

**V(A). Planned Program (Summary)**

**Program # 3**

**1. Name of the Planned Program**

Workforce and Community Development

Reporting on this Program

**V(B). Program Knowledge Area(s)**

1. Program Knowledge Areas and Percentage

KA Code	Knowledge Area	%1862 Extension	%1890 Extension	%1862 Research	%1890 Research
608	Community Resource Planning and Development	50%			
723	Hazards to Human Health and Safety	20%			
803	Sociological and Technological Change Affecting Individuals, Families, and Communities	15%			
805	Community Institutions, Health, and Social Services	15%			
	<b>Total</b>	100%			

**V(C). Planned Program (Inputs)**

1. Actual amount of FTE/SYs expended this Program

Year: 2013	Extension		Research	
	1862	1890	1862	1890
Plan	21.0	0.0	0.0	0.0
Actual Paid Professional	21.0	0.0	0.0	0.0
Actual Volunteer	1170.0	0.0	0.0	0.0

2. Actual dollars expended in this Program (includes Carryover Funds from previous years)

Extension		Research	
Smith-Lever 3b & 3c	1890 Extension	Hatch	Evans-Allen
640000	0	0	0
1862 Matching	1890 Matching	1862 Matching	1890 Matching
988910	0	0	0
1862 All Other	1890 All Other	1862 All Other	1890 All Other
0	0	0	0

## **V(D). Planned Program (Activity)**

### **1. Brief description of the Activity**

#### Workforce Development

WVU-ES conducts workshops and training opportunities for workers in a variety of settings in West Virginia. Some workforce development is reported under other planned programs, where appropriate. Examples include ServSafe certification, logger training, and childcare provider training. Topics cover a broad range and include ADA and Civil Rights Compliance, how to start non-profit organizations, grant writing, and cultural diversity. Included in this program area are workshops and training opportunities we provide to Extension educators who in turn train others in their community.

WVU-ES contracts with OSHA to train workers. Topics include updates for construction industry outreach, OSHA standards for maritime, standards for general industry, occupational safety and health standards for construction, contractor refresher, inspector refresher, designer refresher, asbestos building inspector, asbestos management planner refresher, and general industry hazard awareness.

#### Leadership Development

WVU Extension relies on volunteers to carry out programs in the community. Specific programs, such as 4-H, train their own adult leaders and those efforts are reported under the youth development program area. Other groups who train their own volunteers training are our Community Education Outreach Service organization (CEOS), the Master Gardener program (reported under Food Security and World Hunger), and Energy Express (reported under Youth Development). Topics for volunteers include budgeting and planning for small organizations, public speaking, board responsibilities including serving as an officer, and communications.

#### Community Development

WVU Extension implements a number of initiatives which have as its focus the development of local governments and community organizations. These initiatives include The First Impressions Program, Government Planning and Public Policy, Business Retention and Expansion, Community Development East, and the Power of 10. These programs attract participants who are interested in initiating downtown revitalization programs to improve their community's capacity to attract and retain new businesses and make communities more desirable places to live and work.

### **2. Brief description of the target audience**

Employers/owners of businesses, community/county boards and other leaders, volunteers, immigrants and migrant workers, disabled community members, and older adults, members of the West Virginia workforce.

### **3. How was eXtension used?**

One specialist serves on the Evaluation CoP and such contributed answers to FAQs and has reviewed other material and served on a leadership team to improve the offerings of the CoP.

**V(E). Planned Program (Outputs)**

**1. Standard output measures**

2013	Direct Contacts Adults	Indirect Contacts Adults	Direct Contacts Youth	Indirect Contacts Youth
<b>Actual</b>	33137	60381	26060	3272

**2. Number of Patent Applications Submitted (Standard Research Output)**

**Patent Applications Submitted**

Year: 2013  
 Actual: 0

**Patents listed**

**3. Publications (Standard General Output Measure)**

**Number of Peer Reviewed Publications**

2013	Extension	Research	Total
<b>Actual</b>	2	5	7

**V(F). State Defined Outputs**

**Output Target**

**Output #1**

**Output Measure**

- Number of educational activities

Year	Actual
2013	952

**Output #2**

**Output Measure**

- Number of educational materials created or updated

Year	Actual
2013	2

**Output #3**

**Output Measure**

- Number of educational materials distributed

<b>Year</b>	<b>Actual</b>
2013	26790

**Output #4**

**Output Measure**

- Number of professional presentations

<b>Year</b>	<b>Actual</b>
2013	8

**Output #5**

**Output Measure**

- Number of outside organizations collaborating within this program area

<b>Year</b>	<b>Actual</b>
2013	0

**V(G). State Defined Outcomes**

**V. State Defined Outcomes Table of Content**

O. No.	OUTCOME NAME
1	Number of participants in workforce development programs who increase their knowledge and skills.
2	Number of government and civic leaders who improve or increase skills
3	Number of workers who use a new skill
4	Number of volunteers who increase or improve skills.
5	Number of people certified or licensed to practice in the field
6	Number of new groups or organizations that are established or enhanced
7	Number of economic improvements
8	Number of employers who comply with OSHA specified limits for exposure of workers to hazardous substances and conditions.
9	Number of government or civic groups that use a new skill or procedure.

**Outcome #1**

**1. Outcome Measures**

Number of participants in workforce development programs who increase their knowledge and skills.

**2. Associated Institution Types**

- 1862 Extension

**3a. Outcome Type:**

Change in Knowledge Outcome Measure

**3b. Quantitative Outcome**

<b>Year</b>	<b>Actual</b>
2013	4545

**3c. Qualitative Outcome or Impact Statement**

**Issue (Who cares and Why)**

The protection of workers' rights is an important issue in West Virginia. The Building and Construction Trades Department, The National Resource Center for OSHA Training, is a consortium of the George Meany Center for Labor Studies -- National Labor College, AFL-CIO, and West Virginia University Safety and Health Extension. It was formed to provide training for workers in the building and construction trade.

**What has been done**

This year, West Virginia University Extension offered 263 OSHA training sessions. Topics include updates for construction industry outreach, OSHA standards for maritime, standards for general industry, occupational safety and health standards for construction, contractor refresher, inspector refresher, designer refresher, asbestos building inspector, asbestos management planner refresher, and general industry hazard awareness.

**Results**

4545 construction industry workers gained skills in safety and health standards as a result of attending OSHA workshops and seminars at WVU Extension.

**4. Associated Knowledge Areas**

<b>KA Code</b>	<b>Knowledge Area</b>
723	Hazards to Human Health and Safety
805	Community Institutions, Health, and Social Services

**Outcome #2**

**1. Outcome Measures**

Number of government and civic leaders who improve or increase skills

**2. Associated Institution Types**

- 1862 Extension

**3a. Outcome Type:**

Change in Knowledge Outcome Measure

**3b. Quantitative Outcome**

Year	Actual
2013	101

**3c. Qualitative Outcome or Impact Statement**

**Issue (Who cares and Why)**

Only about half West Virginia counties have active planning commissions defined as at least meeting quarterly as required by law (27 of 55 in 2010, the most recent data available). Only about half of them are known to have up-to-date comprehensive plans (13 as of early 2013).

**What has been done**

Over 100 unique individuals received direct instruction on planning, its procedures, its importance, and its impacts. This includes 73 community leaders and decisions makers. They were split roughly equally between the "Community Visioning/Planning Design" projects (35 persons) and "Community Planning Assistance" efforts (38 persons). Additionally, 28 college students were enrolled in planning courses.

**Results**

In Lewis County, the comprehensive plan document has gone from initial to final draft.

In Buckhannon, the city will update the Buckhannon 2015 Plan.

In Putnam County, they received guidance and counsel regarding the structure and development of the new comprehensive plan.

In Elkins, they learned about the importance of planning and alternatives for plan development.

In Hurricane, they learned about the importance of planning, particularly with respect to the ability to enforce land use regulation under state law.

In Bethany, members of the Planning Commission received a briefing on the town's

comprehensive plan and what would need to be done to update the plan.

In Tucker County, they received published copies of the "Tucker County Comprehensive Plan."

In Hampshire Country, they received digitized versions of the land use maps to post on its website.

In Westover, they received information on topics ranging from noxious weeds to urban agriculture.

#### 4. Associated Knowledge Areas

KA Code	Knowledge Area
608	Community Resource Planning and Development
805	Community Institutions, Health, and Social Services

#### Outcome #3

##### 1. Outcome Measures

Number of workers who use a new skill

##### 2. Associated Institution Types

- 1862 Extension

##### 3a. Outcome Type:

Change in Action Outcome Measure

##### 3b. Quantitative Outcome

Year	Actual
2013	40

##### 3c. Qualitative Outcome or Impact Statement

###### **Issue (Who cares and Why)**

To improve nutrition in low-income areas and to promote locally grown foods, farmers' market need to market to those who do not use cash but rely on alternative means of payment. In order for the community to become aware that they can make purchases using their SNAP cards and credit/debit cards at farmers markets, a marketing campaign must be implemented.

###### **What has been done**

A marketing campaign was developed in Roane County, WV which utilized local newspapers, radio stations, and social media. The marketing campaign also introduced the use of credit/debit and EBT forms of payment at various farmers' market locations to about 1000 people each week. WVU Extension provided PSAs for each market. Several community events were

sponsored by the county farmers? market association as a means of promoting the use of EPT payments and credit cards.

**Results**

40 farmers' market vendors were trained and accepted senior vouchers, credit/debit cards, and EBT forms of payment.

Most markets averaged \$120 a week in EBT payments and \$150 a week in credit card sales.

**4. Associated Knowledge Areas**

<b>KA Code</b>	<b>Knowledge Area</b>
608	Community Resource Planning and Development
805	Community Institutions, Health, and Social Services

**Outcome #4**

**1. Outcome Measures**

Number of volunteers who increase or improve skills.

**2. Associated Institution Types**

- 1862 Extension

**3a. Outcome Type:**

Change in Knowledge Outcome Measure

**3b. Quantitative Outcome**

<b>Year</b>	<b>Actual</b>
2013	512

**3c. Qualitative Outcome or Impact Statement**

**Issue (Who cares and Why)**

The West Virginia Community Educational Outreach Service (WVCEOS) has a strong tradition of education, service, and community development. Extension faculty members serve as advisors to local groups and the state board and develop WVCEOS program topics on timely issues. Program areas of emphasis include: preserving the environment, building family strengths, and increasing awareness of our global interdependence.

**What has been done**

County Extension agents produced lesson plans and trained CEOS members to deliver educational programs to their members at the county level. They also trained members in

leadership skills at CEOS council meetings. This year 19 Counties reported that they held programs and trainings on identity theft and also retirement planning.

**Results**

512 CEOS members were trained in volunteer skills. As a result they assumed leadership positions and roles as State board members, State educational committee members, county presidents, vice presidents, secretaries and treasures 44. 255 CEOS clubs have officers as leaders. Eight hundred and thirty eight members read aloud to others.

**4. Associated Knowledge Areas**

<b>KA Code</b>	<b>Knowledge Area</b>
608	Community Resource Planning and Development
805	Community Institutions, Health, and Social Services

**Outcome #5**

**1. Outcome Measures**

Number of people certified or licensed to practice in the field

**2. Associated Institution Types**

- 1862 Extension

**3a. Outcome Type:**

Change in Action Outcome Measure

**3b. Quantitative Outcome**

<b>Year</b>	<b>Actual</b>
2013	1378

**3c. Qualitative Outcome or Impact Statement**

**Issue (Who cares and Why)**

After being trained by WVU-ES faculty, newly trained OSHA authorized outreach trainers are certified to implement hazard awareness courses to workers. This enhances the ability of WVU-ES to provide training to many more individuals.

**What has been done**

Our faculty taught 107 OSHA Education Center train-the-trainer courses in 2013. When the trainers from these OSHA courses successfully complete the course they become certified as OSHA authorized outreach trainers and then they went out and provided hazard awareness courses in their specialized areas. The new trainees receive DOL cards for 10 hour and 30 hour construction, 10 hour and 30 hour general industry, 16 hour disaster site worker, and 8 different cards for the maritime industry.

**Results**

1378 trainers were certified as OSHA authorized outreach trainers in 2013. They went out and trained 45,474 individuals in 3582 courses.

**4. Associated Knowledge Areas**

<b>KA Code</b>	<b>Knowledge Area</b>
723	Hazards to Human Health and Safety

**Outcome #6**

**1. Outcome Measures**

Number of new groups or organizations that are established or enhanced

**2. Associated Institution Types**

- 1862 Extension

**3a. Outcome Type:**

Change in Action Outcome Measure

**3b. Quantitative Outcome**

<b>Year</b>	<b>Actual</b>
2013	5

**3c. Qualitative Outcome or Impact Statement**

**Issue (Who cares and Why)**

The community data analysis and community profiling program is generally a first step in community development programming. As such, the role of the analysis is not to "fix" the local economy but to provide local leaders with data, and a more complete understanding of the data, to make rational decisions about the community's economic problems and the solutions that best fit the community's needs. Follow-up activities are occurring in nearly all of the communities:

**What has been done**

In Harrisville, WV socio-economic data relevant to community volunteerism and involvement was incorporated into a First Impressions presentation. In Doddridge County socio-economic data were presented to a group of community stakeholders engaged in strategic planning. A draft of the report "Wetzel County, WV's Economic Structure: A Socio-Economic Profile and Input-Output Analysis" was delivered to the Wetzel County Chamber of Commerce. Results from the community profile in Ravenswood will be used to inform future planning efforts in the community. In Nitro, WV, a final report was presented to the mayor and city council.

**Results**

CRED specialists have met with the Executive Director of the Ritchie County EDA to discuss follow-up activities in the county and broader region. CRED specialist, Doug Arbogast is working with EDA leaders in both Doddridge and Ritchie Counties on regional tourism activities. Extension faculty and the Doddridge County EDA are working on strategies for business recruitment. Members of the Nitro city council have begun the comprehensive planning process and are incorporating report recommendations into their documents.

#### 4. Associated Knowledge Areas

KA Code	Knowledge Area
608	Community Resource Planning and Development
805	Community Institutions, Health, and Social Services

#### Outcome #7

##### 1. Outcome Measures

Number of economic improvements

##### 2. Associated Institution Types

- 1862 Extension

##### 3a. Outcome Type:

Change in Condition Outcome Measure

##### 3b. Quantitative Outcome

Year	Actual
2013	6

##### 3c. Qualitative Outcome or Impact Statement

###### **Issue (Who cares and Why)**

According to the Census of Fatal Occupational Injuries between 2003 and 2008, 648 US oil and gas extraction workers were fatally injured on the job. Training to prevent injuries is a business expense which non-profit organizations cannot always afford.

###### **What has been done**

Safety and Health Extension provides safety and health services to Habitat of Humanities, WV Women's Work, Storm Sandy Clean-up operations, Youth Build and The Restore. Training conducted in 2012 has included Residential Fall Protection, OSHA 10 Hour Construction, Chain Saw Safety and Electrical Safety. These trainings are conducted in Charleston, Martinsburg, Elkins, Fairmont and Morgantown. In 2012, 12 classes were delivered reaching 190 individuals.

###### **Results**

?Training at six non-profit organizations was offered at no cost to the organization or the

individual resulting in economic savings to those organizations

#### 4. Associated Knowledge Areas

KA Code	Knowledge Area
723	Hazards to Human Health and Safety
805	Community Institutions, Health, and Social Services

#### Outcome #8

##### 1. Outcome Measures

Number of employers who comply with OSHA specified limits for exposure of workers to hazardous substances and conditions.

Not Reporting on this Outcome Measure

#### Outcome #9

##### 1. Outcome Measures

Number of government or civic groups that use a new skill or procedure.

##### 2. Associated Institution Types

- 1862 Extension

##### 3a. Outcome Type:

Change in Action Outcome Measure

##### 3b. Quantitative Outcome

Year	Actual
2013	1

##### 3c. Qualitative Outcome or Impact Statement

###### **Issue (Who cares and Why)**

According to the Census of Fatal Occupational Injuries between 2003 and 2008, 648 US oil and gas extraction workers were fatally injured on the job. The Oil and Gas industries fatality rate is 7 times greater as compared to all other US industries (29.1 vs. 3.0 per 100,000 workers). West Virginia is seeing an increase in natural gas jobs. West Virginia jobs grew by 44.2 percent in the oil and gas extraction sector; by 9.4 percent in the drilling oil and gas wells sector; and by 99 percent in the support sector for oil and gas operations.

###### **What has been done**

Safety & Health Extension has developed a center offering safety training for oil and gas workers. People seeking work in the industry can take the courses offered by the Oil and Gas Training and Assistance Center. The training includes a comprehensive hazard awareness and orientation course named, AWARE. This course is designed to educate employers and employees on the recognition, avoidance, and prevention of hazards specific to the Oil and Gas industry as well as to create an authorized trainer network throughout the Appalachian basin.

**Results**

WVU-Safety and Health Extension (WVU-SHE) has been awarded accreditation by the International Association of Drilling Contractors (IADC) for their training course, AWARE. WVU-SHE applied through the IADC Rig Pass program, which is endorsed by SafeLandUSA. SafeLandUSA is a volunteer organization comprised of major and independent operating companies, industry associations, and educators with a purpose of developing a standardized orientation, which sets minimum requirements for the US Onshore Exploration and Production Industry.

**4. Associated Knowledge Areas**

<b>KA Code</b>	<b>Knowledge Area</b>
608	Community Resource Planning and Development
723	Hazards to Human Health and Safety

**V(H). Planned Program (External Factors)**

**External factors which affected outcomes**

- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations
- Competing Public priorities
- Competing Programmatic Challenges

**Brief Explanation**

With the increase of energy employment in the Marcellus Shale Region (WV & PA), also we see an increase of injuries and fatalities.

**V(I). Planned Program (Evaluation Studies)**

**Evaluation Results**

**OSHA Training Institute**

- Ranked first nationally in Number of OSHA 10 and 30 Hour Students Trained
- Ranked fourth nationally in number of OSHA courses delivered.
- In 6 month post assessment surveys of 2013 students:
  - o 97% of respondents reported that completion of training at WVU improved their skills as a safety trainer

- o 91% will make changes in training methods as a direct results of the class
- o 50% will make changes in safety policies and procedures
- o 44.3% will make changes in how the implement, use or require personal protective equipment (respirators, hearing protection, fall protection harness, etc.).

**Key Items of Evaluation**