



Telamon Corporation

Virginia



West Virginia



Quarterly
Newsletter
May 2017

Message from State Director Tom Grecco

With Spring upon us, it's the perfect time to consider fresh ideas and stimulate growth. I feel very fortunate to work for a corporation that embraces change, employee collaboration, and continuous improvement to fulfill our mission and improve the lives of our customers.

We are actively engaged in numerous methods for improving our services. Throughout 2017, I will facilitate the following projects and initiatives to meet our program goals and serve our customers:

Grant Funding:

We hope to apply for two additional grants in Virginia this year: *Refugee Career Pathways* and *SNAP Process and Technology Improvement*. We have been collaborating with our Corporate Development Team to prepare the

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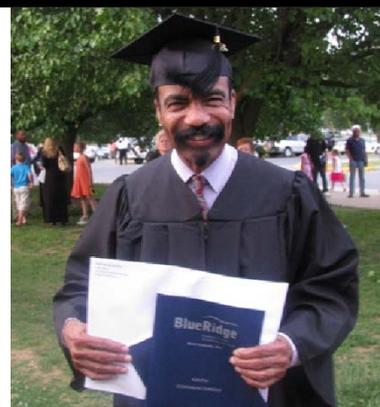
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The Nathaniel Orr Story

By Jane Bacilio
Workforce Development Specialist II
Moorefield, WV

On May 6, 2017, Nathaniel will put on his cap and gown to walk the runway to his future. He will graduate from Shepherd University with a Regent of Bachelor of Art's degree with an emphasis in sociology and criminology. When Nathaniel moved to Berkeley County, WV, from the west coast, he brought with him a wealth of experience; however, he was unable to locate any job opportunities compatible with his prior work history and knowledge. He landed a job working with a local orchard picking, sorting, and packing paw-paw fruit. When Nathaniel applied for the National Farmworker Jobs Program (NFJP) services in March of 2014, he had worked the two previous seasons at Peterson's Paw Paws and was surviving on this seasonal farmwork and social security benefits. Nathaniel was found eligible for NFJP services and he was co-enrolled with the West Virginia Division of Rehabilitation (WV DRS). Together, Telamon and WV DRS were able to assist Nathaniel's educational goals by providing tuition and books, and supportive services, such as: weekly needs related pay-



ments, emergency car repair and housing. Nathaniel began his journey by enrolling into a paralegal program offered by Blue Ridge Community and Technical College. He graduated in May of 2015, earning his associate's degree and his certification in paralegal studies and fulfilling a promise he had made to his mother many years ago, but he was not finished yet. He had applied at Shepherd University and was accepted. Telamon staff was thrilled to hear that he had registered for criminal justice courses following the career path he had set with his previous accomplishments.

A diligent student, Nathaniel showed great promise from the start. He sought every possible opportunity to better his chances at success. He received assistance from the college tutoring staff and advisors, as well as, his case workers with WV DRS and Telamon. Nathaniel's Workforce Development Specialist assisted him to build his portfolio which earned him 31 credit hours towards his RBA.

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State Director's Message

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background information so that we will be in position to apply once the funding is announced. Additionally, I'd like to acknowledge our West Virginia NFJP staff, Jane Bacilio and Heather Hernandez for preparing a grant application to the Hardy County Community Foundation to serve farmworker children.

Quarterly Director's and weekly NFJP L-10 meetings:

These meetings are invaluable tools for Telamon staff. They give employees the opportunity to exchange ideas, compare best practices, and discuss and resolve issues to enhance our service delivery.

Marketing:

Our Corporate Marketing team has been actively developing the Branding Standards Guide (BSG) as well as conducting weekly teleconferences to familiarize staff with their ongoing initiatives. I will continue to collaborate with the Telamon Marketing Committee to develop designs and products that promote the Telamon brand with our partner agencies, funders and customers.

Video resumes:

In an effort to improve the chances of job placements, we are considering piloting video resumes. This would allow us to coach our customers prior to their interviews. Also, the customers can see how they would appear at a job interview and reflect on ways to improve their outcomes.

Virginia Department of Agriculture and Consumer Services (VDACS):

A total of 1,585 workers were trained during the period of October 1, 2015 through September 30, 2016. We are very pleased that we exceeded our program goals, educated growers, and improved the awareness and work conditions of many Virginia farmworkers.

AgHelp:

AgHelp is an application which is under development that is intended to assist migrant and seasonal farmworkers connect with jobs and services. The app facilitates communication with: farmers seeking workers, local clinics, legal aid, and more. We will continue to track the progress of this app as we anticipate it may be a useful tool for NFJP and VDACS clients.

Efforts to Outcomes (ETO):

Our previous Customer Records system was useful for many years, but it became antiquated and lacked necessary reporting tools. In light of this, Telamon staff recently began utilizing the Efforts to Outcomes (ETO) database system. This modern system records various "touchpoints" that can be measured and analyzed to enhance program outcomes. Jennifer Byrd and our IT team have provided outstanding training and support, helping our staff learn to use ETO.



Nathaniel Orr

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During this time, Nathaniel had the opportunity to participate in two internships including a stint as an assistant with the Deputy Clerk at the 23rd Judicial Circuit Court in Berkeley County and with the Eastern Panhandle Adult Drug Court in Jefferson County. These internships along with his new degree have made Nathaniel well-versed in community social work and involvement. Moreover, he has a generous spirit and has volunteered with various organizations over his lifetime, including Habitat for Humanity and the Red Cross. Nathaniel currently volunteers at Telamon's emergency food pantry located in our Martinsburg office.

In January, the Workforce Development Specialist working with Nathaniel was made aware of an opening on Telamon's Board of Governors and immediately thought of Nathaniel for the post. Telamon was looking for Governing Board members who meet either of the following conditions: A program recipient from a non-Head Start service population; or an individual with a legal or advocacy background, familiar with the populations we serve. He met both conditions. He was nominated and elected to the board. Nathaniel has expressed his gratitude for all that Telamon has done to help him. He is excited to be able to serve the organization that has played a vital role in assisting him reach his goals and looks forward to helping others achieve their dreams. Congratulations, Nathaniel! We are glad that you are a part of our team.

Financial Literacy Classes in the Valley

By Isa M. Martell Bonet
Workforce Development Specialist I
Harrisonburg, VA

The Telamon staff in Harrisonburg has created an opportunity for our participants to attend Financial Literacy Classes.

The series of classes has been successful thanks to the support and partnership of BB&T Bank and the Valley Workforce Center.

Financial Literacy classes are taking place at the Valley Workforce Center. Classes are offered in English and Spanish, four days a week, mornings and afternoons, for three months.

Bank on Your Success is the name of the series of three different classes: *Banking Basics*, *Family Budgeting*, and *Homeownership*. They address different aspects of finances, saving money, establishing credit and more. Attendance has been excellent and the participants have the opportunity to ask questions and receive answers from experts such as Market Leader, Joannie Fumero. The Vice President of BB&T, Rebecca Brown, attended one of the sessions. We are very pleased to empower our participants with such important financial knowledge.



The Gift of Exploring Unique Talents

By Zugey Ramos
Workforce Development Specialist I
Montross, VA

With great joy, Telamon would like to thank the Theodore H. Barth Foundation, Inc. for their continued support. The Theodore H. Barth Foundation, Inc. promotes positive behavior, and the opportunity to explore unique talents. It is great to see our farmworker

children get very enthusiastic knowing they will be participating in something new for the very first time. The kids get overwhelmed with joy while participation in cultural enrichment activities. So far this year with the grant funds received, we have been able to provide many farmworker children the chance to play sports, and also

preparing others to attend camp. Some of the other opportunities provided through this grant include: art, music, dance, reading, and sports.

It gives Telamon staff deep satisfaction when we see children who participated in these activities go on to play a positive, active role in the community.



Pesticides

By **Wilson Perez**
Pesticide and Workplace Safety Trainer
Richmond, VA

Pesticides are commonly used in agricultural production to counteract or control pests, diseases, weeds, and other plant pathogens to reduce yield losses and maintain high product quality. Even though pesticides are developed through very strict regulation processes to function with reasonable certainty and minimal impact on human health and the environment, serious concerns have been raised about health risks developing from occupational exposure and from residues in food and drinking water. Occupational exposure to pesticides often happens in the case of agricultural workers in open fields and greenhouses, workers in the pesticide industry, and exterminators of house pests. Exposure of the general population to pesticides occurs primarily through eating food and drinking water contaminated with pesticide residues, however considerable exposure can

also occur in or around the home. Regarding the undesirable effects on the environment (water, soil and air contamination from leaching, runoff, and spray drift, as well as the detrimental effects on wildlife, fish, plants, and other non-target organisms), many of these effects depend on the toxicity of the pesticide, the measures taken during its application, the dosage applied, the adsorption on soil colloids, the weather conditions prevailing after application, and how long the pesticide persists in the environment. Therefore, the risk assessment of the impact of pesticides either on human health or on the environment is not an easy and particularly accurate process because of differences in the periods and levels of exposure, the types of pesticides used (regarding toxicity and persistence), and the environmental characteristics of the areas where pesticides are usually applied. Also, the number of the criteria used and the method of their implementation to assess the adverse effects of pesticides on human health could affect

risk assessment and would possibly affect the characterization of the already approved pesticides and the approval of the new compounds soon. Thus, new tools or techniques with greater reliability than those already existing are needed to predict the potential hazards of pesticides and thus contribute to reduction of the adverse effects on human health and the environment. On the other hand, the implementation of alternative cropping systems that are less dependent on pesticides, the development of new pesticides with novel modes of action and improved safety profiles, and the improvement of the already used pesticide formulations towards safer formulations could reduce the adverse effects of farming and particularly the toxic effects of pesticides. In addition, the use of appropriate and well-maintained spraying equipment along with taking all precautions that are required in all stages of pesticide handling could minimize human exposure to pesticides and their potential adverse effects on the environment.

Staff Notes, News, & Marketing

Congratulation, Heather Hernandez! Heather received her certification from Dynamic Works as a NFJP Workforce Professional I. She would like to express her gratitude for the opportunity provided by Telamon to enrich her professional development and looks forward to her continued growth within the organization.

Welcome our new South Hill employee, Brandon Coleman. He joined our team on January 17, 2017 as a Weatherization Installer.



Earlier this year, Telamon Corporation received positive news coverage when Jean Flannigan interviewed Tom Grecco and Nelson Diaz for an article in the Moorefield Examiner: *Telamon Helps Farm Workers Succeed*. Flannigan's article discussed the relocation of our West Virginia office to Moorefield, and described several of the many benefits our programs offer. We thank Flannigan for taking the time to report good news on our behalf.

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Our new billboard designed to attract NFJP participants in Moorefield, WV:

Looking to explore new
career options?
304-530-5911
or text 304-433-6205



Telamon Corporation
WEST VIRGINIA

Offering **FREE SERVICES** for
Eligible Participants

**WORKFORCE &
CAREER SERVICES**



A flyer designed by staff in our Montross office to promote farmworker awareness:

National Farmworker Awareness Week



DID YOU KNOW?

- 85% OF FRUITS AND VEGETABLES PRODUCED IN THE UNITED STATES ARE HANDPICKED;
- FARMWORKERS FACE LOW WAGES AND FEW PROTECTIONS;
- ANNUAL INCOME IS \$11,000. IT IS THE 2ND LOWEST PAID WORKFORCE IN THE NATION;
- AGRICULTURE IS CONSISTANTLY RANKED ONE OF THE MOST DANGEROUS OCCUPATIONS IN THE COUNTRY BUT FARMWORKERS ARE NOT PROTECTED BY THE SAME SAFETY LAWS AS WORKERS IN OTHER INDUSTRIES.

FARMWORKERS FEED THE WORLD!

GOT FOOD? THANK A FARMWORKER!

"IT IS IRONIC THAT THOSE WHO TILL THE SOIL, CULTIVATE AND HARVEST THE FRUITS, VEGETABLES, AND OTHER FOODS THAT FILL YOUR TABLES WITH ABUNDANCE HAVE NOTHING LEFT FOR THEMSELVES." -CESAR CHAVEZ