

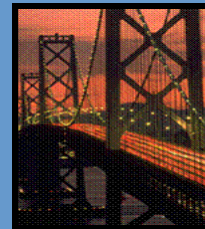
**Spring Issue**

**2016**

[www.eri-va.com](http://www.eri-va.com)

# Building Bridges...

*for youth and young adults through  
education and employment training.*



## Calendar

**April 28**

Student Early Dismissal  
Teacher Work Day

**May 27**

Student Early Dismissal  
Holiday Weekend

**May 30**

School/Offices Closed  
Memorial Day Holiday

**June 3**

Oberle School Open Golf  
Tournament  
Lee's Hill Golf Club

The **Building Bridges** newsletter is produced by Employment Resources Incorporated to inform our students, parents, clients, community partners and the public about our educational, employment and transition programs and services. For information call 540-372-6710.

Michael W. West, Editor  
[mwest@eri-va.com](mailto:mwest@eri-va.com)

## *Employment Resources Incorporated* *Fredericksburg, Virginia*

### **New President at Employment Resources Incorporated**

Employment Resources Incorporated (ERI) has a new President. On March 1, 2016, Mr. Roarke L. Anderson took over the top position at ERI as Joan P. McLaughlin prepares for retirement on June 30.

Mr. Anderson received his Bachelor of Arts (Political Science) degree from North Central College in Naperville, IL in 1984. He obtained his Master of Arts in Business Management degree in 1999 from the University of Saint Mary in Leavenworth, KS. In 2004, Anderson completed his second Master's degree in National Security and Strategic Studies from the US Naval War College in Newport, RI.

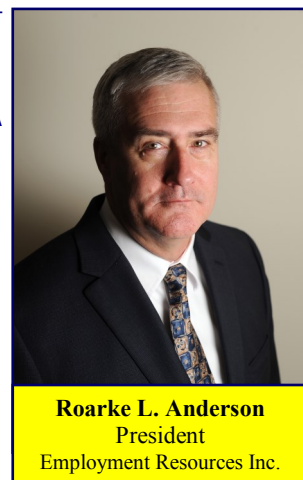
Anderson began his Marine Corps career in 1975 serving as a communications specialist at Camp Pendleton near San Diego, CA until 1978. From 1978-1980, Anderson moved into an elite unit as a Marine Corps Security Guard, protecting U.S. Embassies in Tehran, Iran and San Salvador, El Salvador.

Anderson became a member of the Marine Corps Forces Reserve from 1980-1984 while pursuing his Bachelor of Arts degree. Upon graduation, he returned to active duty as a commissioned officer. He served from 1984-1988 in a variety of places in the Marine Corps Operating Forces. From 1988-1991 he was assigned to the Marine Barracks Washington, DC, the Marines' oldest active post.

After attending the Marine Corps' Amphibious Warfare School in Quantico, VA for one year, Anderson was transferred in 1992 to Camp Lejeune, NC, where he served as the Communications Officer until 1995.

From 1995-2014, Anderson served in a variety of posts including: Commanding Officer, Marine Corps Communication Electronics Operation School, 29 Palms, CA; Chief of Computers and Computer Support, U.S. Forces, Japan; Commanding Officer, 8th Communications Battalion, Camp Lejeune, NC; Chief, Director's Action Group, J6, Joint Chiefs of Staff, Pentagon; Assistant Chief of Staff, J6, Camp Lejeune and Fallujah, Iraq; USMC Representative to the Joint Chiefs of Staff Working Group, Pentagon; Commanding Officer, Headquarters and Service Battalion, Headquarters Marine Corps, Arlington, VA. In his final position, Anderson served as Chief of Staff of the Marine Corps Base, Quantico. After 38 years of service to our nation, he retired as a Colonel on June 30, 2014.

Anderson's duties as President of ERI include managing a staff of 39 employees while overseeing the entire operations of ERI's employment training and educational programs and services at the Gladys H. Oberle School campus in downtown Fredericksburg. "I'm extremely excited and humbled to be given the opportunity to serve the community in this capacity," said Anderson. "The work ERI does in providing our youth a safe and individualized avenue for success is inspiring." Day-to-day operations and developing a strategic vision for the future of ERI will be Anderson's main focus as he settles into his new position. "Working with the community, together we will continue to make a difference and have a positive impact on our young peoples' lives," added Anderson.



**Roarke L. Anderson**  
President  
Employment Resources Inc.

## Transition and Change Are Part of Life



**Joan P. McLaughlin**  
Co-Founder  
Employment Resources Inc.

Here at Employment Resources Inc., transition and change (and growth) have always been a huge part of our business culture. When my dear friend and business partner, Gladys H. Oberle and I founded ERI over 26 years ago, we were always looking for ways to grow and expand our organization.

Over the past 26 years, strategic planning and a clear vision for the future have always played an important role in our growth and overall business plan.

My role was to run the day-to-day business operations, including the employment and training component of the organization. Gladys focused on the education component and it wasn't long before our new school, the Star Center, was in operation. As the need for special education grew, the Star Center transitioned into the Gladys H. Oberle School shortly after Gladys' passing in 1996. Andrea Kenny administered the school until 2002 when Pam Simms was hired and became our Vice President of Education.

Over the next few years, the company expanded to over 6,000 square feet in our old location at 500 Lafayette Blvd. We developed new programs for school systems in the counties of King George, Stafford, Montross and Orange and for the local Departments of Social Services.

In 2008, a search committee began looking for new office locations and in February of 2010 the new building was found.

After considerable renovation and construction, ERI moved to our new downtown facility at 404 Willis Street in November 2010. With fourteen staff, the new and expanding school was developed. During this time both divisions of the company remained active and strong.

The Training Division provided services in the Northern Neck and Middle Peninsula, while establishing a new High School Diploma Program in Fredericksburg. Serving youth was always at the forefront of the company's goal. Now, with forty staff members, ERI reaches many youth and young adults who have educational and work-related barriers.

In 2012, we were very fortunate to receive a generous donation from Mr. Joe Wilson and family. With the Wilson family contribution along with a donation from the Mary Washington Hospital Foundation, we were able to renovate and expand into the other half of the building. This new addition to the facility afforded us the opportunity to offer a variety of vocational programs to our students through the new Wilson Center for Vocational Studies.

Transition and change are inevitable in our professional and private lives. As I prepare for retirement on June 30, 2016, I look forward to the transition and change both personally and professionally. Retirement will allow me more time personally to travel, spend time with family and friends and pursue other interests. Professionally, it gives me the exciting opportunity to transition into a new role within ERI.

Stay tuned to the summer issue of the *Building Bridges* newsletter and see where my journey with Employment Resources Incorporated will take me.

## ERI Director to Sit on ETA Panel at Philadelphia Youth Conference

The Employment and Training Administration (ETA), a division of the United States Department of Labor (DOL), administers the Workforce Innovation & Opportunity Act (WIOA) Youth Program that President Obama signed into law on July 22, 2014. The WIOA Youth Program serves youth ages 14-24 and provides them with educational and employment training services nationwide.

On May 25-26, 2016, the ETA's Philadelphia Office will host a WIOA Youth Spring Conference that will include attendees from federal, state, and local ETA offices, Health and Human Services, and educational partners. The conference will be highlighting successful WIOA youth programs across the region. ERI's Youth Program has been selected by ETA as a "successful WIOA program" in Virginia representing Planning District 16.

An ERI representative has been invited to attend the WIOA Youth Conference and serve on a panel. The ETA's priorities for the panel discussion with attendees will be career pathways, collaboration and customer-centered design as it relates to the WIOA pro-

gram. Information on how ERI designed our program, engaged partners, recruited and retained youth, and credential attainment will be shared with the conference attendees.

Ms. Faranda Ferguson, M.Ed., ERI's Transition Services Director who oversees the WIOA Youth Program for ERI, will be attending the conference and representing ERI on the WIOA panel. "I am extremely honored to be asked to sit on the WIOA panel and represent our program and our organization," said Ms. Ferguson. "I am also very proud of the hard work and dedication of our WIOA staff members and clients, who make this program successful."

For more information on ERI's Workforce Innovation & Opportunity Act Youth Program, please contact Ms. Ferguson at 540-372-6710, x112, or at [fferguson@eri-va.com](mailto:fferguson@eri-va.com).



**Faranda Ferguson**

## The Gladys H. Oberle School

## “Home of the Bulldogs”

### Oberle School Presents National Documentary Film at Local Theater

On Thursday, April 28, staff of the Gladys H. Oberle School will be presenting the documentary film, *Paper Tigers*, at the Regal Cinemas 14 in Central Park to invited guests from a variety of professions including education, mental health, social work, law enforcement and corrections, substance abuse counselors, and other professions that deal with our local youth.

#### ABOUT THE FILM (by KPJR Films)

*“Paper Tigers is an intimate look into the lives of selected students at Lincoln High School, an alternative school that specializes in education traumatized youth. Set amidst the rural community of Walla Walla, WA, the film intimately examines the inspiring promise of Trauma Informed Communities – a movement that is showing great promise in healing youth struggling with the dark legacy of Adverse Childhood Experiences (ACES).*

*Exposure to chronic and adverse stress (and the altered brain function that results) leaves a child in a fruitless search for comfort and escape from a brain and body that is permanently stuck in flight or fight. That comfort comes in the form of drugs, cigarettes, alcohol, sex, food and more.*

*Every year, millions of unloved and traumatized youth enter adulthood with damaged brains and hearts. They are highly predisposed to die from self-destructive behaviors, and highly likely to continue the cycle of abuse. Even those who do not engage in self destructive behaviors are highly predisposed to get cancer, high blood pressure, diabetes, and immune disorders.*

*The impact of unloved and traumatized children on society is profound and widespread. 85% of inmates were traumatized as youth. 27% of hospital visits can be traced to causes linked to childhood trauma and abuse are as stubborn as they are tragic. But there is hope.”*

“After watching the movie, Paper Tigers, I was amazed at how closely the philosophy, culture, and success of the program depicted in the film closely resembles that of The Gladys H. Oberle School,” said Pam Simms, ERI’s Vice President of Education. “Hosting the documentary in Fredericksburg for our community partners and holding a panel discussion afterwards will start a dialogue on how we can strengthen our relationships and further serve the youth in our area successfully,” Simms added. “Response to the viewing has been tremendous! We are expecting over 200 to attend.”

The Gladys H. Oberle School wants to thank the Regal Cinema 14 staff for partnering with us to show the film in one of their largest theaters on April 28.



### 2016 Oberle School Golf Tournament Expands to Two Flights

For the third year in a row, the Oberle School Open Golf Tournament has grown in participants, sponsors and revenue. In 2015, the tournament had 123 golfers with a maximum cut-off of 144 for one flight. “We are anticipating over 144 players this year so we have designed it to be a two flight tournament to allow for growth to 288 players in the future,” said Raymond Slaughter, Chairman of



Lee's Hill Golf Club's 5th Hole

the tournament’s planning committee. “There will be a morning flight teeing off with a Shotgun Start at 8:30am and an afternoon flight starting at 2:00pm at Lee’s Hill Golf Club.”

Tournament organizers believe that the popularity of the event during the first two years has helped the event grow by word-of-mouth. “Not only has the number of players increased each year, but the number of sponsors has grown as well,” Slaughter added. “Perma Treat Pest Control has been our Title Sponsor for the first three years and we really appreciate their ongoing support of our golf tournament and the educa-

tional mission of the Oberle School.”

“Due to the popularity and support we are receiving from the business community for our golf tournament, we are planning a couple more special events in 2017,” said Roarke Anderson, President of Employment Resources Incorporated (ERI). All proceeds goes to support the Gladys H. Oberle School and expanding our facilities and special education day program to our students with disabilities.

Registration for the 2016 Oberle School Open Golf Tournament is now open. Players can register by sending in a registration form located at Lee’s Hill Golf Club or ERI’s office. Players can register online at [www.eri-va.com/golf](http://www.eri-va.com/golf) or at [www.leeshillgc.com](http://www.leeshillgc.com) web sites.

For more information on the tournament, or to become a 2016 Sponsor, please contact Mike West, ERI’s Tournament Coordinator, at 540-372-6710, x124, or at [mwest@eri-va.com](mailto:mwest@eri-va.com).





## *Building Bridges...*

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### **ERI's Mission**

*Employment Resources Incorporated's mission is to provide youth with the education and skills they need to become successfully employed, self-sufficient and contributing members of their community.*

**Employment Resources Inc.  
& The Gladys H. Oberle School  
404 Willis Street  
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Fredericksburg, VA 22404**