V(A). Planned Program (Summary)

Program # 11

1. Name of the Planned Program

Workforce Education and Individual Resource Development

V(B). Program Knowledge Area(s)

1. Program Knowledge Areas and Percentage

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
<th>%1862 Extension</th>
<th>%1890 Extension</th>
<th>%1862 Research</th>
<th>%1890 Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>608</td>
<td>Community Resource Planning and Development</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

V(C). Planned Program (Inputs)

1. Actual amount of professional FTE/SYs expended this Program

<table>
<thead>
<tr>
<th>Year: 2009</th>
<th>Extension</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1862</td>
<td>1890</td>
</tr>
<tr>
<td>Plan</td>
<td>0.0</td>
<td>2.0</td>
</tr>
<tr>
<td>Actual</td>
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<td>1.0</td>
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</table>

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

<table>
<thead>
<tr>
<th>Extension</th>
<th>Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith-Lever 3b &amp; 3c</td>
<td>Hatch</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>1862 Matching</td>
<td>1862 Matching</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>1862 All Other</td>
<td>1862 All Other</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
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</table>

V(D). Planned Program (Activity)

1. Brief description of the Activity

WVSU Extension staff conducted workshops and meetings that provided an opportunity for employers and employees to meet and discuss needs. - Facilitated services to local employers who will took advantage of WVSU's Economic Development Center to meet and interview potential employees. - Developed and obtained products, curriculum, and resources that will assisted in the development of a skilled workforce. - Provided training to residents receiving public assistance in an attempt to assist them in obtaining employment with a livable wage. - Facilitated counseling for job seekers through partnerships developed with the local Workforce Investment Boards and the WV Department of Health and Human Resources. - Facilitated assessments on job seekers to assist in determining the skills lacking and where WVSU Extension may be able to assist. - Worked with media to enlighten the public about the need for a highly trained workforce. - Partnered with a variety of local state, and federal entities to insure holistic workforce education is delivered in targeted communities.

2. Brief description of the target audience

Department of Health and Human Resource clients; Workforce West Virginia clients; under-employed; employed by those needing re-trained;

V(E). Planned Program (Outputs)
1. Standard output measures

<table>
<thead>
<tr>
<th></th>
<th>Direct Contacts Adults</th>
<th>Indirect Contacts Adults</th>
<th>Direct Contacts Youth</th>
<th>Indirect Contacts Youth</th>
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</thead>
<tbody>
<tr>
<td>Plan</td>
<td>250</td>
<td>1200</td>
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<td>0</td>
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<tr>
<td>Actual</td>
<td>53</td>
<td>600</td>
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<td>0</td>
</tr>
</tbody>
</table>

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

Patent Applications Submitted

Year: 2009
Plan: 0
Actual: 0

Patents listed

3. Publications (Standard General Output Measure)

Number of Peer Reviewed Publications

<table>
<thead>
<tr>
<th></th>
<th>Extension</th>
<th>Research</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Actual</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

V(F). State Defined Outputs

Output Target

Output #1

Output Measure

- WVSU will facilitate workshop and training experiences for unemployed and underemployed residents.

Year | Target | Actual
--- | --- | ---
2009 | 20 | 14

Output #2

Output Measure

- Residents will attend training and workshops offered by WVSU.

Year | Target | Actual
--- | --- | ---
2009 | 150 | 42

Output #3

Output Measure

- Will identify partners who can assist in the delivery of workforce training opportunities for adults.

Year | Target | Actual
--- | --- | ---
2009 | 10 | 3

Output #4

Output Measure

- Will identify businesses willing to utilize WVSU facilities for the purpose of interviewing potential employees.
Output #5

Output Measure
- Will offer space in a blighted community for workforce development opportunities not directly facilitate by WVSU staff.

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>20</td>
<td>5</td>
</tr>
</tbody>
</table>

Output #6

Output Measure
- at least one-hundred participants will self-report an improvement in their economic viability as a result of participation in this program.

<table>
<thead>
<tr>
<th>Year</th>
<th>Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>100</td>
<td>26</td>
</tr>
</tbody>
</table>
## V(G). State Defined Outcomes

### V. State Defined Outcomes Table of Content

<table>
<thead>
<tr>
<th>O. No.</th>
<th>OUTCOME NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Residents receiving public assistance will convert to employment with a liveable wage.</td>
</tr>
<tr>
<td>2</td>
<td>Employers will hire candidates who have been referred to them through WVSU workforce education programs.</td>
</tr>
<tr>
<td>3</td>
<td>Participants who are currently underemployed will receive employment in a position with a liveable wage.</td>
</tr>
<tr>
<td>4</td>
<td>Adults participating in programs will increase their wealth by starting independent development accounts.</td>
</tr>
<tr>
<td>5</td>
<td>Adults participating in program will utilize low-interest first-time home buyer programs and purchase a new home.</td>
</tr>
</tbody>
</table>
Outcome #1

1. Outcome Measures

   Residents receiving public assistance will convert to employment with a liveable wage.

2. Associated Institution Types

   ● 1890 Extension

3a. Outcome Type:

   Change in Condition Outcome Measure

3b. Quantitative Outcome

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>12</td>
<td>16</td>
</tr>
</tbody>
</table>

3c. Qualitative Outcome or Impact Statement

   Issue (Who cares and Why)
   We have a high unemployment rate and high rate of employment in the service sector; both of which result in individuals and families living below the poverty level.

   What has been done
   An apprenticeship program is being offered at the WVSUE Economic Development Center through West Virginia Women Work! The program targets women who are referred through DHHR and Workforce WV. Of these that participate in the program, approximately 70% are receiving public assistance.

   Results
   With a graduating class of approximately 12 and a placement rate of 85%, this program has successfully impacted the liveable wage on average of $3.00 per hour for 16 women.

4. Associated Knowledge Areas

   KA Code   Knowledge Area
   608       Community Resource Planning and Development

Outcome #2

1. Outcome Measures

   Employers will hire candidates who have been referred to them through WVSU workforce education programs.

2. Associated Institution Types

   ● 1890 Extension

3a. Outcome Type:

   Change in Condition Outcome Measure

3b. Quantitative Outcome

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>
3c. Qualitative Outcome or Impact Statement

**Issue (Who cares and Why)**
Low wage earners often are in need of skill enhancing so that they can be viable candidates for higher paying positions.

**What has been done**
WVSUE has partnered with Workforce West Virginia and the local community and technical college to provide advanced training in areas such as microsoft office as well as quickbooks, etc.

**Results**
Over 50 people participated in the training programs. Those interested in placement assistance following the completion of the training program were referred to the EDC agent for one-on-one employment assistance. Of those assisted, 10 were placed in full-time employment.

4. Associated Knowledge Areas

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>608</td>
<td>Community Resource Planning and Development</td>
</tr>
</tbody>
</table>

Outcome #3

1. Outcome Measures
Participants who are currently underemployed will receive employment in a position with a liveable wage.

2. Associated Institution Types
- 1890 Extension

3a. Outcome Type:
Change in Condition Outcome Measure

3b. Quantitative Outcome

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantitative Target</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>12</td>
<td>16</td>
</tr>
</tbody>
</table>

3c. Qualitative Outcome or Impact Statement

**Issue (Who cares and Why)**
Many of the currently employed are doing so in positons that pay the minimum wage or slightly higher. These wages are not sufficient to provide financial sustainability for individuals, much less families. Couple this with low college going rates, we have a poorly prepared workforce in some areas.

**What has been done**
WVSUE has established several parternships that include the local community and technical college. A partnership has also been developed with West Virginia Women Work, who offer an intensive training program at the WVSUE Economic Development Center. This program trains women entering or re-entering the workforce. Typical graduates average income increases of $3.00 per hour.

**Results**
This free 11-week skilled trades training program was offered twice during the period. Comments from the enrollees include "... has helped me get a start in the trades world"... and 16 of those completing the program are now working in the industry.

4. Associated Knowledge Areas

<table>
<thead>
<tr>
<th>KA Code</th>
<th>Knowledge Area</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Outcome #4

1. Outcome Measures

Adults participating in programs will increase their wealth by starting independent development accounts.

Not Reporting on this Outcome Measure

Outcome #5

1. Outcome Measures

Adults participating in program will utilize low-interest first-time home buyer programs and purchase a new home.

Not Reporting on this Outcome Measure

V(H). Planned Program (External Factors)

External factors which affected outcomes

- Economy
- Appropriations changes
- Public Policy changes
- Government Regulations
- Competing Public priorities
- Populations changes (immigration, new cultural groupings, etc.)

Brief Explanation

V(I). Planned Program (Evaluation Studies and Data Collection)

1. Evaluation Studies Planned

- Retrospective (post program)
- Before-After (before and after program)
- During (during program)
- Time series (multiple points before and after program)

Evaluation Results

Students report an increase in skills sufficient to be placed in trades positions; labor organizations including the Laborers Union, Carpenters Union and the WV Department of Highways have accepted graduates into their apprentice programs and area construction businesses have hired repeatedly from graduate pools.

Key Items of Evaluation

75-80% placement rate for employment following completion of the program