



425 Old Kersey Road • Kersey PA 15846

## Youth Standing Committee Monday, December 11, 2017: 10:00-11:00 am

**Members Present:** Board Member: Chris Palmer, OVR (Chairperson); Other members: Ray Donati, Goodwill Industries; Brett Lasko, IU9 Transition, Steve Eidson, University of Pittsburgh, School of Social Work

**Staff Present:** Pam Streich

**Topics Discussed – Youth RFP, WIOA Title I Report Review**

**Committee Purpose:** To provide information and to assist with planning, the operational oversight, and other issues relating to the provision of services to youth.

**Youth RFP:** Committee Members reviewed the Youth Request for Proposal for PY 18-19. Members agreed that the document was easier to read than last year as it is written in a conversational format. Members also felt it that the timeline was appropriate and agreed that it was a good idea to release the RFPs for Youth, Adult, DW and EARN at the same time to demonstrate a comprehensive system. The committee recommends the board approve the RFP as written.

**WIOA Title I Report –** Members reviewed the WIOA Title I Youth Reports for the period of July 1-Sept. 11 and July 1-November 30, 2017 as submitted by Blythe Brunner, WIOA Title I, North Central. The success stories are great – see attached report. As requested by board staff and committee members there is a success story from each of the counties we serve. Committee members discussed the low number of work experience for WIOA OSY and TANF Summer funding (other funding streams are on target) and ask that staff reach out to Workforce Operations to see if the committee could provide technical assistance.

Chris and Brett discuss the Experience the Employment Connection conference resources that can be found at <http://pa-eec.org/resources/>. The resources can be utilized to support efforts in assisting people with intellectual/developmental disabilities gain meaningful employment.

Pam informed the Committee that the Workforce Plan for PY 17-19 was approved.

Chris explained the Order of Selection that OVR follows when vocational rehabilitation services cannot be provided to all eligible individuals with disabilities who apply for services.

**Next Meeting Date –** Meeting Dates for the following year are: Monday, March 12, 2018 and Monday, June 11, 2018. All meetings will begin at 10:00 am.

**Action Items for Executive Committee:** The Committee recommends the board approve the Youth RFP for release on January 4, 2018.

# NORTH CENTRAL WORKFORCE OPERATIONS REPORT

July 1, 2017 – November 30, 2017

	WIOA OUT OF SCHOOL Goal 126	WIOA IN SCHOOL Goal 41	WIOA CARRYOVER	WIOA WORK EXPERIENCE Goal 75
CAMERON	2	1	0	0
CLEARFIELD	11	2	2	7
DUBOIS	6	3	2	6
ELK	8	1	0	3
JEFFERSON	8	2	0	6
MCKEAN	11	7	7	12
POTTER	7	2	2	7
<b>TOTALS</b>	53	18	13	41
	42%	44%		55%

	TANF YEAR ROUND Goal 95	TANF YEAR ROUND WORK EXPERIENCE Goal 48	TANF SUMMER (SPECIAL ALLOCATION) WORK EXPERIENCE Goal 48
CAMERON	1	0	0
CLEARFIELD	8	5	0
DUBOIS	6	6	1
ELK	5	2	1
JEFFERSON	3	4	1
MCKEAN	17	10	6
POTTER	2	2	0
<b>TOTALS</b>	42	29	9
	44%	60%	19%

	CONNECTION CAFÉ Goal 112
CAMERON	5
CLEARFIELD	6
DUBOIS	8
ELK	7
JEFFERSON	6
MCKEAN	11
POTTER	4
<b>TOTALS</b>	47
	42%



**Connection Café** was held at the PA CareerLink Clearfield County at DuBois at the CareerLink. Four young adults attended the session and listened to the guest speaker, Karol Hill from PATH, discuss housing issues. Karol spoke about how to access help if you lose housing, she informed the group about how expensive apartments in our area. She discussed subsidized apartments and informed everyone the waiting list is long. She recommended they apply for housing if they feel they will need it in the future. She stated if they don't need it when the apartment becomes available they can just say they don't need housing at that time. Kathleen reviewed the ten things that require ZERO TALENT: Being on time, Work Ethic, Effort, Body Language, Energy, Attitude, Passion, Being coachable, Doing Extra, and Being Prepared, all skills to help them to be a better employee!


Work Experience					
	Planned	Expenditures	Obligations (customers currently in WE)	Balance	Percent to Plan
WIOA Out of School	\$100,009.00	\$7,840.98	\$14,747.04	\$77,420.98	23%
WIOA In School	\$35,000.00	\$3,067.16	\$12,564.09	\$19,368.76	45%
TANF Year Round	\$75,000	\$18,705.02	\$11,075.72	\$45,219.27	40%
TANF Summer	\$94,010.00	\$1,772.82	\$15,602.58	\$76,634.60	18%

Work Experience - On the Job Training					
	Planned	Expenditures	Obligations	Balance	Percent to Plan
WIOA Out of School	\$7,000	\$2,228.28	\$5,994.22	-1,222.50	117%

### Memorandum of Understanding

#### Adult Mentoring

- ✓ Boondocs
- ✓ Boy Scouts of America
- ✓ Boys and Girls Club
- ✓ Children's Aid Society – Big Brothers/Big Sisters
- ✓ Destination Bradford
- ✓ Elk Co Community Recycling Center
- ✓ Goodwill Bradford
- ✓ Goodwill Industries
- ✓ Independent Living
- ✓ Jefferson County Independent Living
- ✓ Project RAPPOR - Bradford
- ✓ Project RAPPOR - Coudersport
- ✓ The Guidance Center
- ✓ The Guidance Center – Project RAPPOR
- ✓ WPAL Fitness Center
- ✓ YWCA



**PA CareerLink Clearfield County at DuBois**

Taylor transitioned from work experience to an On-the-Job Training at Paris Companies DuBois as a Finishing Technician projected to end January 2018.

#### Alternative Secondary Schooling

- ✓ CIU#10
- ✓ Seneca Highlands Intermediate Unit 9

#### Tutoring

- ✓ CIU#10
- ✓ Seneca Highlands Intermediate Unit 9

**PA CareerLink Jefferson County**

Shania is a senior at Punxsy High School started a work experience at Advance Auto Parts. She assists with stocking merchandise and assists customers with their car needs. Her plans are to graduate in May and work there while she attends training for auto mechanics.

**PA CareerLink Jefferson County**

Shayla successfully obtained her GED in November. She is now interested in attending a local CNA program to begin her work in the healthcare field.

# CUSTOMER CENTERED DESIGN UPDATE

## CONNECTION CAFÉ

- WIOA/TANF Work Opportunities
- Updating ISS/Plan – Next steps
- Job Corps Orientation/Update
- Importance of Networking & Marketing

## NON TRADITIONAL HOURS

## COMFORTABLE ATMOSPHERE



### Youth Customers sharing at the DuBois/Jefferson County Youth Educational Consortium Meeting on September 8, 2017

- The Work Experience Youth pictured left to right are Ebony, Mykaela and Taylor who worked on the crew for DuBois this summer. All three young adults benefitted from the youth program. The crew worked at the America Legion where they scrubbed walls, cupboards, ceiling tiles, and floors in the kitchen area. They painted the kitchen and it looks like a new area, fresh and clean, ready for a busy season. The fire place stones were black from use and the crew went to town and removed all of the black grime off the face of the fire place and restored it to its original beauty. They pulled a storage area apart and reorganized it from top to bottom. If you drove by the Legion you would have seen Taylor spreading gravel in the back of the legion.

When they weren't at the Legion, they worked outdoors for the DuBois Downtown Revitalization Group. They weeded the embankment on Route #255 down from Penn State. They pulled weeds and filled 12 bags from this site which is seen by people as they enter the city. They moved downtown and pulled weeds along Long Avenue and assisted the committee to prepare for a social event. The clean up was sponsored by Julie Stewart, Mary Jo Hughes and several who volunteered to work with the youth to beautify the community.

## PA CareerLink Clearfield County at DuBois Career Fair, September 22, 2017



## ON-THE-JOB TRAINING - 5 Opportunities

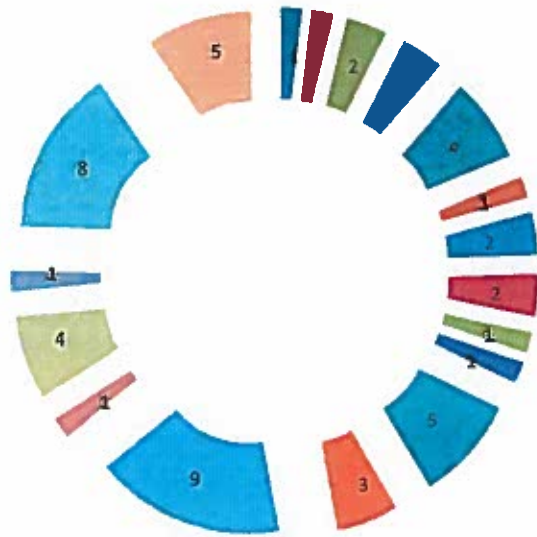
- ✓ Allegheny Bradford Corporation
- ✓ BrownCo Powder Products
- ✓ Casteel Chiropractic
- ✓ Kightlinger Motor, Inc.
- ✓ Paris Companies DuBois



Intelligent, dedicated, compassionate and determined are all words that can be used to describe Mariah. Through all of the hardships that Mariah has overcome in her short life she has not let these barriers affect her ability and determination to succeed. Shown are Mariah sharing her Phlebotomy Technician certificate and helping a customer while on a work experience at the PA CareerLink Clearfield County at Clearfield.



## DOCUMENTED OUT OF SCHOOL BARRIERS - 53 Customers



- School Dropout, Juvenile System, Homeless/Runaway/Foster Care, Disability
- School Dropout, Juvenile System
- School Dropout, Juvenile System, Pregnant or Parenting
- School Dropout, Juvenile System, Disability
- School Dropout, Pregnant or Parenting
- School Dropout, Disability
- School Dropout
- Basic Skills Deficient, Low Income, Juvenile System, Disability
- Basic Skills Deficient, Low Income, Juvenile System, Pregnant or Parenting
- Basic Skills Deficient, Low Income, Juvenile System
- Basic Skills Deficient, Low Income, Pregnant or Parenting
- Basic Skills Deficient, Low Income, Disability
- Basic Skills Deficient, Low Income
- Juvenile System, Pregnant or Parenting, Disability
- Juvenile System
- Homeless/Runaway/Foster Care, Pregnant and Parenting
- Pregnant or Parenting
- Disability

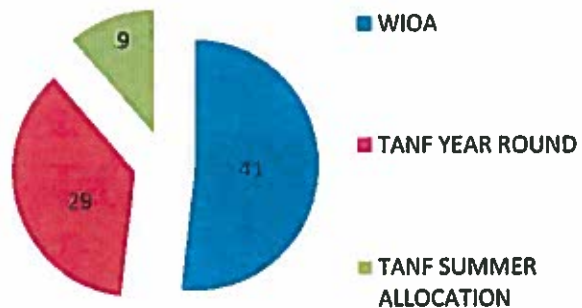
## WORK EXPERIENCE 50 Worksites

— Advance Auto Parts, Bigler YMCA, BOONDOCS, Bradford Forest Products, Bradford Pipe & Supply, Bradford Sewage Treatment Plant, Brookville Crew- Jefferson Historical Society, Brookville YMCA, Casteel Chiropractic, Clearfield County Career & Technology Center, Clearfield Wholesale, Coudersport School, Curwensville Lake, Dairy Queen - Bradford Dickinson Center, DuBois Crew, DuBois Village, Elk Crew - Elk County Community Recycling Center, Express Café, Goodwill - Bradford, Goodwill - Brockway, Goodwill - Coudersport, Goodwill - DuBois, Goodwill - Punxsutawney, Graham Packaging, Hamlin Memorial Library, J & S Trucking, Johnsonburg Borough Office, Johnsonburg Community Center, Johnsonburg Public Library, Johnston's Tools, Kightlinger Motors, Little Power Shop, McKean Crew 2 - Seneca Highlands CTC, McKean County Crew 3 - McKean Historical Society, Northern Tier Trading Post, PA CareerLink Clearfield County at DuBois, PA CareerLink Jefferson County, Paris Cleaners, Port Allegany Area High School, Potter Crew - Galeton School, Pro Form Powdered Metals, Protektor Model, Punxsutawney Crew, Punxsutawney Memorial Library, Quick Way Auto Sales, Rick's Auto, Roulette Township, Seneca Highlands CTC, Smethport Area JR & SR High School and Elementary School, YMCA - DuBois, YWCA - Bradford



**Workshops....Work Experience...Supportive Services = EMPLOYMENT SUCCESS** - Bryant successfully transitioned through the PA CareerLink Clearfield County at DuBois workshops as an EARN and WIOA Out of School youth customer. After completion of the workshops, he completed a work experience and gained independent employment with Crothall. Bryant will be cleaning for Penn Highlands and he will continue to participate in the Earn incentive program and WIOA follow up.

## Work Experience - 79 Opportunities



## WIOA Title I North Central Customer Success Stories Quarterly Report for Workforce Solutions

**Cameron County** - This success story has a long history, as we have worked with Charles Goff on a number of occasions as part of the CareerLink and Workforce Development. Charles has many barriers: low income/lack of consistent employment, probation, etc. Charles was enrolled in March 2017, placed on a work experience at the Emporium Borough. This placement has proven to be a great reward for Charles as he was told that should he pursue his GED, they would look to hire him full time due to the great work ethic he has shown. His past history had shown a different path, however, the borough was willing to give him a chance and a chance that Charles did embrace. He followed through with his promise of working towards his GED by contacting the IU9 to begin his studies. Because Charles took these initial steps seriously, the borough hired him on part time at the end of June 2017. Since he has been in follow up, Charles has continued his GED Studies as promised and is currently ready to begin taking his tests as scheduled, once he has completed his GED, the borough maintains they will hire him on full time.

### Elk County



On August 4, 2017 as part of the PA Outdoors Conservation Program with the youth in Elk Co we held a Job Ready Day, offering workshops geared toward out youth. Topics that were covered: CWDS/Job gateway, Completing Job Applications, Interviewing Skills and Employer Expectations and Financial Stability/Budgeting. We were honored to have 3 guest speakers: Robin Kulick (Budgeting and Financial Stability), Jerry Carhardi and Cassandra Gardner (Employer Expectations). The youth enjoyed a full day of activities, lunch and a wealth of job ready best practices!

### McKean County



Jacob is an out of school youth, has had many struggles from being in foster care, involved with juvenile probation. He tried working in a factory but quickly found out that he just does not have the required ability to work in that field. Through Career Exploration and lots of talking he wanted to try retail. He started his work experience at the Bradford Goodwill working in the donations area, stocking, and pulling merchandise. He is doing very well and is being considered for an opening.

### Clearfield County



Nathan had been employed through a work experience at a local bakery as well as a used clothing store. Following a successful work experience at the Clearfield YMCA he was offered a permanent position in maintenance at the YMCA. Executive Director Don Herres is very pleased with Nathan's work ethic as he very rarely misses a day of work, is very punctual (especially important because he starts at 3AM) and always completes his tasks to the best of his ability. His work experience at the bakery, the retail clothing outlet along with the YMCA gave Nathan the soft skills that he needed for his eventual position in maintenance.

### Jefferson County



Katara started her work experience at the PA CareerLink in Jefferson County. She is learning office skills, customer service, and computer skills. She is also working on studying for her GED test.

### Potter County



Cody graduated from Port Allegany High School in June 2016. He then attended Wyotech, Blairsville PA and studied Automotive Technology for 6 mos. Upon completion of the course, he came to see me for any job opportunities. I spoke with Kightlinger Motors and they were willing to train Cody. He is presently completing a 480 On the job training contract with Kightlinger Motors projected to end on December 22, 2017.

## Performance Measures

- ✓ Employment Rate - 2<sup>nd</sup> Quarter after exit
- ✓ Employment Rate - 4<sup>th</sup> Quarter after exit
- ✓ Median Earnings - 2<sup>nd</sup> Quarter after exit
- ✓ Credential Attainment
- ✓ Measurable Skill Gains
- ✓ Effectiveness in Serving Employers

## Outreach



### DuBois/Jefferson County Youth Educational Consortium

**Meeting on September 8, 2017** - Pictured is Kate Bosomworth, J.D. currently serves as the paralegal for the Education and Outreach program of the Fair Housing Law Center while she is awaiting her bar exam results. Although she is just beginning her career in the legal field, Ms. Bosomworth is looking forward to taking an active role to protect others from discrimination, negative bias, and unlawful treatment. Kate spoke to the participants of the DuBois/Jefferson County Youth Educational Consortium meeting recently. The topic covered the Fair Housing Act (the Civil Rights Act of 1968) was signed into law by President Johnson in April of 1968 shortly after Dr. Martin Luther King was assassinated. The law prohibits discrimination concerning the sale, rental, and financing of real-estate based on any of the seven federally protected classes. Subsequent legislative and judicial changes have added protections. Our training covers: (1) the protected classes, (2) covered properties, (3) liability, (4) prohibited practices, (5) reasonable accommodations and modifications, (6) remedies, and (7) several examples of each to encourage discussion of issues. The objective of the Fair Housing Law Center training is to provide the audience with the basic information to be able to recognize whether a fair housing violation may have occurred and to know what resources are available to victims of discrimination. Our two target populations are those with disabilities and those with criminal backgrounds.



**Partnering with Job Corps - Bob Chunta**, recruiter for Job Corps, visited the PA CareerLink Clearfield County at DuBois for a Friday workshop. Bob met with youth Ebony, Taylor and Brandon from the Brockway High School. Standing to the left of Bob is Terri Fleegeer and Yvonne Ransbottom from the Brockway High School and Karol Hill from PATH. We were working to get a youth into Job Corps, Karol Hill assisted the youth by getting him accommodation at the shelter until he goes to Job Corps. It was a full meeting but the challenges were met and the young man will benefit from the powers who were willing to collaborate so he could move forward with his goals. The other youth listened tentatively and stated the program is definitely of interest to them and they will consider for the future.



**Partnering with the Clearfield County Assistance Office** - PA CareerLink Clearfield County at Clearfield staff addressing CareerLink programs and services to the 48 Clearfield CAO caseworkers at their monthly staff meeting.

**Clearfield County Youth Educational Consortium kicked off meeting on November 17, 2017 at the PA CareerLink Clearfield County at Clearfield**

## Upcoming Meetings/Events

December 11, 2017	Elk County Youth Consortium Meeting, 1:00, PA CareerLink Elk County
December 14, 2017	Potter County Transition Youth Consortium Meeting, 1:00 – 3:00, PA CareerLink Potter County
January 25, 2018	Potter County ICSP/FCC Committee Meeting, 10:00 – 12:00, Potter County Human Services, Roulette
February 1, 2018	Clearfield County Transition Council Meeting, 9:00, Cen-Clear Building
February 2, 2018	Jefferson CJAB meeting
February 9, 2018	Potter County Transition Youth Consortium meeting, 1:00 – 3:00, PA CareerLink Potter County
February 15, 2018	McKean Youth Consortium/Local Transition meeting, 9:00, 911 Center, Smethport
February 26, 2018	Elk County Youth Consortium, 1:00, PA CareerLink Elk County

Please contact Blythe Brunner at North Central Workforce Operations, 49 Ridgmont Drive, Ridgway, PA 15853, and (814) 773-3162 or visit our website [www.ncentral.com/workforce](http://www.ncentral.com/workforce) for additional information. Thank you for making a Difference in the Lives of Our Young Adults!!!