
High Rocks

EDUCATE ■ EMPOWER ■ INSPIRE



www.highrocks.org

WHO WE ARE

Our mission is to
EDUCATE, EMPOWER
and **INSPIRE** young
people in West
Virginia and beyond.



High Rocks is a leader in transforming the lives of young people and the impact they have on their communities.

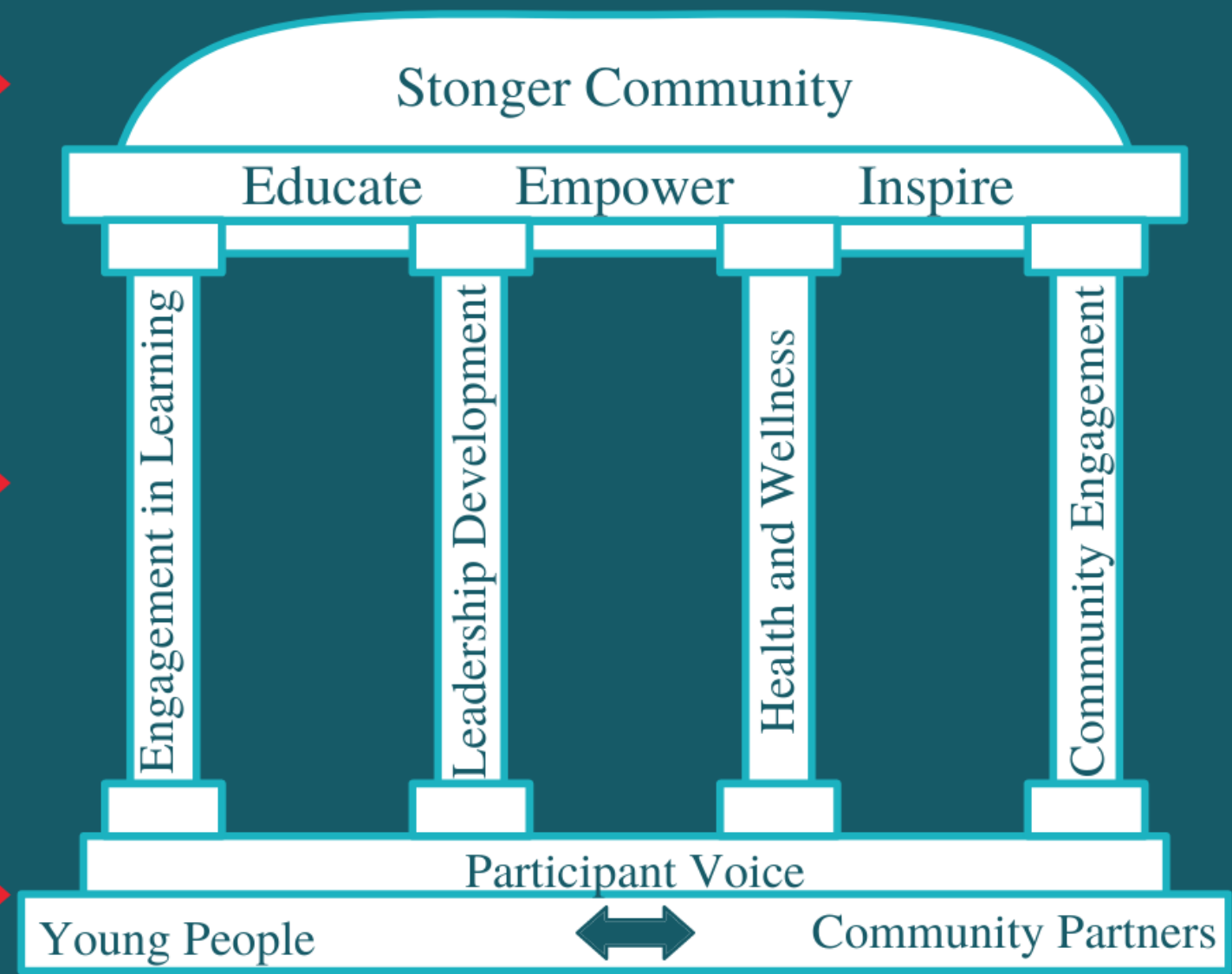


HIGH ROCKS COMMUNITY CHANGE SYSTEM ©2018

Our
Change

Program
Pillars

Foundation



www.highrocks.org

OUR PILLARS

LEARNING

LEADERSHIP

WELLNESS

COMMUNITY

*A HOLISTIC APPROACH TO
WORKFORCE DEVELOPMENT*



BUILDING PATHWAYS

High Rocks Programs



HIGH ROCKS ACADEMY: summer camps and year-round mentoring and education for youth

THE HUB COMMUNITY CAFÉ: lunch café and community activities

TECH EXPRESS: computer repair & technical support business

LOCAL FOODS: organic farm, market, and educational program

AMERICORPS: one of the largest AmeriCorps programs in WV

FIRST2 NETWORK: working to increase the number of STEM college graduates

WEST VIRGINIA JOBS NETWORK: bridging the gap between job seekers and employers



AMERICORPS

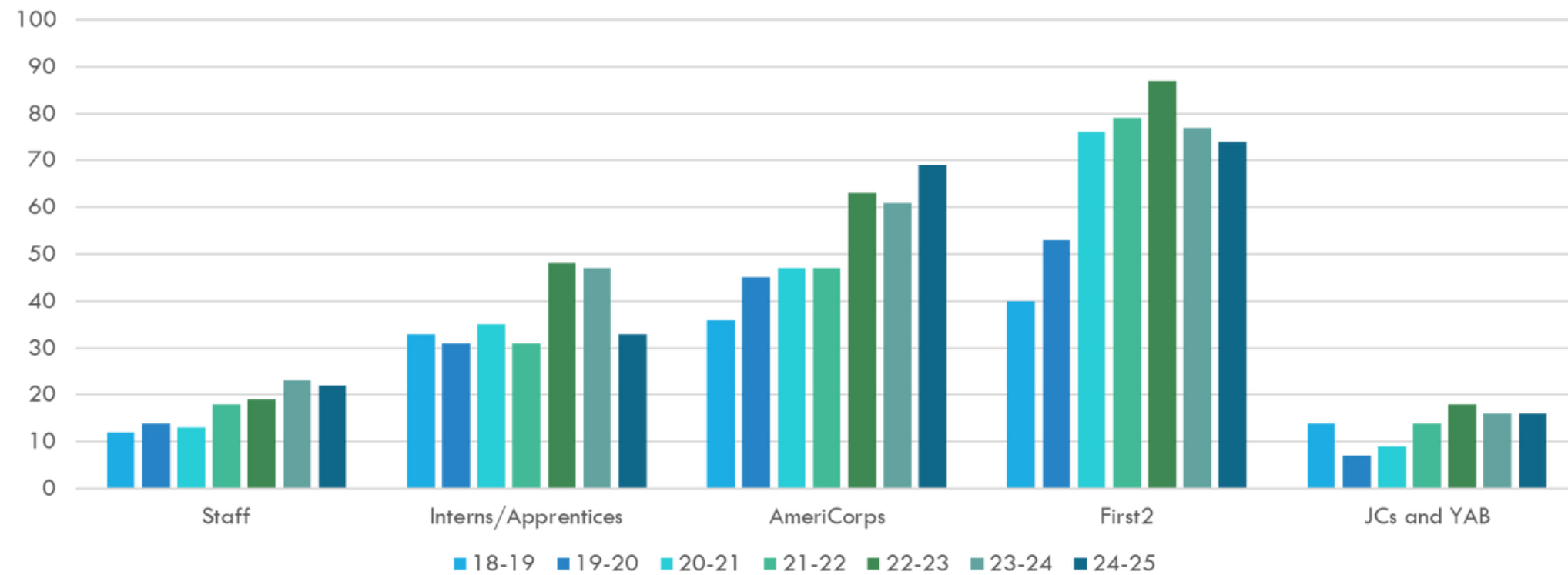
EARNING AND LEARNING BUSINESSES

PAID COLLEGE STUDENT LEADERS

**HIGH SCHOOL, PART-TIME AND
SEASONAL INTERNS**

WORKFORCE RESULTS:

Number of Paid Staff and Participants



For the year 23-24, 189 participants earned \$1,660,893.

FUNDED BY:

- Workforce WV Training Program
- Earn and Learn
- WV Invests
- AmeriCorps
- Federal Workforce Development Grants
- Earned Income
 - High Rocks social enterprises generated \$92,000 in 2023-2024

Paid Internships

THE LEARN AND EARN FRAMEWORK

“While you can get a job in food or retail in high school, it doesn’t necessarily teach you the hard skills that might be needed in a professional work environment. By being paid, you learn those skills and build important relationships while still being able to earn. This type of program allows an ongoing learning environment to be able to continue along with getting paid.”



AMERICORPS DATA:

FROM OUR 23-24
AMERICORPS
PROGRAM
EVALUATION REPORT:

Out of 280 monthly AmeriCorps Member reports filed, **245 (87.5%)** recorded members having made progress toward personal goals or professional goals that month.

From our AmeriCorps partners, 100% of organizations reported increased efficiency, effectiveness, or reach. Many of these AmeriCorps members go on to be staff.



OUT OF **47**
MEMBERS
ENROLLED IN OUR
PROGRAM THIS
YEAR, **28 (≈60%)**
ARE RETURNING
MEMBERS


In 22-23, **49** of our AmeriCorps members (out of 60) entered the program from an unemployment situation. **100%** of our AmeriCorps members who completed our exit survey (44 of 60) went on to jobs or continuing education and training.

YOUTH PARTICIPANT DATA:

FROM OUR SUMMER
2024 PROGRAM
EVALUATION SURVEY :

After participation **82%** were more willing to stand up for their ideas; **91%** identified the ability to make a difference in their community

82% said they felt more able to make new friends and create valuable relationships in a new place; **88%** were motivated to learn



79% IDENTIFIED MORE with the statement "My life has meaning."

The evaluation of leadership skills, learning engagement, and health-related attitudes revealed statistically significant improvements for both K-12 students and AmeriCorps members mean subscale scores on an Empowerment Survey


FIRST2 PERSISTENCE DATA

WVU:
student persistence
from **55%** to **90%**

WVUIT:
student persistence
from **39-54%** to **100%**

MARSHALL:
student persistence
from **86%** to **97%**

FAIRMONT:
student persistence
from **34-59%** to **98%**



\$1.12 Million IN
STIPENDS HAVE
BEEN GIVEN TO
309 FIRST2
STUDENT
LEADERS

Students impacted by the First2 Network at seven colleges and universities show an **83-100%** STEM persistence rate.

Over **6,000** students have taken part in First2 Network activities.

“The Secret Recipe”



**The High
Rocks Four
Pillars
Internship
Model**

Learning:



On the job training or career pathway exploration

Hands on educational activities

Industry specific skills development

Personal & professional development

Leadership:



Intentional leadership training

Mentorship

Team development

Opportunities to practice leadership

Power Skills Program



Course 1

Initiative
Time Management
Adaptability & Flexibility
Focus & Productivity
Workplace Communication

Course 2

Customer Focus
Project Management
Critical Thinking & Problem Solving
Teamwork
Leadership

Course 3

Public Speaking & Advocacy
Networking
Emotional Intelligence
Citizenship & Community
Articulating Your Skills

Wellness:



Basic wellness needs

Removing barriers to participation

Access to healthy food

Confidence & life planning

Good Workplaces Program

"Be the place everyone wants to work."

Good Workplaces is growing out of:

- 30 years building an organization.
 - Feedback from young professionals and local businesses
 - Best practices from partners
 - State and regional conversations.
 - Recruitment, retention, and iteration in education
 - A need to build effective organizations with limited money and time
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-



Community Engagement:

Community Service

Outreach & Public Speaking

Networking & Partnership

Food, Fun, & Fellowship



Grow the employees that everyone wants to hire.
Be the place where everyone wants to work.
Deepen the bench by creating pathways.

CONTACT US

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