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*Northern Panhandle Workforce Development Board, Inc. (NPWDB, Inc.)
Bi-Annual Newsletter*

2023 WIOA YOUTH "REGISTERED APPRENTICESHIP PROGRAMS" EXPO



The Northern Panhandle Workforce Development Board, Inc. (NPWDB, Inc.) sponsored the 2023 WIOA Youth "Registered Apprenticeship Programs" Expo for Older Youth Participants, ages 18-24. The Expo was held on Tuesday, June 6, 2023 and Wednesday, June 7, 2023 at the Wheeling American Job Center.

The purpose of this "Expo" was to introduce and familiarize WIOA Eligible Youth with Training and Educational Opportunities that are available and being offered for individuals interested in entering any of the "Registered Apprenticeship Programs."

The NPWDB, Inc.'s Youth Program Provider, Youth Services System, Inc. (YSS, Inc.) was responsible for recruiting

twenty-five (25) Youth Participants from their Year Long Youth Program, **YOUTH OPPORTUNITIES UNLIMITED**, to attend and participate in the "Expo."

Participating Youth agreed to attend both days of the "Expo" and successfully complete program objectives in order to receive a Certificate of Completion for their portfolio. This meant they were required to do the following: Increase Work Readiness Skill Level by No Less than ten (10%) percent; Develop a Resume; Participate in Mock Interviews; and, Review the Individual Training Account (ITA) Program, as well as Labor Market Information.

Daily Sessions were held from 8:30 AM to 2:30 PM and the "Expo" Agenda was as follows: **Day 1 "Informational Sessions"**: Welcome/Introductions; Wheeling Fire Department – Captain, Toby Bachman; International Union of Painters and Allied Trades (IUPAT) – Governmental Affairs Director, David Bland and Hiring Manager, Brandon Bauer; Mountain State Educational Services Cooperative – Adult Education Instructor, Cindy West; International Brotherhood of Electrical Workers (IBEW) Local 141 – Organizer/President, Doug Giffin; Ironworkers Local 549 – Business Agent/President, Kelly Dierkis; and, Bricklayers & Allied Craftworkers District Council of West Virginia – Field Representative, Sierra Kriston. **Day 2: "Informational Sessions and Career**

Day 1: Welcome/Introductions; West Virginia Division of Rehabilitation Services – Transitional Counselor, Julie Young and Transitional Counselor, Janet Judy; Career Day – Resume Writing, Job Preparedness, Mock Interviews, ITA Program Overview, Labor Market Information, and Work Readiness. Day 2 also included a tour of the Ironworkers Local 549 facility in Wheeling, WV. This tour included a Welding Simulator, the Importance of being Drug and Alcohol Free, Care and Safe use of Tools, Requirements of becoming an Ironworker Apprentice, Physical Demands of being an Ironworker, etc.

What is a Registered Apprenticeship Program? A Registered Apprenticeship Program is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable nationally-recognized credential. Many Apprentices earn a two-year (2) Associates Degree during their Apprenticeships, often free of debt. United States Department of Labor states that 90% of workers are still employed one (1) year after completion of their Apprenticeship Program, earning an average of \$80,000. Over the course of their career, Registered Apprentices can earn +\$300,000 more than a non-apprentice. The length of a Registered Apprenticeship Program can vary depending on the employer, complexity of the occupation, industry and the type of Program.

"Never let the things you want make you forget all the things you have."

~Sanchita Pandey





NPWDB, INC.'S **TRAINING PROGRAMS &** **SERVICES AVAILABLE TO** **AREA EMPLOYERS**

Competing in today's global economy requires recruiting, training and retaining the very best workers. The NPWDB, Inc. offers Employers in our Region some of the following Training Programs under the Workforce Innovation and Opportunity Act (WIOA): Transitional Job; and, On-the-Job Training (OJT). What is a Transitional Job? Transitional Jobs are a type of work-experience the NPWDB, Inc. offers as an "individualized career service." Transitional Jobs are time-limited work experiences that are subsidized in Private-for-Profit "High Demand" sectors. Transitional Jobs provide WIOA eligible individuals with work experience and an opportunity to develop important workplace skills by working at least 32 hours per week, earning no less than \$12.00 per hour for a three (3) month period. The NPWDB, Inc. reimburses the Employer one hundred percent (100%) of the participating Individual's wage rate in a Transitional Job.

What is an On-the-Job Training (OJT) Program? OJT is a "Wage Reimbursement" Program for area Employers. A participating Employer is reimbursed for a new Hire's wages based on the following sliding scale: 1-25 Employees – 75%; 26-50 Employees – 60%; or, 51-More Employees – 50%. Employers agree to hire, train and retain the WIOA eligible individual permanently once the training is completed. OJT is designed to provide an opportunity for WIOA eligible individuals to receive



The NPWDB, Inc. would like to say "Thank You" to the following Partners and Speakers who donated their time to our 2023 WIOA Youth "Expo": Wheeling Fire Department; International Union of Painters and Allied Trades; Mountain State Educational Services Cooperative; International Brotherhood of Electrical Workers Local 141; Ironworkers Local 549; Bricklayers & Allied Craftworkers District Council of WV; West Virginia Division of Rehabilitation Services; Youth Services System, Inc.; and, American Job Centers.

"You can't connect the dots looking forward; you can only connect them looking backward. So you have to trust that the dots will somehow connect in your future. You have to trust in something--your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life."

~Steve Jobs

training, skills and workplace knowledge that enable them to obtain and maintain employment, as well as to compete for job advancement.

For additional information on Employer Requirements for Training Programs and Services, please contact Pam Hedrick, Assistant Employer Services Coordinator, at 304-232-6280.

IS THE INDIVIDUAL TRAINING ACCOUNT (ITA) PROGRAM FOR YOU?

Using skills-based practices has never been more relevant to help those out-of-work transition their skills to new employment opportunities. The NPWDB, Inc. offers our Job Seeking Customers comprehensive resources and information to learn about the options for training/re-training. This Training/Re-Training, which is called the Individual Training Account (ITA) Program, or "Training Vouchers," is funded by WIOA, must be in an approved In-Demand Occupation. It is 100% Customer Choice for which In-Demand Training Program (Short-term or Long-term) and Training Provider the Customer selects. The NPWDB, Inc. provides up to \$5,500 per program year, not to exceed \$11,000 for a maximum of two (2) years, for those individuals who meet the WIOA eligibility guidelines. In addition to actual Training Costs covered, other costs that may be covered include: Books, Supplies, School Fees, and other Supportive Services (i.e. Day Care, Transportation, etc.). Short-term training is any In-Demand Approved Training Program which is completed in twelve (12) months or less. Long-term training will not exceed twenty-four (24) months. In-Demand Occupations are determined by the State and chosen based on various industry

and occupation focused measures. These measures include the following: Projected Openings; Projected Growth; Industry Cluster Occupations; etc.

We understand that it can be very overwhelming to think about starting a new career path or even going back to school, but we have supportive and trained staff here to help you every step of the way. Please call your local AJC to schedule your Orientation today!

"Would you like me to give you a formula for success? It's quite simple, really: Double your rate of failure. You are thinking of failure as the enemy of success. But it isn't at all. You can be discouraged by failure or you can learn from it, so go ahead and make mistakes. Make all you can. Because remember that's where you will find success."

~Thomas J. Watson

SUCCESS STORIES



*** Mr. Barlow visited the Weirton American Job Center (AJC) on November 21, 2022 and completed an Orientation with the Customer Service Representative. Mr. Barlow had not been employed since 2018 and was receiving Social Security Disability and SNAP. His wife was not employed but was not eligible to receive any public assistance. During his Orientation, he did express his interest in obtaining his Class B CDL at Billy Big Rig CDL Institute, LLC.

Mr. Barlow met with the Customer Career Planner/Data Control Coordinator and completed the required testing and WIOA eligibility process for the Individual Training Account (ITA) program. He was approved and started his CDL Training on December 5, 2022. Mr. Barlow successfully completed his CDL Training on December 28, 2022 and received his Commercial Driver's License.

On April 12, 2023 Mr. Barlow let us know that he had gained Full-time employment with Hancock County Schools as a School Bus Driver. His starting salary is \$15.53. He is very excited to be employed again and is thankful for all the AJC did to help him reenter the workforce and become a Bus Driver.

***Ms. Karelis visited the Wheeling AJC on July 19, 2022 and completed an Orientation with the One Stop Facilitator. Ms. Karelis had been laid off from Roxby Development in June 2022, was receiving WV Unemployment and expressed interest in attending West

Virginia Northern Community College (WVNCC) for Heating, Ventilation and Air Conditioning (HVAC).

Ms. Karelis met with the Lead Customer Career Planner/Data Control Coordinator and completed the required testing and WIOA eligibility process for the ITA Program. She was approved and started the HVAC Program at WVNCC on August 29, 2022.

Ms. Karelis is excelling in the HVAC Program and is appreciative for this opportunity.

*** Ms. Conter visited the Wheeling AJC on July 19, 2022 and completed an Orientation with the One Stop Facilitator. Ms. Conter was currently working at Olive Garden as a To-Go Specialist and knew she needed help to achieve her dream of becoming a Registered Nurse. She was receiving SNAP and the WV Medical Card.

Ms. Conter met with the Lead Customer Career Planner/Data Control Coordinator and completed the required testing and WIOA eligibility process for the ITA Program. She was able to begin Belmont College on August 22, 2022 in their Nursing Program.

Ms. Conter is excelling in her studies at Belmont College and is thankful for the assistance she has received from the Wheeling AJC.

***Ms. Wayson visited the Wheeling AJC in September 2020. She was 19 years old at the time, a high school drop-out, in between jobs and was homeless. After completing an Orientation and meeting with the Lead Customer Career Planner/Data Control Coordinator, she was enrolled into the WIOA Youth Program.

Ms. Wayson met with our Youth Provider staff, Youth Services System, Inc. and they referred her to their Runaway and Homeless Youth Program where they were able to get her into her own apartment. Slowly, they were able to help Ms. Wayson get back on her feet with housing in Wheeling, helping her to find employment and helping her to study for her HiSET (High School Equivalency Test).

Ms. Wayson began working in the Fall Works Program at our Wheeling AJC. She then gained employment during the nights being a Home Health Worker. The twelve (12) hour night shifts were wearing on her and she wasn't sure how much longer she could keep working like that.

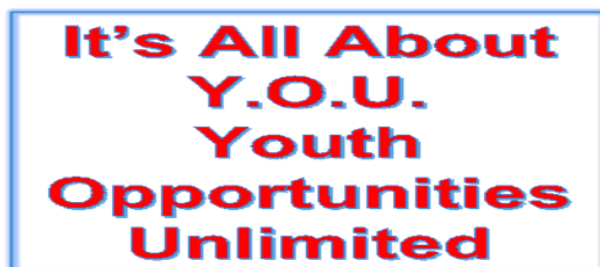
Fast forward to January 2023. Ms. Wayson is now employed for Northwood Health System in Wheeling as a Day Treatment Specialist. She has since been promoted to a Day Treatment Floor Supervisor.

Ms. Wayson is still preparing to earn her HiSET and is appreciative of all the assistance and help she has received.

"Success at the highest level comes down to one question: 'Can you make the choice that your happiness can come from someone else's success?' No one has qualities like courage, vision, charisma, adaptability, and decisiveness in equal measure. But every great leader does make the same decision- and so can you."

~Jeff Haden

NPWDB, INC. YOUTH WORK EXPERIENCE PROGRAMS



The NPWDB, Inc., in coordination with its Youth Provider, Youth Services System, Inc. (YSS, Inc.) operates four (4) Youth Paid Work Experiences each program year, which includes the following: Summer Works Program, Fall Works Program, Winter Works Program and Spring Works Program. WIOA Eligible Youth residing in Hancock, Brooke, Ohio, Marshall, Wetzel and Tyler counties have the opportunity to participate in these Work Experience Programs, as well as the other Elements of Service (Adult Mentoring, Financial Literacy, Tutoring, Occupational Skills Training, etc.)

"Work Experience" is a priority and is one of the fourteen (14) Elements for the WIOA Youth Program. Under WIOA, a minimum of twenty (20%) percent of funds must be spent on Work Experience. YSS, Inc. was awarded \$500,000 to serve 126 WIOA eligible youth and ended up being able to serve 127 between July 1, 2022 and June 30, 2023.

The goal of the Work Experience Program is to help youth understand proper workplace behavior and what is necessary to attain and retain employment. Work Experiences help youth acquire the knowledge, skills and self-esteem to obtain a job and advance in the workplace. This also provides them with an opportunity to learn to budget their pay for their rent, gas, food, etc.

The NPWDB, Inc. would like to thank all County Commissioners, NPWDB, Inc. Board of Directors, YSS, Inc. and participating youth for making the 2022 Work Experience Programs such a success.

"Work like there is someone working 24 hours a day to take it away from you."

~Mark Cuban

QUARTERLY YOUTH WORKSHOP

YSS, Inc. held its Quarterly Youth Workshop "Healthy Relationships" on the following dates: May 11, 2023 for Brooke/Hancock County, May 16, 2023 for Ohio/Marshall County, and May 18, 2023 for Wetzell/Tyler County for current **"YOUTH OPPORTUNITIES UNLIMITED"** Youth participants.

Having healthy relationships is a vital part of an individual's overall wellbeing. Teens/Older Youth need positive connections with their parents, family, friends, teachers, coaches as well as other authority figures. The hard truth is that very few know what a healthy relationship looks like because many do not experience this at home, school, work, etc. Healthy Relationships require communication skills as well as emotional self-regulation, social confidence, respect and empathy. The best way for us to learn about healthy relationships is from watching those individuals in our lives. Even the healthiest relationships will encounter problems from time to time and we need to understand that compromises must be made. However, that doesn't mean you

should feel like you are losing out on being yourself.

Ron Scott, YWCA Cultural Diversity & Community Outreach Director and Haley Reed, YWCA Ohio County Teen Advocate spoke to the YSS, Inc. Youth Participants about the following: Characteristics of a Healthy Relationship; Characteristics of an Unhealthy Relationship; Warning Signs of Abuse; and, How/Where to Get Help.

The goal of this Workshop was to educate the Youth participants on the following: Healthy Relationships are important and take work; Knowing the warning signs of an unhealthy relationship and how to get help; Knowing the qualities you would like in a partner is important to being and keeping safe; and, Communication is a key part of a Healthy Relationship and practicing these skills can help you build and keep a Healthy Relationship going forward.

If you, or someone you know, is experiencing an Unhealthy Relationship the YWCA is available to help and support you. The YWCA helps individuals of all ages, ethnicities and religions. Their services include case management, court advocacy, counseling, support groups, safety planning, monitored parent-child visitation and exchange and much more. For additional information, please contact the YWCA at 1-800-698-1247 on their 24-Hour Hotline or by email at [ywca@ywcaheeling.org](mailto:ywca@ywcawheeling.org).

"Don't judge yourself by what others did to you."

~C. Kennedy

RAPID RESPONSE

Pam Hedrick, Rapid Response Coordinator for Region 5, organizes Rapid Response Meetings in our Region and offers services on a smaller scale. Rapid Response services that are offered in our Region include the following: How to Survive a Layoff Informational Meeting; Labor Market and Career Counseling; Resume and Cover Letter Development; Explanation of Unemployment Insurance Benefits; Short and Long-Term Occupational Skills Training; Health Insurance Information; Basic Skills Training; Individual Career Counseling; and, Interviewing Skills.

What is Rapid Response? When layoffs are unavoidable, the Rapid Response Coordinator provides vital help to both the affected workers and their communities. Rapid Response is helpful through all phases of the business cycle and coordinate transition assistance to impacted employees by helping them transition to reemployment as quickly as possible. Company closings and layoffs pose great hardships on employees and employers. Relieving the effects of dislocation through Rapid Response is a positive and responsible way to help lighten the hardships with those affected.

Ideally, Rapid Response activities are provided on-site and if not possible, then off-site, but as nearby the business as possible. Providing Rapid Response to affected workers will help assure: Higher productivity and worker morale and lower absenteeism during the layoff event due to reduced stress for the worker; Lower unemployment insurance costs as workers are assisted in finding re-employment more quickly when services are started prior to the actual layoff; Decreases likelihood of sabotage or work disruptions; and, Better public relations for the employer as the

employer will be highlighted in the media that it is providing these services to its workers. Rapid Response services are provided **FREE** of charge to the employer and employees.

Businesses who are planning to layoff employees, close or reorganize are encouraged to contact Pam Hedrick at the Wheeling American Job Center by calling 304-232-6280 or by email phedrick@npworkforcewv.org.

NEWSLETTER SUBMISSIONS

All Partners, approved Training Providers, Staff and Clients of the Northern Panhandle Regional American Job Centers are able to submit Articles; Ideas, Success Stories, etc. for this Newsletter. If you would like to submit information to be included in the Bi-Annual Newsletter, please contact Christine Smith at the NPWDB, Inc. by email at csmith@npworkforcewv.org or by phone at 304-231-1170.

"The next time you want to withhold your help, or your love, or your support for another for whatever the reason, ask yourself a simple question: do the reasons you want to withhold it reflect more on them or on you? And which reasons do you want defining you forevermore?"

~Dan Pearce

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NPWDB, Inc. / WIOA funded programs are equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

TTY/TDD 304-233-8091

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