant in

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Youth Transition Demonstration Findings

The Human Resource Development Foundation's Youth Works Program showed significant impacts in the Final Report released on the Youth Transition Demonstration (YTD) evaluation, previously funded by the Social Security Administration (SSA).

Mathematica Policy Research and their partners, MDRC and TransCen, began a multi-year evaluation of YTD in 2005. The evaluation was designed to assess the effectiveness of YTD projects in six sites across the country. Several additional YTD projects were added to the evaluation in 2007, including Morgantown based non-profit organization, Human Resource Development Foundation, Inc. (HRDF). HRDF's program, known as West Virginia Youth Works, focused on the goal of self-sufficiency.

Through direct services and financial incentives, the program allowed youth with disabilities the chance to get on the road to self-sufficiency and decrease their likelihood of life-long dependency on Social Security disability

benefits (SSI/SSDI).

Youth Works served approximately 400 randomly assigned youth for an average of 18 months throughout the course of the 3 year project, located in 19 counties across the state. Final Report findings have cited HRDF's program with positive impacts for youth participants assigned to the evaluation, as compared with the control group that did not receive services. A comprehensive menu of services was offered, including; career exploration, job placement assistance, resume preparation, mock interviews, and benefits counseling services.

Mathematica's director of the YTD evaluation, Dr. Tom Fraker, speaks highly of the findings. He analyzed and reported that the YTD project in West Virginia provided well-designed and intensively delivered services, improving the rate at which youth with disabilities can achieve positive employment outcomes. The impacts following 3 years after enrollment suggest that the Youth Works Program

increased paid employment, as shown in the chart below.

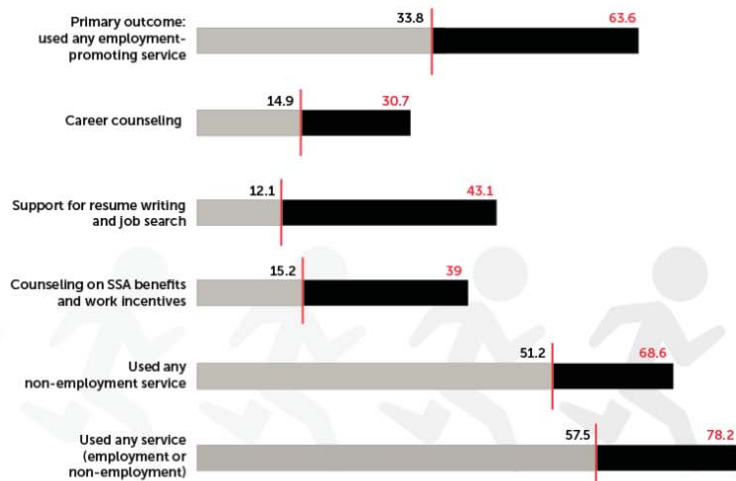
On Tuesday, December 2, 2014, HRDF's Taylor Runner participated in a panel discussion in Washington, D.C. where key stakeholders and evaluation partners presented on program results and next steps. The panel, entitled, 'Helping Youth with Disabilities Flourish: Improving Outcomes for Children in the Supplemental

Security Income Program' was cosponsored by the American Enterprise Institute (AEI) and the Brookings Institution. SSA will continue to study the results of the YTD Final Report, with the hope of instituting future policy changes as they relate to employment related best practices and interventions. Positive results evidenced by the HRDF Youth Works Program will help the mission moving forward.



Taylor Runner (pictured third from left) presents at the panel in Washington, D.C., cosponsored by the American Enterprise Institute and Brookings Institution.

Estimated Impacts of Youth Works on the Use of Services (percentages):



■ Treatment Group with Youth Works
■ Mean without Youth Works

With Youth Works

43% worked for pay vs. **24%**

\$1559 was the total paid yearly income vs. **\$1035**

\$717 was the increase in total income (earnings and SSA benefits)

Outstanding EFILP Youth in Parkersburg

Melissa Von Bruton is a youth in the EFILP Program in Parkersburg, WV. She was previously involved with the EFILP Program in Elkins, and relocated to Parkersburg with her family. The EFILP Placement Specialist that covers Parkersburg has been working with her since January. In the fall of 2013, Melissa began school at WVU Parkersburg with a triple major in English, History, and Art, as her career aspiration is to be a museum curator. WVU Parkersburg offers a unique program that will allow you to major in three different subjects, in the event that they do not have a specific program for what you want to be.

She completed her first year of school with a 3.0 G.P.A. and applied to work at Blennerhassett Island over the summer. Unfortunately she did not get a paid position, as they are very few and quite competitive, but she decided to volunteer for the experience. Over the summer and through to the fall she has spent many hours on the island doing various activities from greeting guests, to musical performances, and helping to catalog items in the museum.

EFILP staff conducted site visits throughout her volunteer experience. Melissa described the opportunity as "invaluable for giving me the experience in an area where I want to work in the future." As she concluded her volunteer experience here, she has become more focused on school and finding a part time job. She is currently working on her second year of college and hopes to

be able to be accepted into a four year program at the end of this year.

Melissa is a dedicated participant who is working hard at bettering herself and her situation with the full support of her mother and her EFILP staff.



Melissa, pictured with her ocarina on Blennerhassett Island. She was able to perform during one of the special activities on the island.

Building Confidence



something to do here," she said.

If it wasn't for entering the Mon YouthBuild program, Daugherty said she may not have ever thought about going into the industry. She said before the program she hardly had experience in electrical work and other areas required.

Her experience with Mon YouthBuild is something she'll always remember.

"The instructors there, they go out of their way to help students succeed," Daugherty

said.

The program also helped Daugherty build social skills as well as career skills. She

said when she first started the program, she was very shy but within three months she became more outgoing and social with the other students.

"By the end I was talking to everyone there," Daugherty said. Carol Licata, with Mon YouthBuild, said when Daugherty was a student in the program, she was timid when she started because she was grouped with all males.

"She came in strong, though, and could show the men that she could do everything too," Licata said.

Licata said Daugherty

was bound and determined to graduate with the skills needed to succeed.

"She wanted it. She wanted to succeed," Licata said. "There are no limits with the program. Whatever you want, you can gain, and she was able to get several certification licenses while here."

One of the things Daugherty will always remember and be able to use in the future is the instructors teaching job interview skills. She said she had confidence going into job interviews after graduating from the program.

"I LIKE BUILDING THINGS, HAVE IT STILL STANDING THE NEXT DAY AND BEING ABLE TO PHYSICALLY SEE SOMETHING THAT I WORKED ON."

— JERI DAUGHERTY, YouthBuild Participant

This article was featured in the Times West Virginia. Email Emily Gallagher at egallagher@timeswv.com or follow her on Twitter @EGallagherTWV.

was a great student while in the program and knew that the program would benefit her. Licata said Daugherty

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HRDF/HRDE Southern Staff

**Happy Holidays, From Our Family --
To Yours!**

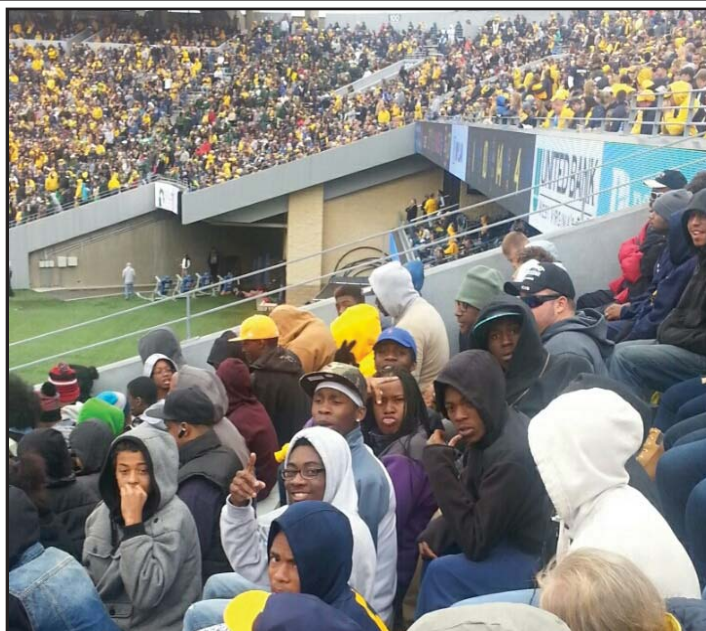


HRDF/HRDE Northern Staff

East End Students get a Glimpse of College

Shannon Robinson, from Charleston's HRDF office, took some high school students to Morgantown to participate in WVU's Career Day. The fun filled day included admission and major presentations, tours, and a welcome from Dr. David Fryson, Vice President of Diversity Equity and Inclusion. The saying: "your first impression is the last impression" definitely applies to this excursion. The students were beyond impressed! As they sat in the presentations they had so many questions

to ask about the university and what they have to offer. But wait, there's more! After the presentations and lunch they all walked over to watch the WVU vs. Baylor football game! The closer they got to the stadium the bigger and wider their smiles became. It was like watching children in a candy store. There were thousands of people dressed in blue and gold shouting, "Let's Go, Mountaineers!" The fun filled day was a success and an opportunity to now start planning for their future!



East End Family Resource Center students attend a WVU football game as an activity with the 21st Century Program.

YouthReady Provides Opportunities

the program, Leroy attended class regularly and studied hard to improve his Basic Skills scores.

During the summer months, while classes were not in session, Leroy began an OETE work training experience at the Barbour County Career and Technical Center. He worked a total of 160 hours in custodial and administrative positions doing a variety of tasks, such as moving boxes and furniture, sorting and filing paperwork, shredding documents, and taking phone calls. Leroy's supervisor reported that he was a hard worker.

After school resumed, Leroy began his studies at the ABE classes, again attending regularly and studying hard. On December 12, 2013, He attempted the examination and passed it to attain his high school equivalency certificate. Leroy had contemplated going to technical school to become an Automotive Technician but due to transportation barriers and the fact that he did not have a driver's license,

he decided to rethink his career options. After several months being employed by a friend to do landscaping and maintenance work, he made the decision to apply at the local grocery store in Belington, West Virginia. The manager at the Shop 'n Save Grocery Store was informed of our Summer Youth Employment Program. She was willing to allow Leroy to work in the store as a work training experience for about 25 hours a week. Leroy was taught to have good work ethic, to be at work every day he was scheduled, and work hard while on duty. He worked in a maintenance position, as well as clerk and stock positions. During his work training the manager told the YouthReady staff that he was doing good work and that they would train him in different positions to see where he excelled.

Near the end of the scheduled hours of the work experience, staff approached management about the possibility of hiring Leroy as a permanent employee.

September 2014, Leroy was offered and happily accepted employment as a grocery stock clerk.

His supervisor and manager at the store have commended his hard work. He has been given more hours as he learns the trade. Leroy loves working at Shop 'n Save and hopes to progress in the store ranks and someday become a store manager. He will continue to

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study to acquire his driver's license and most likely save to buy a car.

This youth has been given confidence, a sense of accomplishment, and the realization that working hard gives him the opportunity for growth in whatever he attempts in the future. The YouthReady program has been a positive influence for this participant.

Adult CPR and First Aid

Are you in need of Red Cross CPR and First Aid certification? It is a great resume builder for youth programs! These are good skills to have at work, at play, and at home!

Learn what signs and symptoms to look for in the case of a sudden illness- whether it is a stroke, heart-related illness, a seizure, or a blood sugar issue. Be prepared to react as quickly as possible and be confident in the skill set needed to care for a person in an emergency situation.

Not only can you assist a person while waiting for emergency personnel to arrive, you will be prepared to do things such as: administer a splint; control external bleeding; alleviate heat and cold related problems; dispose of contaminated objects properly; and, much, much, more! Don't be ill prepared if your loved ones need care, learn now!

For pricing, or to schedule a class in your area, please contact Amanda Filippelli by phone at (304) 296-8223 ext. 28, or by email at afilippelli@hrdfwv.org.



EPIC: Finding Your Path in Life

Cailey Ferrell was 19 years old when she entered HRDF's EPIC program on August 23, 2013. She was living in unstable housing with her family in Charleston, West Virginia. The referring agency stated that her juvenile offenses included; battery, truancy, and incorrigibility. Cailey came into the program with a GED, and scored high on the TABE test, with a 12.9 in both Reading and Math. Cailey was enrolled immediately by HRDF staff into Job Readiness/Work Preparation activities, Academic Counseling, and Residential and Industrial Technology (RIBT) training, offered through the Stanley Technical Institute. During this training, Cailey earned the OSHA General Industry certificate and passed the

electrical and plumber examinations for apprentice level. While in training, Cailey also participated in community service learning projects and activities such as: working at Habitat for Humanity; assisting with activities with housing

for elderly and people with disabilities; volunteering at the local animal shelter; and, tutoring students.

Cailey is now enrolled in a collaborative subsidized internship with the East End Family Resource Center, which

allows her to work with inner city youth in an afterschool program. Cailey moved into her own apartment and she plans to go to college and further her education at the University of Charleston. HRDF Staff are pleased and impressed with her performance and work ethic, and would welcome more participants of her caliber. Her words of wisdom to other youth interested or attending training programs are: "Through this program I've come to find out that life is exactly what you make of it. HRDF staff instilled in me, that even though I had encountered a rough life, and I was still troubled upon entering the program, that my life could, and would, have some meaning, if I wanted it to!"



Happy 5th Anniversary CRP!

With the success of HRDF's programs to serve individuals with disabilities, HRDF applied and became certified as a Community Resource Provider under the WV Division of Rehabilitation Services in 2009. The collaboration between HRDF and WV Division of Rehabilitation Services resulted in the development of the CRP Program to provide people with the services needed to successfully transition into employment and/or live independently.

The mission is to provide these services through a joint effort by both agencies, to best serve the individual. The

CRP program operates mainly in Kanawha, Putnam, and Cabell counties.

In 2011, the CRP program began to stand on its own with no grant funding. To date, the CRP program has provided services for more than 500 individuals.

The main services range from Community Based Assessments (the opportunity to explore different jobs at community business sites to assist him/her in making an informed choice toward a vocational goal), Work Adjustments (training service that enable the individual to acquire job readiness

skills while performing in an actual work setting), Life Skills (competency based curriculum training program designed to assist persons seeking employment to develop or restore effective work behaviors, attitudes, personal characteristics and/or functional capacities and to achieve and maintain positive employment outcomes), Direct Placement and/or Supported Employment (assistance in obtaining and retaining

competitive employment in an integrated work setting), and Job Coaching (assisting the employee learn to perform job tasks to the employers specifications and to learn the interpersonal skills necessary to be accepted as a worker at the job site and in related community contacts. In addition to jobsite training, job coaching includes counseling, advocacy, and other services needed to maintain the employment).

If you, or someone you know, could benefit from these services, please contact your local Division of Rehabilitation Services Counselor, or contact the HRDF CRP staff at (304) 276-9009.

HRDF Operating OJT Programs since 1969

In two years, HRDF will celebrate it's 50th Anniversary as a non-profit agency dedicated to providing employment and training opportunities to the citizens of West Virginia. A regular feature of this newsletter will be to go back and look at some of the milestones of the organization. On-the-Job Training (OJT) has been one of the most significant and earliest programs HRDF operated. HRDF, as the most experienced OJT provider, has continued to operate OJT programs through scores of Department of Labor and State funded programs.

HRDF currently contracts as the OJT provider for Workforce Region 2 WIB's highly successful OJT program and utilizes OJT as a component of many of our current youth programs.

The following is a news release from 1970 regarding funding for a statewide program funded by the DOL.

On-the-Job-Training

The Human Resource Development Foundation, Inc. (HRDF) also has joined with the AFL-CIO Appalachian Council in an effort to alleviate the problems of unemployment and underemployment which have chronically afflicted West Virginia.

On July 8, 1969, HRDF received a grant of \$279,000 under the provision of the Manpower Development and Training Act (MDTA), U.S. Department of Labor. This initial proposal called for the project staff to develop 400 job opportunities of the entry-upgrading category in 31 counties of northern West Virginia. Under the provisions of the contract, training would expire on November 15, 1970. However, an extension granted training time to continue through May 30, 1971. A total of 482 trainees started working under the on-the-job training contracts, with 395 successfully completing training and 87 terminating prior to completion. The retention rate was 82 percent.

On March 17, 1970, HRDF received a supplementary contract in the amount of \$55,000 for the purpose of developing subcontracts in designated Area Redevelopment Act (ARA) counties for 100 trainees with individual employers located throughout the 31 counties specified in the initial contract.

Under this contract, 127 trainees were enrolled in training, with 86 completing training and 41 terminating prior to completion. The retention rate was 85 percent. All provisions of the ARA contract terminated on November 15, 1970.

Face Forward Participants Help Out at the Pumpkin House



Face Forward participants spent two awesome days at the Pumpkin House, in Kenova, helping their team prepare more than 3,000 pumpkins for their annual Halloween display. Pumpkins lined the porch, covered the eaves and much of the roof, and extended to the cornice and tower atop the 115-year-old Victorian structure. They also lined the front sidewalk three high, and occupied scaffolding and wooden shelves along the perimeter of this property. To see more pictures from this activity, please visit the Face Forward Facebook page.

Kroger Community Rewards Program



This program has been established for non-profits to raise funds to be used in their communities. HRDF serves hundreds of youth and dislocated workers on an annual basis; and, has been successfully running several types of programs for over 40 years. Grant funded programs house guidelines for how funding must be spent, and often times, there are not monies available for staff to spend on needed support services or recreational activities to help

build morale and cohesive relationships amongst participants. This reward program will help HRDF staff go the extra mile in reaching the many participants that engage in HRDF Programs.

The program tracks levels of spending and HRDF will be eligible for a rebate check each quarter, based on how much is spent during that period. The maximum reward Kroger will distribute is \$50,000/quarter. Quarterly checks will be mailed within 30 days of each quarter end.

This won't affect your reward points at all! Follow these easy steps to help support programs at HRDF!

1. Have a Kroger Plus card, set up an account on (www.kroger.com/communityrewards) and connect your card with Human Resource Development Foundation (#93905) under the Community Rewards tab on their website. You may do this over the phone by calling 1-800-409-4438. PLEASE CONFIRM that your phone number is tied to this Kroger Plus Card account either online or over the phone- if you are planning to use your phone number and not the card in the store when you check out.

2. At the store, use your Kroger Plus card or enter the phone number tied to your Kroger Plus Card account in order for credit to be accrued.



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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 58 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