



OhioGuidestone

SOLUTIONS FOR CHILDREN, FAMILIES & COMMUNITIES

SEEDS

of Hope

Agency Newsletter
July 2015

Young Adults in the Bulls-Eye

By Phil Devol, Author, Consultant, Trainer on Poverty Issues

Employment has been an issue at the forefront of our country over the past several years, and these days all eyes seem to be on young adults. At the national level, Opportunity Nation focuses on 16-24 year olds. Governor Kasich focuses on the same age group in his statement

on the budget, and The Workgroup to Reduce Reliance on Public Assistance recommends initially targeting 16-24 year olds. OhioGuidestone is also doing good work with this age group, and recently testified before Representative Tim Derickson's Community and Family Advancement Committee about how they help prepare young people for the working world. There is good reason for the attention young people are getting - they are, after all, just about to enter the workforce and everyone wants them to be successful.

self-governance? Do they understand the economy and world of work that they are entering? Are they prepared to take on the challenges they face?

I believe that we can help prepare young adults at two levels. The first is the most obvious; they need skills for the jobs they seek. But in support of that, young people need to know the hidden rules of the workplace and of class. They need to know the hidden rules of language; how to code switch in the workplace and use Standard

"We owe young people all the support we can give them to stabilize their worlds."

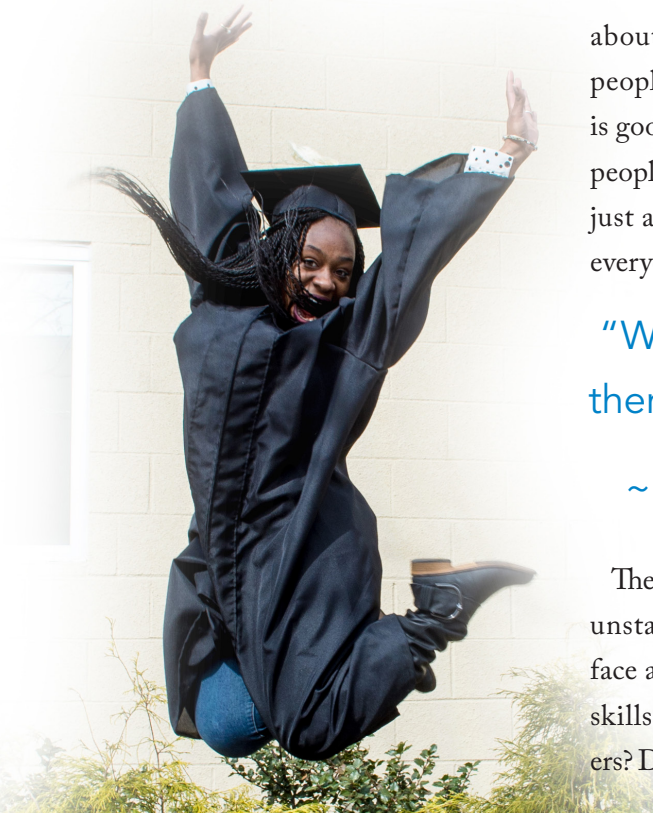
~ Phillip Devol, Co-Author, "Bridges Out of Poverty"

The challenges that young people from unstable, under-resourced situations face are formidable. Do they have the skills and training needed by employers? Do they know the rules of work and

American English. They need to know how to navigate old and new relationships; to build social capital. They need

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OhioGuidestone serves over 23,000 children and families every year, but we can't do it without your help. Support OhioGuidestone today by calling 440.234.2006, 800.639.4974 or visiting www.OhioGuidestone.org.



Impacting Our Youth: Bringing Stability to an Unstable World

This January, Ohio's Development Services Agency released The Ohio Poverty report, which provides detailed information about poverty across the state. The report found that while the statewide poverty rate averages 15.8%, larger cities experience a higher rate than most other areas. In Cleveland, this number is more than double the statewide average, with 35.4% of residents living in poverty.

To many, these numbers are staggering. But to OhioGuidestone, they serve as a reminder of the continued need to provide pathways for a growing population struggling with chronic poverty. Over the past 10 years, OhioGuidestone has provided pivotal programming to help these individuals with their workforce development needs. Since 2005, we have grown from programs that helped participants for four weeks at a time, to programs that help change the foundation for whole families with direct assistance and support for up to two years. Currently, 100% of the young adults

who enter OhioGuidestone's Workforce 360° Program are living below the federal poverty level. This is not surprising, as The Ohio Poverty Report also found that 18-24 year olds are at the greatest

Over the past 10 years, OhioGuidestone has provided pivotal programming to help these individuals with their workforce development needs.

risk of living in poverty, particularly if they are lacking a high school degree. Many of these young adults come to us uncertain where to begin. It is not enough for our young people to learn how to write a resume or how to ace a job interview. They need to learn how to create stability despite their existing circumstances.

Workforce 360° staff members work with participants to

think about their lives in a whole new way. Our programs have grown to consist of integrated, comprehensive training that includes GED prep, occupational and work readiness training

and continued employment services. Following concepts based on the work of Dr. Ruby K. Payne, Phillip Devol and "Bridges Out of Poverty", our participants also work through a curriculum called "The R Rules: A Guide for Teens to Identify and Build Resources" by Elizabeth Souther. This curriculum encourages young adults to talk about the realities and the struggles in their lives, as well as examine the resources they have available. Resources such as

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A Future I Can Be Proud Of

The story of Brittany Caldwell-Hromadka, *Work Skills Program Graduate*

I've never been a person who liked rules. So when I first came to the OhioGuidestone Work Skills program and they explained the rules I needed to follow, they were tough for me to accept. In fact, at first, I didn't accept them at all. I missed classes. I didn't participate in discussions. Eventually I gave up and left. But then, at home with my 2-year-old daughter, I remembered why I had gone to OhioGuidestone in the first place: I wanted a better life for her. At 18, I had no education, no job and no plan. I knew that if I wanted to make my daughter proud, I would need to go back.

When I returned to the program asking for a second chance, the answer was clear; you can come back, but you need to show us that you really want to be here. I started with a new sense of purpose, determined to reach the goals that had led me to the program in the first place. I did my best to be on time to my classes, answered questions and worked hard studying for my GED tests. In one of my classes, we talked about something called The R Rules. I wanted to roll my eyes when our teacher first started talking about rules for our



Brittany (L) and Work Skills Career Coach Jessica Wagner.

lives. But as I learned about them, I realized they weren't really rules. They were ways to think about the things you already had available to you, and use them to create the best plans for your future. I started to see that maybe they could help me. They showed me that, while I had to deal with difficulties in my life, there were also good things that I could use to make my life better.

I decided it wasn't enough just to work hard at what was required for the class. I needed to take advantage of all the opportunities OhioGuidestone could give me. I started taking more interest in our volunteer work and the college tours we attended. I talked to one of my teachers about becoming a better mother, and they helped me sign up for parenting

classes at OhioGuidestone. I've found ways to change things about my whole life, which is so much more than I ever expected.

I'm proud to say that with all this hard work has come a great reward. I have officially passed the GED! When my daughter asks me one day, I can tell her I have an education and explain why it's so important to stay in school. OhioGuidestone is also

helping me work towards becoming a pharmacy technician, now that I have completed my education and skills training. Thanks to them, I'm on my way to a real career and a bright future.

I know that the path ahead of me is not an easy one. I'm going to need to work hard to become a pharmacy tech, and I'm sure that there will be days when the studying seems too difficult or the rules seem too strict. I've never had many family or friends to ask for help when I feel overwhelmed, but now I know that I have a place to go when I don't know where else to turn. I feel like I've found a small family of my own at OhioGuidestone who will always be willing to help, and to push me to continue to help myself.

OhioGuidestone: Treating, Supporting, Growing

OhioGuidestone is a community solutions organization. We offer a unique blend of behavioral health treatment services, skill building programs and prevention opportunities for children and families. At OhioGuidestone, many of our clients struggle with a lack of education and life skills, and don't know how to access personal or community resources to help them improve their situations. We not only help resolve problems that already exist, but teach skills to help individuals become self-sufficient, and prevent future obstacles to success. Each of our locations work on a continuum of these three important services to help the communities they serve.

Stark/Summit/Tuscarawas Counties: Helping Youth Grow through Leadership and Prevention

PFCS, an OhioGuidestone Organization, has implemented a new Youth Led prevention program which focuses on drug prevention through youth leadership. By developing high school student's leadership skills, the program harnesses the influence of peer pressure to encourage young people to be positive influences in each other's lives. Currently in Carrollton and Dover High Schools, the program will also be implemented in Tuscarawas Valley Middle School and New Philadelphia High School this fall.



PFCS Youth Led Prevention members

Growing Preventative Services in Summit County

This fall, OhioGuidestone will expand our services through a new partnership with Summit ADM Board to provide Youth Led Prevention and Mental Health Prevention services in Summit County. Youth Led Prevention will be provided in middle and high schools in Summit County while Mental Health prevention will be provided in the community through Nurturing Parenting opportunities.

Lorain County: Treating Families and Parents through Expanding Our Services

OhioGuidestone's programs are expanding to provide additional critical treatment programs in Lorain County. These programs include Functional Family Therapy, Nurturing Fathers, and Nurturing Parenting Programs. These programs will allow us to reach a more diverse population, including individuals in the Lorain County jail system.



Supporting Adoptive Families in Lorain County

OhioGuidestone's first Adoption Support Groups in Lorain County are currently in development. We are excited to offer this additional service to provide critical support to adoptive families throughout this community.

Franklin County: Treating Mental Health and Substance Abuse through Recovery 360°

Since January 1, 2015, OhioGuidestone's Central Ohio office has been providing Recovery 360°, a new service that addresses co-occurring mental health and substance abuse problems. Recovery 360° addresses the addiction and mental health needs of the client, and helps link them to other services to help improve their lives.

Recovery 360°
Integrated care for behavioral health and substance abuse problems

SERVICES WE OFFER:

- Assessments
- Group Therapy
- Individual Counseling
- Office-based
- Home-based
- CPST
- Case Management
- Mentoring/Coaching
- Psychiatric/Pharmacological
- Job Readiness Training

At OhioGuidestone we recognize the need for on-going treatment to recover from behavioral health and addiction disorders. So often our clients are dealing with both addiction and mental health issues, but have only been treated for one disorder, or have needed to receive services from two different providers to treat both issues. This approach does not support the evidence for effective treatment. Instead, we utilize evidence-based therapeutic approaches and integrated treatment approaches that focus on recovery management to help our clients get and stay well. We provide a variety of services, individualized to meet the needs of our clients, allowing us to provide the appropriate mix and intensity of services to provide maximum benefit to each individual client.

Want to Learn More?
Contact Lisa Clark at 888.522.9174 or Lisa.Clark@ohioguidestone.org

Supporting Families and Parents through Community Mentoring

Over the last year, OhioGuidestone's Community Mentoring Program, offered in Central Ohio, has grown by over 30%, serving approximately 600 clients. Our participants reported that they felt their situations had improved in their time working with a Mentor by approximately 90%.

Cuyahoga County: Growing Work Readiness and Self-Sufficiency for Ohio Residents



Rich Frank

Rich Frank, *OhioGuidestone President and CEO*, was appointed to Governor Kasich's Healthier Buckeye Advisory Committee as a result of the success of OhioGuidestone's Workforce 360° programming. The committee seeks to help move people into jobs, reduce reliance on public assistance and coordinate local aid programs and services in order to improve self-sufficiency and work readiness for Ohio residents.

Helping Cleveland Schools Grow

The Cleveland Transformation Alliance is a nonprofit advocacy organization dedicated to growing a collection of high-performing district and public charter schools in the Cleveland Municipal School District. Rich Frank is proud to

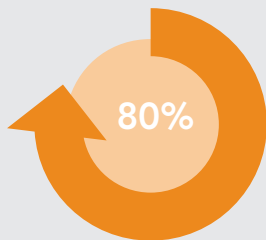


serve on the board to help further solutions for education in our communities. The Alliance works to assess the quality of all district and charter schools in Cleveland, communicates to parents about quality school choices, ensures fidelity to the citywide education plan and monitors charter sector quality and growth.

BY THE NUMBERS

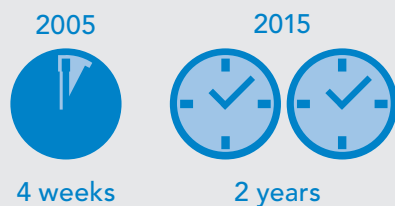
Since 2005, OhioGuidestone's Workforce 360° services have made a profound impact on those involved in its programs.

SUCCESS RATE:



Program graduates who are employed or pursuing higher education.

AVERAGE INCREASE IN LENGTH OF PROGRAMMING:



AVERAGE INCREASE IN EARNING POTENTIAL:

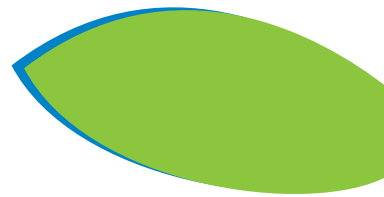


Impacting Our Youth, Continued from page 2

health and wellbeing, relationships with role models and understanding the unspoken cues of a group, are presented as important aspects of life that youth can use to their advantage. Our staff encourages participants to be open to possibilities they had not previously considered and to realize, while they cannot change the situations they come from, they have the power to change their futures. This combination of job and resource training enables youth to design a personal plan for their lives and make real, lasting change.

Of youth that have completed our workforce programming, 80% have gained employment or gone on to higher education. Youth who started in our employment programs earning \$8 per hour saw an average increase to \$10.25 per hour upon completion of the program. A year later, these salaries continued to increase, and now this same group averages \$13.65 per hour, more than a 50% increase over their initial earning potential. Additionally, many of our Workforce 360° graduates are also moving off of public assistance. In the State of Ohio, food and cash assistance for a family of four account for \$1,231 per month. As participants of Workforce 360° maintain employment and become more self-sufficient, they no longer need this critical support, empowering their ability to provide for their families and improving the economy by lessening dependence on public assistance. These outcomes give us a concrete view of how we are directly impacting the lives of individuals and helping to bridge the gap that is created by poverty. But there are also elements that we cannot measure, such as the confidence our participants gain by taking control of their lives. They complete our program with a new sense of stability in the world and the knowledge that the support they need can always be found at OhioGuidestone.

Our Workforce 360° programs strive to provide these much needed services, but we need your support to help continue this critical programming. Your charitable gift can help keep our Workforce 360° programs operational, despite changes in federal funding. You can also help the future of our programs by advocating for continued government support. Tell your state representatives that funds need to be allocated to social service agencies to continue work with young adults in poverty and provide the long term, life changing programs. If you would like to advocate on our behalf, or receive more information about Workforce 360°, contact Kiersten Watkins, *Director of Workforce Development Programs*, at Kiersten.Watkins@ohioguidestone.org. To make a charitable gift, call 440.260.8362 or visit www.OhioGuidestone.org.



Young Adults in the Bulls-Eye, Continued from page 1

to know the rules of money and how to avoid predatory loans they may be offered. We owe young people all the support we can give them to stabilize their worlds while they spend time in the classroom. It's those who live in unstable situations who have the most trouble staying in school day after day, until they get their degrees or certifications.

is to prepare young people to take charge of their lives. To do this they need to investigate the world they are entering. The challenges they face in today's work world are daunting. It would be unethical to send them into it without giving them a way to analyze it. Since 1979 median family incomes have not risen. Well-paying, full-time positions have been replaced by lesser-paying, part-time and

contract jobs. The downward pressure on wages is a reality they should understand.

Preparing young people to be good employees is only half of the job. Preparing young people to be contributing and engaged workers, active in their communities, and to participate in the transformation of the world is the rest of the job.

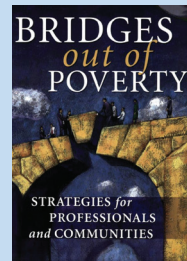
The second way we can help

About the Author



Philip DeVol of Marengo, Ohio, has been training and consulting on poverty issues since 1997. He is co-author of several publications, including "Bridges out of Poverty" that focus on engaging people in poverty in the work of building communities where everyone can live well. DeVol works nationally and internationally with community leaders to help them move quickly from an attraction to application of

Bridges concepts. In addition to writing and consulting, DeVol coordinates aha! Process's collaborations with other organizations to affect innovative, high-impact strategies for ending poverty and building sustainable communities. Learn more about Phil at www.ahaprocess.com



LICENSES AND CERTIFICATIONS

Ohio Dept. of Job & Family Services | Ohio Dept. of Mental Health | Ohio Dept. of Mental Retardation & Developmental Disabilities



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OhioGuidestone

SOLUTIONS FOR CHILDREN, FAMILIES
& COMMUNITIES

Our Vision

Future generations are educated, self reliant and contributing members of strong communities.

Our Mission

To provide pathways for growth, achievement and lifelong success.

OhioGuidestone

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SAVE THE DATE: Join Us for These Upcoming Events



OhioGuidestone Golf and Club Classic

Monday, September 14, 2015

Columbia Hills Country Club, Columbia Station

Join generous lead sponsor, Blue Technologies for a fantastic day of golf and an exciting auction to benefit the children and families served by our agency. Sponsorship opportunities and tickets for the evening are still available! Please contact Kelley Likes at 440.260.8231 or Kelley.Likes@ohioguidestone.org for more information.

OhioGuidestone is teaming up with Crain's Cleveland Business as a Community Partner for several upcoming events. Please join us and support our agency! To purchase tickets to any of these events contact Kim Hill, Crain's Business Event Coordinator, at 216.771.5182 or kehill@crain.com.

Crain's Archer Awards

Tuesday, August 11, 2015

Cleveland InterContinental Hotel

Join us in honoring top Human Resource executives. Come invited to network and mingle in the pre-event VIP section!

MPower

Wednesday, September 30, 2015

John S. Knight Center

An event you don't want to miss! The 2014 event sold-out, so purchase your tickets early for a great opportunity to learn about business development!

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