



NPWDB, Inc.

Annual Report PY2018-19

Northern Panhandle Workforce Development Board, Inc.

1245 Warwood Avenue
Wheeling, WV 26003

**Successful Teamwork Begins With
Community Partnerships**

INTRODUCTION:

The Northern Panhandle Workforce Development Board, Inc. (NPWDB, Inc.), designated by Local Elected Officials, is charged with administering workforce development in the following six (6) counties: Hancock, Brooke, Ohio, Marshall, Wetzell, and Tyler and the cities of Weirton and Wheeling. The NPWDB, Inc. is funded by the Workforce Innovation and Opportunity Act of 2014 (WIOA). The majority of our Board Members are private business leaders from throughout the Northern Panhandle Region, or Region 5.

The purpose of the NPWDB, Inc. is to provide policy guidance and exercise oversight with respect to activities under WIOA in partnership of local and State agencies for Region 5. The NPWDB, Inc. supports WIOA activities that develop a quality workforce system to meet the needs of employers and job seekers in the Northern Panhandle of West Virginia, so that this is an area where businesses and industry continue to thrive based on our skilled workforce.

The NPWDB, Inc., has three (3) American Job Centers located in the region. The “American Job Center System” is a partnership with the same local and State agencies, that are dedicated to supporting Northern Panhandle residents search for employment and training. American Job Centers are designed to unify numerous training, education and employment programs into a single, customer friendly system. Our partners collaborate to provide seamless core services to job seekers and employers to ensure that our region’s employment needs are being met. Job seekers and employers can visit any American Job Center in the region and access our free services. American Job Centers play an instrumental role in: Employee Recruitment; Coordinating Regional Job Development; Providing Support for Economic Development and Retention; and, Promoting lifelong learning. American Job Centers hours of operation are listed below:

LOCATIONS:

~ **State Office Building**, 100 Municipal Plaza, Suite 350, Weirton, WV 26062; Phone (304) 723-5337
Hours of Operation: Monday - Friday 8:30 AM – 5:00 PM

~ **Warwood Shopping Plaza**, 1275 Warwood Avenue, Wheeling, WV 26003, Phone (304) 232-6280
Hours of Operation: Monday - Friday 8:30 AM – 5:00 PM

~ **New Martinsville Shopping Plaza**, 257 Route 2 North, New Martinsville, WV 26155, Phone (304) 455-6184
Hours of Operation: Monday - Friday 8:30 AM – 5:00 PM

ABOUT US

The NPWDB, Inc. is one (1) of seven (7) Workforce Development Boards in the State of West Virginia. The NPWDB, Inc. brings together representatives from the Private Business Sector; Labor Sector; Community-Based Organization Serving Youth Sector; Higher Education Sector; Joint Labor-Management Apprenticeship Sector; Adult Basic Education/Literacy Sector; Wagner-Peyser/Unemployment Insurance Sector; Vocational Rehabilitation Sector; Economic Development Sector; and Community Based Organization Serving Individuals with Barriers Sector.

When Congress passed the bi-partisan Workforce Innovation and Opportunity Act (WIOA) in 2014, it transformed the local workforce system as well as our Board membership. We went from a 48 member Board of Directors to a 24 member Board of Directors. The Board of Directors actively participates and collaborates closely with the required partners of the workforce development system, including private and public organizations. This collaboration is important in the Board of Directors role to help integrate and align a more effective job-driven workforce system that invests in the connection between education and career preparation.

Every Board Member and Local Elected Official (LEO) plays a critical role in ensuring the success of workforce development in our region. Board members are carefully selected on their willingness to commit time and energy to the Board. They along with dedicated staff, partners and employers, have been doing some outstanding work to benefit our region. Over the last year, we have forged new partnerships, launched career pathways initiative, and provided employers with a labor pool ready and able to meet their needs. The NPWDB, Inc. LEO's, Board Members and staff are fully committed to meeting the needs of our jobseekers, employers and partners. This Annual Report details what the NPWDB, Inc. has done during the past Program Year 2018-2019. We are proud of our accomplishments, but understand, that we will continue working in conjunction with our partners to formulate a workforce development system that will prepare WIOA eligible individuals in our region for family sustaining employment.

To find out more information on the NPWDB, Inc., please visit our website at: www.npworkforcewv.org. You can also follow us on Facebook at: *American Job Centers Northern Panhandle West Virginia*.



New Martinsville American Job Center



Wheeling American Job Center



Weirton American Job Center

Our VISION for American Job Centers:

- ~ To create a well-trained, workforce-ready labor force by aligning training with skills and matching employers with qualified workers.
- ~ To make training programs and services available in “high demand” occupations and industries that will help prepare adults and youth, including those with barriers to employment, for self-sustaining employment.

Our MISSION for American Job Centers:

- ~ To develop and maintain a regional workforce system that is responsive to changing economic conditions and needs at any given time.
- ~ To increase the delivery of training programs and services to individuals with barriers to employment.
- ~ To increase the prosperity of workers and employers.

Our GOALS for American Job Centers:

- ~ To sustain a “seamless” one stop delivery system.
- ~ To maintain a one stop delivery system that is “customer-driven” and responds quickly to the changing economy.
- ~ To be the “main contact” for employers’ and job seekers’ training and employment needs.
- ~ To increase opportunities for area youth.

WHY WORKFORCE DEVELOPMENT IS IMPORTANT

The NPWDB, Inc. serves Adults, Dislocated Workers and Youth. A large portion of our population served in our region have multiple barriers to employment, such as: low income and underemployed individuals; ex-offenders; recipients of public assistance; low postsecondary educational attainment; single parents; substance abuse issues; disabilities; and, those lacking necessary soft skills and work ethic. Through the Workforce Innovation and Opportunity Act (WIOA), the NPWDB, Inc. is to provide workforce activities that will increase the employment, retention, and earnings of participants, and increase occupational skill attainment by our participants, and as a result, will improve the quality of our workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Northern Panhandle of West Virginia.

According to the Appalachian Regional Commission (ARC) reports our Region has four (4) counties, Hancock, Brooke, Ohio and Marshall) classified as “Transitional” (with two (2) (Hancock and Ohio) of those containing Distressed Areas, one (1) county (Wetzel) classified as “Distressed” and one (1) county (Tyler) classified “At-Risk”. What does this mean? “Transitional” counties are those transitioning between strong and weak economies. “Distressed” counties are the most economically depressed counties. “At-Risk” counties are those at risk of becoming economically distressed. Developing a strong workforce requires our Board Members and Staff to understand who lives and works in our communities in order to make sure we are helping as many people as we possibly can with our Programs and Services.

Aligning training with employers’ current and future needs is an important part of workforce development. This is one of the reasons we have our most current Labor Market Data available for our customers. We need to know, and be able to, provide individuals and companies with the necessary training on “In Demand” occupations for our region. Sector Partnerships have been developed, as well as Career Pathways, for us to be able to set job seekers on a “path” to a career, not simply to prepare them for an entry-level position.

The NPWDB, Inc. will strive to continue addressing these barriers in order to not only assist individuals in becoming self-sufficient, but to also ensure we are meeting the needs of the employers in our region. We acknowledge the commitment of our board, service providers, industry leaders, community members and staff who continue to contribute to our accomplishments. The relationships and partnerships that we have created, will help us to better serve the individuals residing in the Northern Panhandle.

**LOCAL ELECTED
OFFICIALS (LEO'S)**

Joe Barnabei

***Hancock County Commissioner
Chief LEO***

Stacy Wise

Brooke County Commissioner

Don Nickerson

Ohio County Commissioner

John Gruzinkas

Marshall County Commissioner

Lisa Heasley

Wetzel County Commissioner

Mike Smith

Tyler County Commissioner

Harold Miller

Mayor of Weirton

Glenn Elliott

Mayor of Wheeling

**2018-2019
NPWDB, INC.
BOARD MEMBERS**

HANCOCK COUNTY

John Sorrenti

Bill Tice

Walter Ruszkowski

CITY OF WEIRTON

Thomas Welch

Jason Kazmirski

David McClain

BROOKE COUNTY

Kim McConnaughy

Mike Vitello

Jon Meriwether

OHIO COUNTY

Michelle Olejasz

Steve Terry

Darcy Clark

CITY OF WHEELING

John Looney

Rodd Haller

Dion Scripture

MARSHALL COUNTY

Joe Donahue

Debbie Williams

Josh Jefferson

WETZEL COUNTY

Tina Rush

Debbie Bennett

Tammy Bowers

TYLER COUNTY

Eric Peters

Patrick Walsh

Susan Moran

OFFICERS

**John Sorrenti
Chairman**

**Pat Walsh
Vice Chairman**

**John Looney
Secretary**

**Rodd Haller
Treasurer**

NPWDB, INC. LOCAL ELECTED OFFICIALS



**Pictured from left to right are: Stacy Wise- *Brooke County Commissioner*; Mike Smith
-*Tyler County Commissioner*; Don Nickerson - *Ohio County Commissioner*; John Gruzinskas - *Marshall County Commissioner*;
Joe Barnabei- *Chief LEO - Hancock County Commissioner*; and, Lisa Heasley - *Wetzel County Commissioner*.
Not Pictured are: Chad Thalman - *Vice Mayor for the City of Wheeling* and Tim Connell - *Ward 1 Councilman for the City of Weirton*.**

NPWDB, INC. BOARD OF DIRECTORS



**Pictured from left to right - front row: Michelle Olejasz – *WorkForce WV*; Tammy Bowers – *WesBanco*; Debbie Bennett – *West Virginia Northern Community College*; Tina Rush – *MarkWest Energy Partners, LP*; Kim McConaughy – *Mountain State Educational Service Cooperative*; and, Debbie Williams – *WV Division of Rehabilitation Services*. Back row, from left to right: Mike Smith – *Tyler County Commissioner*; Tim Connell – *Ward 1 Councilman, City of Weirton*; Jason Kazmirski – *City of Weirton Fire Department*; Darcy Clark – *Cabela’s*; Mike Vitello – *USW*; John Sorrenti, *Chairman* – *John J. Consulting*; John Looney, *Secretary* – *Wheeling Veteran Center*; Eric Peters – *Pro Creative Services*; Rodd Haller, *Treasurer* – *Wheeling Office Supply*; Chad Thalman – *Vice Mayor, City of Wheeling*; and, Don Nickerson – *Ohio County Commissioner*.
*Not pictured are: Walter Ruskowski – *PS Marketing*; Bill Tice – *Mountaineer Race Track & Gaming Resort*; Thomas Welch – *Bidell Gas Compression*; David McClain – *Ardagh Metals*; Jon Meriwether – *Merco Marine*; Steve Terry – *Ironworkers Local 549*; Dion Scripture – *Williams Lea Tag*; Joe Donahue – *Main Street Bank*; Josh Jefferson – *Regional Economic Development Partnership*; Susan Moran – *Momentive Performance Materials*; and, Patrick Walsh, *Vice-Chairman* – *Proviron America*.**

2018-2019
NPWDB, INC. STAFF

Rosemary Guida
Executive Director

Erinn Kittle
Assistant Director

Caren Knoyer
Fiscal Officer

Gena Saffell
*MACC Coordinator/
Property Officer*

Christine Smith
Administrative Coordinator

Pam Hedrick
Rapid Response Coordinator

Katrina Dumas
*Employer Services
Coordinator*

NPWDB, INC. ONE
STOP OPERATOR
STAFF

Rebecca Raspperry
*One Stop Operator
Coordinator*

Michelle Miller
Customer Service Facilitator

Darlena French
*Customer Service
Representative*

Kimbire Davis
*Customer Service
Representative*

Jerry Craig
Bookkeeper

NPWDB, INC.
ASSESSMENT STAFF

Lisa Bowling
*Lead Case Manager/Data
Control Coordinator*

Valerie Susani
*Case Manager/Data Control
Coordinator*

Mina Paul
*Case Manager/Data Control
Coordinator*

Kari Huffman
*Case Manager/Data Control
Coordinator*

RAPID RESPONSE PROGRAM

Business sectors experience highs and lows because the business climate is continually changing. Sometimes those low times lead to unexpected layoffs and even business closures. Even when the economy is on an upswing, there are many factors that play a major role in a business's ability to retain employees. The key to conducting a successful layoff is really about the company remembering that although there are business decisions, they are making a huge impact on people's lives. If a company realizes they must layoff employees, the NPWDB, Inc. Rapid Response Coordinator, Pam Hedrick, is ready to provide assistance.

Benefits to Employers include the following:

- «Connection to information, local resources and incentives that support and aid in retaining and strengthening your business.
- «Access to the "Shared Work Program" that allows employers to reduce the hours employees work instead of laying them off. Employees enrolled in this program collect partial Unemployment Insurance (UI) benefits to offset the loss in income. This helps you, the employer, retain a skilled workforce and ramp up faster once the economy rebounds.
- «Guidance, options and solutions before layoffs occur while simultaneously maintaining employee morale and productivity.

Benefits to Employees include the following:

- «Worksite informational sessions covering Unemployment Insurance, Community Resources, Small Business/Entrepreneurship, Reemployment, Career Options and Training Opportunities.
- «Assessment of Job Readiness.
- «Job Search, Job Placement and Resume Assistance.
- « Access to Labor Market Information.
- «Preparing for Interviews.
- «Access to Networking Groups.
- «Referrals to Area Employers that are Hiring.
- «Information on Regional Job Fairs.

<u>PY 2018-19 Activity</u>	<u>Total YTD Served</u>
Career Center Enrollments	0
Clients in or Scheduled for Training	0
# WARN Notices	0
# SUB WARN Notices	4
Total Customers Served through Informational Meetings	38

**WIOA FORMULA BUDGETS &
EXPENDITURES**
July 1, 2018 – June 30, 2019

ITA BUDGETS & EXPENDITURES
July 1, 2018 – June 30, 2019

	BUDGET	EXPENDITURES		BUDGET	EXPENDITURES
ADMINISTRATION	\$204,072	\$204,072	ADULT	\$446,163	\$446,163
ADULT	\$769,963	\$769,963	DISLOCATED WORKER	\$309,191	\$309,191
DISLOCATED WORKER	\$368,251	\$368,251	YOUTH	\$47,500	\$47,500
YOUTH	\$698,430	\$698,430	TOTALS	\$2,040,716	\$2,040,716

NPWDB, INC. AND THE BUSINESS RESOURCE NETWORK



The NPWDB, Inc. has been a Participating Partner of the Business Resource Network (BRN) for the past three (3) years.

What is the BRN? The primary goal of the BRN is to connect Workforce Development, Economic Development and Education in a collaborative, seamless and customer-focused partnership structure to deliver more effective and efficient business services. Through the BRN, local Workforce Development regions from the States of Ohio, Pennsylvania and West Virginia will develop proactive, strategic employer outreach. It connects multiple systems to create a seamless service delivery system to deliver more effective and efficient business services, facilitating coordination of outreach and services and resources across programs and funding streams in order to provide coordinated solutions to businesses.

The BRN utilizes the Synchronist System, which is the only customer relationship management software in the marketplace that is built upon evidence of

successful business retention and expansion practices.

Rosemary Guida, Executive Director of NPWDB, Inc., has been regularly attending monthly BRN Meetings with Matt Falter, Project Director of the BRN, and has been involved with the ARC Power Grant for a BRN Expansion that includes: The NPWDB, Inc.; The Mid-Ohio Valley Workforce Development Board; and, The Southwest Corner Workforce Development Board in Western PA (in addition to the Workforce Development Boards of Ohio Area 16). Monthly meetings are an opportunity to define businesses to target, brainstorm particularly challenging solutions a business may have, and learn about each partner's services and resources.

Members of the BRN agree to plan and operate strategically and collaboratively to better assure that businesses and their workers have the best possible information, as well as access, to the services, incentives and support offered by each BRN Partner organization. With this kind of collaboration, Employers will be able to see: Increased Productivity; Reduced Absenteeism; Increased EAP Usage; Increased Use of Community Resources; Increased Employee Retention; Dedicated Support for Human Resources; Reduced Recruiting Costs; and, Reduced Training Costs.

NPWDB, INC. PROGRAM PERFORMANCE

The NPWDB, Inc. met and/or exceeded all determined performance measures for Performance Year 2018-2019. Meeting and/or exceeding performance measures is a challenging job and requires a lot of teamwork. We credit our good performance, year after year, to NPWDB, Inc. Subcontractors, Staff, Partners, Training Providers, etc. who are responsible for providing extensive follow-up services for our program participants. Thank you for all of your hard work and dedication throughout the entire year!



Performance Measures 2018- 2019

Adult Measures:

Actual Levels

Entered Unsubsidized Employment 2nd Quarter	77.2%
Entered Unsubsidized Employment 4th Quarter	65.2%
Credential Attainment	79%
Earnings Gain	* \$ N/A

Dislocated Worker Measures:

Entered Unsubsidized Employment 2nd Quarter	73.4%
Entered Unsubsidized Employment 4th Quarter	77.4%
Credential Attainment	81.2%
Earnings Gain	* \$ N/A

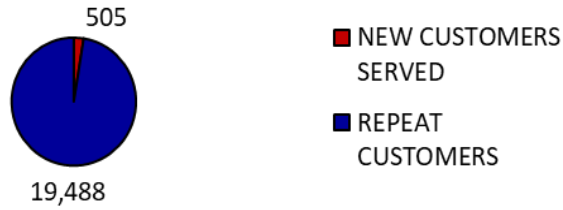
Youth Measures (ages 14-21):

Entered Unsubsidized Employment 2nd Quarter	56.8%
Entered Unsubsidized Employment 4th Quarter	54.3%
Credential Attainment	53.8%
Employer Satisfaction	100%
Job Seeker Satisfaction	99.7%

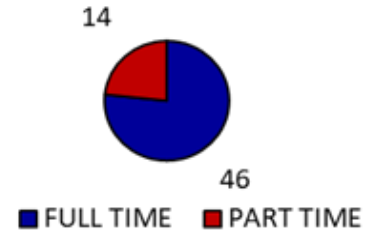
***This figure is based on 4th quarter earnings, after participant exits, under the new WIOA regulations. Therefore, there is no comparison data available until PY2019-2020.**

AMERICAN JOB CENTERS CUSTOMER TRACKING 2018-2019

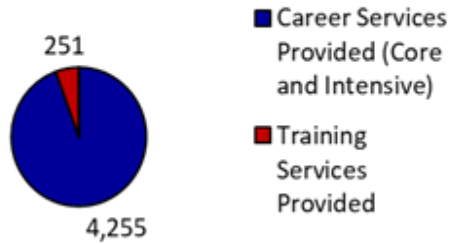
Clients Accessing Services at the Career Centers PY 18/19



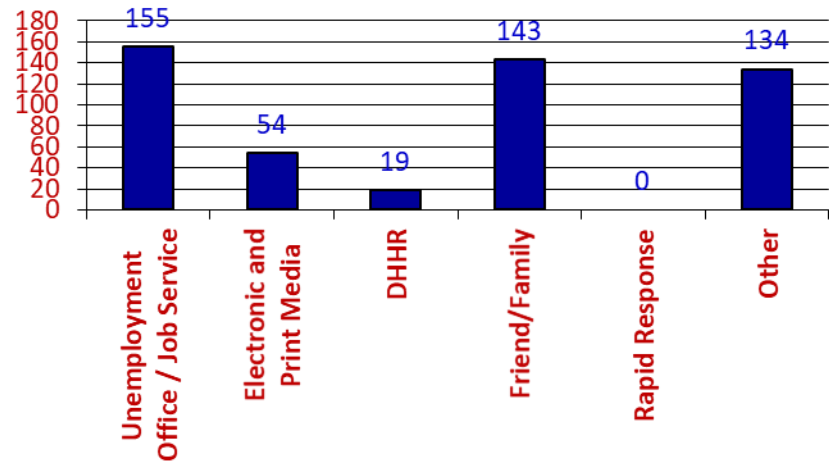
Total Job Placement for PY 18/19



Services Provided PY 18/19



Recruitment of Customers Into American Job Centers



Overall Customer Satisfaction Rating

Job Seeker = 4.9 out of a possible 5

Employer = 10 out of a possible 10

CAREER PATHWAY SYSTEM

WIOA encourages the implementation of Career Pathways by each Workforce Development Board. The NPWDB, Inc. understands the realities of pursuing a career in today's job market. It is projected that by 2020 there will be 140-165 million jobs in the US, of which 65% will require a high school diploma/equivalency plus additional training. A successful Career Pathway needs to enable those with and/or without a high school diploma/equivalency to attain one, and be prepared to access additional training, leading them to economic self-sufficiency.

A Career Pathway Committee was formed to establish community-driven strategies to help the NPWDB, Inc. and the American Job Centers in connecting our job seekers to the resources necessary to thrive in our region. The Committee is made up of the following Partners: Adult Education, NPWDB, Inc. Staff members, Manager of the regional American Job Centers, Community and Technical Colleges, and Local Employers. The Career Pathway Committee has been meeting and creating "Career Pathway Flow Charts" to be used with our customers in our regional American Job Centers. Each step of the "Pathway" allows for the individual to gain marketable skillset and credential, preparing them for the next job on the "Path" as well as being designed to easily allow individuals to enter and exit at different points. There is a total of sixteen (16) Career Clusters. The Committee decided unanimously to start designing

Career Pathways which represent the region's fastest growing In-Demand Occupations, which are: Healthcare, CDL, Manufacturing, and Information Technology. Eventually, the Committee will have a "Career PathwayFlow Chart" for each of the sixteen (16) Career Clusters.

Using Career Pathways will help connect individuals to jobs that are In-Demand in our region, and offer visible "pathways" for advancement that will lead to earning a credential. Whether the individual enters the American Job Center looking for a new career, wanting to advance in their current career, in need of some skills to get them back into the workforce quickly, or they are just starting the process of looking for their first job and have low skills, Career Pathways is an effective workforce development strategy to assist those with the greatest barriers to obtain employment. As stated by a member of the Career Pathway Committee "This Career Pathway Project will transform the way job seekers learn about the regional In-Demand Occupations and how to get funding from WIOA for an ITA. The Partnership that is required from the employers, establishes a unified and improved connection for the job seekers as well as the needs of area businesses."

YOUTH PROGRAMS

The NPWDB, Inc. believes that in order to develop and sustain a healthy workforce, it must increase availability of education and early work experience for area youth. The NPWDB, Inc. provides in-school and out-of-school youth, ages 14-24, residing within our six (6) counties an opportunity to participate in the WIOA Youth Program and Services. Youth gain valuable work experience, have access to career exploration opportunities, and gain resources for further academic development such as obtaining their TASC (Test Assessing Secondary Completion), advanced training and enrollment into the Older Youth ITA Program.

The WIOA Youth Program places an emphasis on reaching and serving disconnected youth, who face significant barriers to being successful in the labor market. The NPWDB, Inc. is responsible for providing high-quality programs and services for all eligible youth, such as Pre-Apprenticeships or Registered Apprenticeships, Career Pathways and Enrollment in Post-Secondary Educational Training. Erinn Kittle, Assistant Director, and Christine Smith, Assistant Youth Coordinator, are responsible for overseeing and coordinating all youth programs and services in the region.

The NPWDB, Inc. is dedicated to expanding opportunities for our youth in the Northern Panhandle of West Virginia. We are continually working to maintain our presence on social networking in order to connect with our in-school and out-of-school youth participants. Let's face it, social media is here to stay. Utilizing our professional Facebook account with ongoing posts regarding Youth Workshops, Job Fairs, Work Programs, etc. allows us to connect with our current youth participants, but also helps with the recruitment of others. We are seeing continued growth in our Facebook following, and plan to continue to utilize this free and effective resource. This expanded platform has allowed us greater access and awareness to youth participants regarding the resources available to them.

Youth Services System, Inc. (YSS, Inc.) has been the Subcontractor for Youth Programs and Services for over ten (10) years in Region 5. YSS, Inc. was awarded \$391,139.35 in WIOA funding by the NPWDB, Inc. to serve a total of 126, in-school and out-of-school, youth participants for the Program Year 2018-2019. YSS, Inc. operated four (4) Work Programs during the year: Summer Work, Fall Work, Winter Work and Spring Work Program, as well as providing year round programs and services.

PROGRAM/SERVICES AVAILABLE TO YOUTH PARTICIPANTS ARE:

- ~Tutoring and similar Services, Including Dropout Prevention Strategies;
- ~Alternative Secondary School Services;
- ~Paid and Unpaid Work Experiences that have as a Component Academic and Occupational Education Cluster;
- ~Occupational Skills Training;
- ~Education Offered Concurrently with an in the Context as Workforce Preparation Activities and Training for a Specific Occupation or Occupational Cluster;
- ~Follow-Up Services for not less than twelve (12) Months after the completion of participation;
- ~Financial Literacy Education Cluster;
- ~Entrepreneurial Skills Training;
- ~Services that Provide Labor Market and Employment Information about In-Demand Industry Sectors or Occupations Available in the Local Area;

~Activities that Help Youth Prepare for an Transition To Postsecondary Education Training;

~Supportive Services;

~Adult Mentoring;

~Leadership Development Opportunities; and,

~Comprehensive Guidance and Counseling.

Job Readiness Skills Training:

~Expectations on the Job Site;

~Employability Skills;

~Work Ethics;

~Overall Attitude;

~Life Skills Training;

~Money Management;

~Interviewing Skills; and,

~Attendance at Work.

YOUTH SUCCESS STORY



Elizabeth Yoho, who is now 24 years old, enrolled in the Year-Round Youth Program with YSS, Inc. in July 2018. Elizabeth had walked into the New Martinsville American Job Center looking for help in finding a job so she could support her son. She was a single parent, had little work experience and was on probation for a drug charge. YSS, Inc. Staff member knew Elizabeth would benefit from the Youth Work Experience Program, which is one of the Programs/Services available in the Year-Round Youth Program. After going through the WIOA eligibility process, Elizabeth was placed at the New Martinsville American Job Center as an Office Assistant in the Summer Youth Work Experience Program, Fall Work Program and Winter Work Program. She learned how to answer the telephone in a professional manner, how to use office equipment such as the copier, fax, and computers.

Through mentoring with Jaime Long, YSS, Inc. Life Skills Specialist, they worked on financial literacy,

copied with the struggles of recovering from addiction, how to have a successful interview, etc. During this time, Elizabeth was also participating with Narcotics Anonymous and working with her sponsor. In January 2019, she was feeling more confident about herself and started to apply for jobs again. With the help of Jaime Long, she was able to find companies willing to work with her background. After a few successful interviews, Elizabeth was hired by DeepWell Energy Services as a traffic controller. She has continued to be drug free and her Probation Officer was helping her to finish the Program early because of how well she has been doing.

Elizabeth is still employed with DeepWell Energy Services and is working a lot of hours. She is well aware that moving on to a new stage in life can be challenging, but she is willing to accept those challenges head on. Without a doubt, we all believe Elizabeth will continue to have success in all areas of her life and wish her the best!

YOUTH EXPO “BUILDING & TRADES APPRENTICESHIP PROGRAMS”



The NPWDB, Inc. sponsored the “2018 Youth Expo – “Building & Trades Apprenticeship Programs” for WIOA (Workforce Innovation & Opportunity Act) Youth, ages 18-24 years old. The Expo was held on Wednesday, November 7, 2018 and Thursday, November 8, 2018 at the Wheeling American Job Center.

The purpose of the “Expo” was to introduce and familiarize participating Eligible Youth with Training and Educational Opportunities that are available and being offered for individuals interested in going into a Registered Apprenticeship Program in the “Building & Trades Programs”.

The NPWDB, Inc.’s Youth Program Provider, Youth Services System, Inc. (YSS, Inc.) was responsible for recruiting thirty (30) Youth from their Year Long Youth Program, **YOUTH OPPORTUNITIES UNLIMITED!**, to 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. This meant they were required to: Increase Work Readiness Skill Level

by No Less than ten percent (10%); Develop a Resume; Participate in Mock Interviews; and, Register with the American Job Center.

Daily Sessions were held 9:00 AM to 3:00 PM and the “Expo” Agenda was as follows: **Day 1**

“Informational Sessions”: Apprenticeship Training & Education Opportunities; Labor Market Data Analysis; Job & Employment Opportunities for Apprentices; Requirements for Area Apprenticeship Programs; and, Tour of the “S.T.E.M. Room for Youth.” **Day 2 “Career Day”**: Resume Writing; Mock Interviews; and Available Apprenticeship Training Programs for WIOA Eligible Youth.

Informational Sessions: Job Preparedness; and, Discussion on How Drug Abuse/Addiction Impacts an Individual’s Ability to Get and Keep a Job. Day 2 also included a Tour of the Ironworkers Local 549 and the “West Virginia Women Work” facility in Wheeling, WV.

Registered Apprenticeship Programs provide an excellent alternative to college, as they provide men and women with a direct path to a middle-class lifestyle. Programs also provide a unique type of educational curriculum, combining on-the-job training with traditional classroom instruction. Many Apprentices earn two-year (2) Associates Degrees during their Apprenticeships, often free of debt. USDOL says 90% of workers are still employed one (1) year after completion of their Apprenticeship

Program, earning an average of \$55,000 per year. Over the course of their career, Registered Apprentices can earn \$300,000 more than Non-Apprenticeship Participants.



Karrie Mulhern – West Virginia Northern Community College (WVNCC)



Tony Phillips and DJ Eddy – Painters Union Apprenticeship Program



Frank Eberhart – Bricklayers Union Apprenticeship Program



Tour of the Ironworkers Local 549

The NPWDB, Inc. would like to say “Thank You” to the following Partners and Speakers who donated their time to our Youth “Expo”: West Virginia Northern Community College; Ironworkers Local 549; Carpenters Local 230; “West Virginia Women Work”; Bricklayers District Council of West Virginia; International Union of Painters and Allied Trade; Community Impact Coalition; Youth Services System, Inc.; and, American Job Centers.

For the Year Ended June 30, 2018

	<u>Total</u>	<u>One Stop Center Costs</u>	<u>WIOA Adult Program</u>	<u>WIOA Youth Program</u>	<u>Sector Partnership National Emergency</u>	<u>Dislocated Workers</u>	<u>WIOA State Set Aside</u>	<u>General and Miscellaneous</u>
Total Funding Expenditures	\$2,482,315	\$388,022	\$442,433	\$756,984	\$47,714	\$551,029	\$294,500	\$1,633
Payments to Service Providers/ITA's	\$1,382,334	0	\$276,305	\$459,474	\$38,361	\$313,694	\$294,500	\$0
Salaries	467,509	189,933	68,710	116,914	8,317	83,635	0	0
Payroll Taxes	38,050	17,526	5,088	8,526	844	6,066	0	0
Fringe Benefits	50,289	0	9,243	22,863	0	18,183	0	0
Rent	168,872	94,891	13,586	33,607	60	26,728	0	0
Equipment and Maintenance	6,816	5,951	159	393	0	313	0	0
Communications and Utilities	41,037	27,353	2,515	6,221	0	4,948	0	0
Professional Fees	30,600	0	5,624	13,912	0	11,064	0	0
Insurance	9,334	2,586	1,240	3,068	0	2,440	0	0
Computer and MACC Utilization	45,503	0	8,363	20,687	0	16,453	0	0
Office Expenses	37,181	9,662	6,774	12,015	0	8,730	0	0
Supplies	8,231	7,372	158	391	0	310	0	0
Travel	14,178	6,811	1,458	3,218	132	2,559	0	0
Freight and Postage	881	765	20	53	0	43	0	0
Assessment, Management and One Stop	152,618	0	42,808	54,698	0	55,112	0	0
Advertisements, Dues and Subscriptions	657	325	61	151	0	120	0	0
Meetings	1,745	0	321	793	0	631	0	0
	\$2,455,835	\$363,175	\$442,433	\$756,984	\$47,714	\$551,029	\$294,500	\$0

NPWDB, Inc.

**1245 Warwood Avenue
Wheeling, WV 26003
304-231-1170
304-231-1172 Fax**

**NPWDB, Inc./WIOA funded programs are equal opportunity employer programs.
Auxiliary aids and services are available upon request to individuals with disabilities.
TTY/TDD 304-233-8091**

**The NPWDB, Inc. programs and services discussed in this Annual Report are 100% WIOA funded.
No programs or services have been financed by non-governmental sources.**