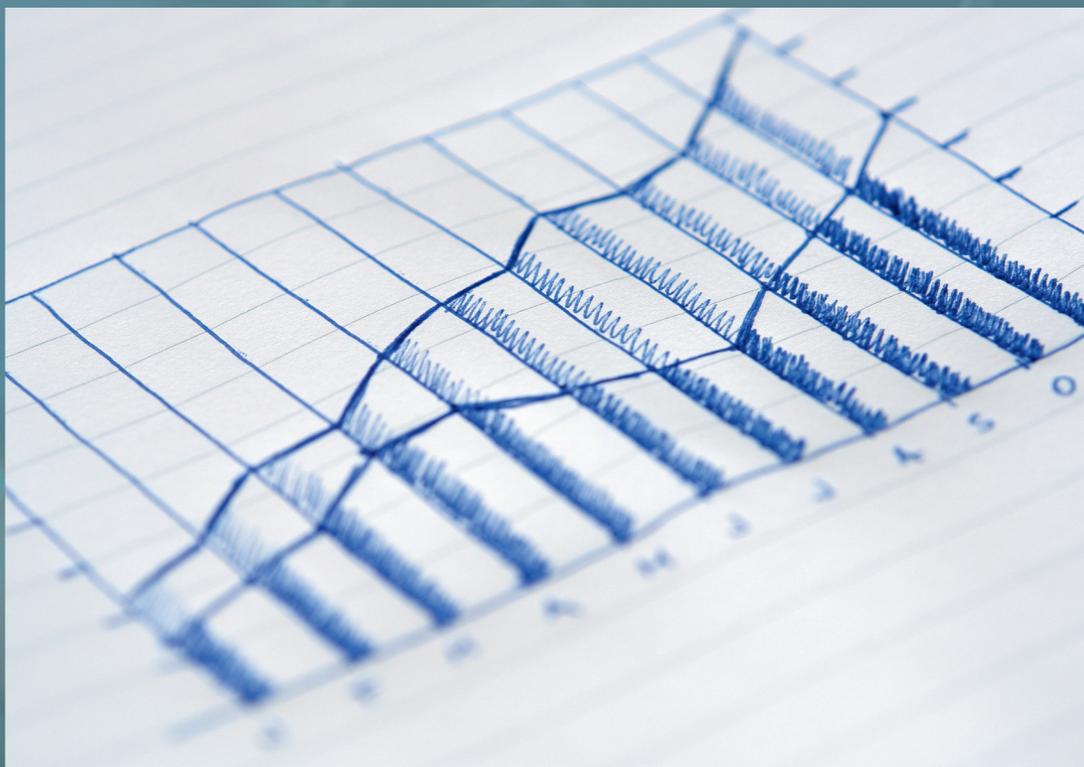


ANNUAL → REPORT

RIVER VALLEY RESOURCES, INC.

We strongly believe in the value of evidence-based practices.

2025





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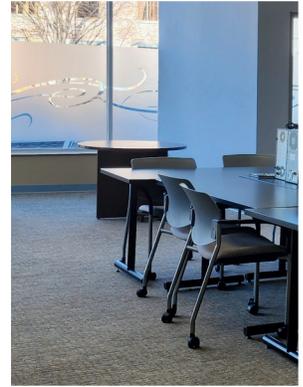
8 Get Involved

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Welcome Booklet

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The story behind RVR



WELCOME TO OUR STORY

RVR

For over 30 years, River Valley Resources, Inc. has empowered thousands to build skills for successful careers while advocating for equity and supporting those overlooked. The organization is a recognized leader in community initiatives and fosters partnerships for the public good.

River Valley Resources, Inc. (RVR) has transformed the lives of thousands by equipping them with essential tools for skill development and ensuring that low-income and disadvantaged Hoosiers have fair access to promising career opportunities.

Founded in 1990, RVR has a rich history steeped in workforce development. It branched out from the federal services once provided by Ohio Valley Opportunities, Inc. (OVO). Today, we proudly serve the vibrant communities of southeast Indiana, offering dynamic programs meticulously designed to meet their evolving needs.

With over three decades of dedicated experience, we implement high-quality initiatives such as the Workforce Innovation and Opportunity Act (WIOA), Reemployment Services, and the vital Jobs for America's Graduates (JAG) program in local high schools.

We manage a nonprofit center and host an enriching program in collaboration with a women's re-entry prison. We also spearhead projects focused on facilitating the successful re-entry of ex-offenders at the Madison Correctional Facility and Scott County Detention Center, fostering second chances and brighter futures.



OUR HISTORY

Meeting Needs. Finding Solutions. Building Lives.

RIVER VALLEY RESOURCES IS A 501(C)(3) NONPROFIT ORGANIZATION FOUNDED IN 1990 TO HELP LOW-INCOME AND UNDERSERVED HOOSIERS OBTAIN AND MAINTAIN GAINFUL EMPLOYMENT.

WELCOME TO OUR STORY

RVR

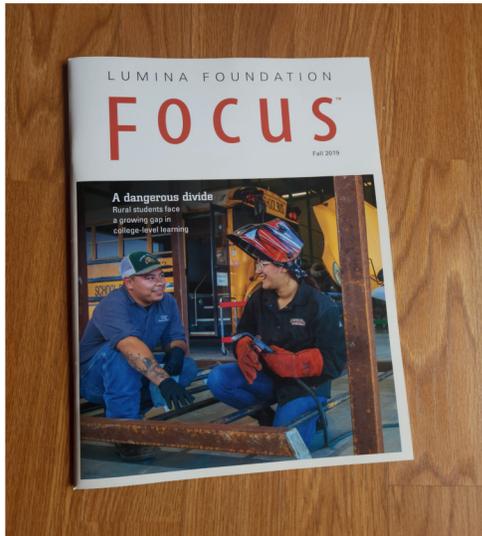
From the mid-1970s to 1990, federal workforce development services were available through the local Community Action Agency—Ohio Valley Opportunities, Inc. (OVO). In November 1990, three OVO employees created River Valley Resources, Inc. (RVR), a stand-alone 501(c)(3) dedicated solely to workforce development programs and services in southeast Indiana.

RVR contributes to providing federal employment and training services; however, the organization's service area and services offered have expanded to serve its clients and communities better. RVR's guiding mission is to develop a competitive workforce through collaborative and innovative services for individuals, employers, and communities. RVR has over 30 years of experience designing, implementing, and managing high-quality workforce development and community service programs such as Workforce Innovation and Opportunity Act programs (WIOA) and One-Stop Operator, employment

services, Jobs for America's Graduates (JAG) in over 17 area high schools, WIOA Title II Adult Education and Family and Social Services Act voucher program in over 12 counties.

River Valley Resources, Inc. is also the owner/operator of a multi-tenant non-profit center, manager of the Summer for Kids program in partnership with a women's re-entry prison, convener of the Jefferson County non-profit roundtable, and lead partner in two ex-offender re-entry programs: an Ivy Tech Community College credentialed job training and preparation program inside the all-female Madison Correctional Facility, and for all genders at the Scott County Detention Center.





**LUMINA FOUNDATION
FROM JAILS TO JOBS**

Issue/FALL-2019/P639-41

But businesses in southeast Indiana are so hungry for qualified workers that many are willing to overlook a felony record for promising individuals. One such firm is Grote Industries, a \$70 million manufacturer of LED lighting components based in Madison. Its 500-employee plant is running at full capacity but, as with many in this region, it has trouble finding skilled workers who can reliably show up on time and pass a drug test. So it has looked to another source.



**THE IVY | FLOYD/SCOTT COUNTY
TRANSFORMING LIVES BEHIND THE BARS**

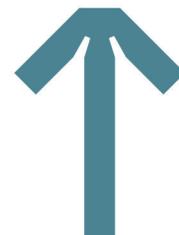
Volume 2/2024

On July 10, 2024, 10 inmates at the Scott County jail graduated from one of the first OSHA-10 Jail Pilot Program in the nation. This OSHA-10 program is the result of a partnership between Ivy Tech Sellersburg, River Valley Resources, Inc., the Carpenter’s Union, and the Scott County Sheriff’s Department. Upon release from the jail graduates from this pilot program not only have an OSHA-10 certificate, but many left the jail with a construction and industrial maintenance job lined up and ready for them on the other side.

WELCOME TO OUR STORY

RVR

Life at
RVR



PROVIDING VITAL TOOLS AND RESOURCES NEEDED FOR YOUR SUCCESS.

We provide the tools and resources to support you, no matter your role or stage in your professional journey.



INDIVIDUAL RESOURCES

ADVANCE YOUR CAREER IN INDIANA WITH THESE NO-COST RESOURCES

For individuals looking for employment or training, River Valley Resources, Inc. has numerous programs and tools available to help. Whether clients are looking to start a new career or transition from an existing one, RVR offers the following:

- Tuition-free workforce training
- Apprenticeship and work-based learning opportunities
- Free help for applying for the FAFSA (Federal Student Aid)
- High School Equivalency classes
- English Language Classes
- Career coaching and navigation
- Re-entry education and training opportunities for justice involved individuals
- Financial and digital literacy
- Training and employment for seniors 55+
- Child care assistance
- Immigrant community services

* Some programs require eligibility screening.



EMPLOYMENT ASSISTANCE

GROW YOUR BUSINESS AND DEVELOP A MORE SKILLED WORKFORCE

As the Department of Workforce Development service provider, River Valley Resources Inc., is dedicated to supporting employers. We have a variety of tools and resources available to help with talent recruitment and retention, employee training and development and apprenticeship building.

Some of our available resources include:

- Employer Training Grant for upskilling or training current or new employees
- Workforce Ready Grant/Next Level Jobs
- Business services offer the necessary tools and resources to assist your organization.
- Apprenticeship and Work-based learning
- On-site employer training opportunities
- English Language Learning classes onsite
- Adult Basic Education (HSE/GED) classes onsite
- Adult Education Integrated Education and Training Classes onsite
- Tax Incentives that include second chance individuals
- Talent recruitment

What
We

DO



What We DO ↓

✓ ADULT EDUCATION

Offers free programs that teach math, reading, science, social studies, and writing. These programs help adults earn a high school equivalency diploma, pursue college, or enter entry-level certification.

✓ CHILD CARE ASSISTANCE

The federal Child Care Development Fund (CCDF) and On My Way Pre-K, River Valley Resources offers resources that increase child care availability, affordability, and quality.

✓ CLEARINGHOUSE

The Clearinghouse is located in Madison, Indiana. The project began in 2007 and now involves over 100 partners working to provide economic benefit to southeastern Indiana.

✓ EMPLOYMENT ASSISTANCE

River Valley Resources gives job seekers opportunities for employment, education, and training, helping them gain the skills needed to advance in their careers.

✓ JANE'S KIDS

Jane's Kids, a program at the Clearinghouse of Jefferson County, provides financial assistance to families for children's summer activities. Bethany Legacy Foundation established this endowment.

✓ JOB FOR AMERICA'S GRADUATES

JAG is a school-based program where students across the region work on a wide array of competencies, including financial literacy, public speaking, resume writing, and college/industry tours.

✓ LA CASA AMIGA

La Casa Amiga helps all nationalities gain access to the services they need to become active community participants. Allowing the community to appreciate what other cultures bring to us.

✓ RURAL WORKS

RVR developed the first rural, proprietary program modeled after the nationally acclaimed Cincinnati Works project, which helps individuals move from poverty to long-term stability.

✓ SENIOR EMPLOYMENT PROGRAM

The new Senior Community Service Employment Program (SCSEP) at River Valley Resources assists seniors 55 and older in furthering their education or providing career training.

✓ YOUNG ADULT SERVICES

The program allows teens and young adults to work with a career advisor to identify their skill sets and interests and use that information to develop a plan for education and employment.



MARGO OLSON

Chief Executive Director

Margo co-founded River Valley Resources Inc. in 1990 and has made numerous contributions to Indiana's workforce development system since 1978. She has a master's degree from Indiana State University and is a Certified Compensation Professional as designated by World at Work, a professional association for compensation, benefits and total rewards.



KONNIE MCCOLLUM

Chief Operating Officer

Konnie has a Masters Degree in Adult Education and considerable history working hard to serve adults. Konnie's professional memberships and Certifications include Certified Thinking for a Change Facilitator, Certified PREP Relationship Education Facilitator, Certified Alcohol and Drug Abuse Counselor, Indiana Department of Corrections Offender Workforce Development Specialist, Member of Indiana Counselor's Association on Alcohol and Drug Abuse.



KATHERINE WALTON

Director of Adult Education Region 9 & 10

For six years, Katie Walton served as an adult education teacher at River Valley Resources, teaching classes in several locations across Region 9. She is an active member of the Indiana Adult and Continuing Education Association (IAACE) and currently serves as President of this organization. Recently, Katie Walton was appointed Director of Adult Education for River Valley Resources, a role that allows them to expand their impact and leadership in the field.

OUR TEAM





KRISTAL BIEHLE

Chief Administrative Officer

Kristal has been with River Valley Resources since 2009 and employed with the organization since 2012. In this role, she oversees financial and human resources operations, ensures regulatory compliance, and supports the organization's mission and sustainability. She has also secured grant funding from the Commission on Higher Education to help expand services and impact.



LESLIE ABBOTT

Child Care Development Fund Supervisor

Leslie is the Regional Supervisor for the Childcare Development fund and Pre-K pilot program services for River Valley Resources, Inc. She began employment with River Valley Resources in October 2007. Leslie is a graduate of the University of Mississippi.



SHANELL CLAYTON

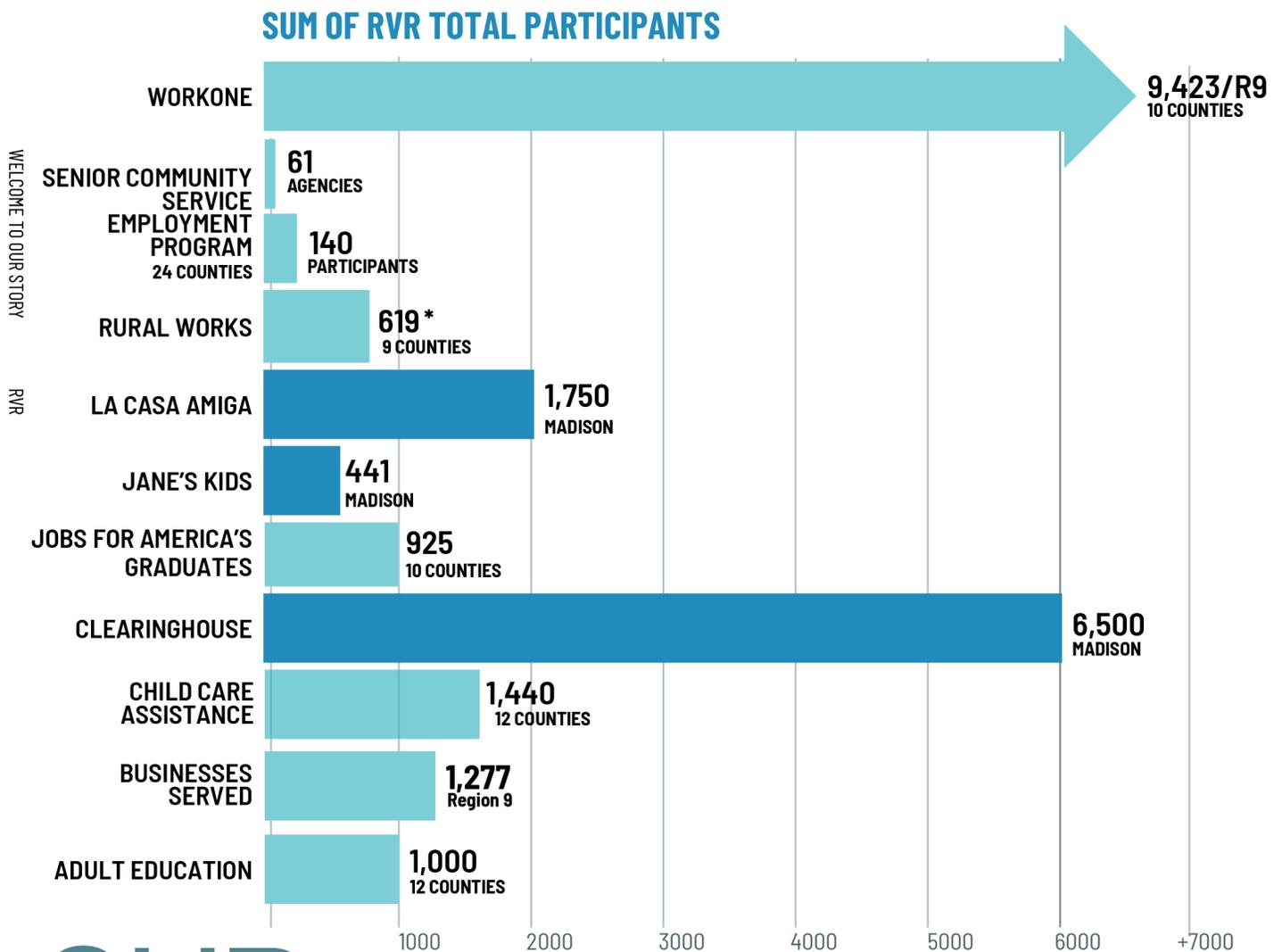
Work One Operations

Shanell holds a Bachelor of Science in Education and is certified in Human-Centered Design, Predictive Index, and Forte. She leads change management initiatives to improve program implementation and enhance employee engagement. Passionate about fostering growth, Shanell focuses on creating environments where teams can thrive and contribute to River Valley Resources' success.

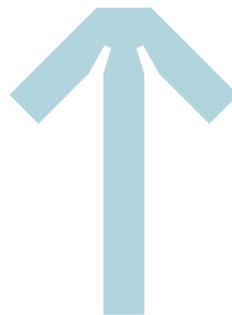
OUR TEAM

TOTAL CLIENTS SERVED 23,576

From program year 2024-2025, River Valley Resources, Inc. had the privilege of serving clients, making a positive impact in the community and fostering growth and development for all involved.



OUR IMPACT



River Valley Resources delivered impactful programs across the region.

23,576 Clients Served

Across workforce development, reentry services, youth programs, and more.

6,250+ Individuals Employed

Through job placement, training, and career coaching.

***90%** Individuals incarcerated

Rural Works now primarily serves justice-involved individuals, with 90% of participants last year coming directly from incarceration or recent release.

95% Graduate Rate Youth Empowered

JAG (Jobs for America's Graduates) \$2.5 million in scholarships and served 925 students last program year.

24 Counties Served

Spanning Southeast Indiana—from urban centers to rural communities.

93% of Clients

RVR Adult Education is a three-time DWD Program of Excellence winner, with 93% of participants reporting improved job readiness or skills.

\$44K+ Profitable Fundraiser

RVR's "Taste of the Town" on September 15 drew 220 guests, featured 20+ culinary partners, and raised over \$5,000.

OUR
NUMBERS 

When you support River Valley Resources, you directly invest in strengthening individuals, families, and communities across our region. Every donation and sponsorship help us expand essential services that empower people to build stable, successful futures.

DONATIONS AND SPONSORSHIPS DIRECTLY FUND:

Education & Workforce Training: Providing adult education, workforce preparation, career coaching, and skills training that help individuals secure employment and advance in their careers.

Supportive Services: Offering resources such as transportation assistance, childcare referrals, and financial literacy support so participants can overcome barriers to success.

Youth Programs: Creating safe, structured opportunities for young people to explore careers, build leadership skills, and stay engaged in school.

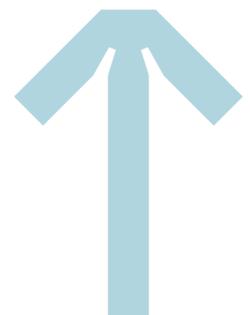
Community Outreach: Extending services to rural and underserved communities to ensure individuals have access to the tools they need to thrive.

Program Development & Innovation: Strengthening existing programs and building new initiatives that address emerging workforce needs and community challenges.

Operational Support: Ensuring our dedicated team has the tools, training, and facilities needed to deliver high-quality, impactful services.

Your generosity fuels real progress. It helps people gain confidence, find meaningful work, support their families, and contribute to the economic vitality of our region. Thank you for helping us create opportunities that make a lasting difference.

Where
Your **MONEY**
GOES





TINA KINIRSKY

Rural Works - client

Tina Kinirsky first joined River Valley Resources (RVR) as a Rural Works client in 2014. She successfully completed the program and began building a stable future. However, life presented setbacks, and Tina experienced a relapse that led to her re-incarceration. Rather than let that define her, Tina chose to grow.

Kinirsky didn't stop there; she enrolled in college to earn a business degree.

While incarcerated, she enrolled in RVR's occupational skills training program, where she completed the Accuplacer course and earned her MSSC-CPT (Certified Production Technician) certification.

Recognized for her exceptional mathematical abilities, Tina began tutoring fellow inmates through RVR's prison education program.

Upon release, Tina was hired by Grote Industries and continued her work as a tutor for RVR. She quickly expanded her role, contributing to data management for the Adult Education program and serving as a teacher's assistant in local jails. Always striving for more, Tina also enrolled in college to pursue a Bachelor's Degree in Business.

In December 2024, Tina will graduate with her degree and step into a new role as RVR's jail teacher, serving multiple correctional facilities. Her journey is a testament to resilience, transformation, and the power of second chances. Tina is a passionate, dedicated educator who now helps others rewrite their own stories—and we couldn't be prouder of her.

SUCCESS STORY



ARLLO HARRISON

Jobs for American Graduates (JAG)

From Shy Sophomore to Confident Leader: Arllo Harrison's JAG Journey

When Arllo Harrison joined JAG as a quiet sophomore, she struggled with shyness, fear of public speaking, and hesitation to step beyond her comfort zone. But within JAG's supportive, trauma-informed, and inclusive environment, Arllo found something she hadn't experienced before—belonging.

Surrounded by encouragement from her JAG Specialist and peers, Arllo began to blossom. She slowly found the courage to speak up in class, took on small leadership roles in her career association chapter, and eventually challenged herself to do the unthinkable: speak in front of an audience.

This past year, Arllo competed in the Career Development Conference, entering the Career Presentation event. To the amazement of everyone—herself included—she took first place. Her success propelled her to the state competition, and eventually, to the National Career Development Conference, where she connected with students and employers from across the country.

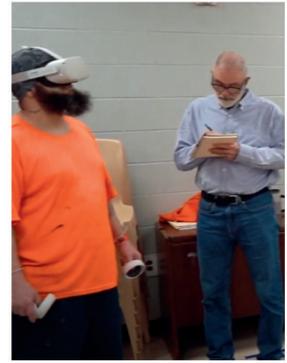
What began as a journey marked by self-doubt transformed into one of growth, resilience, and courage. Today, Arllo stands tall—not just as a confident speaker, but as a young leader ready to embrace the future with pride and purpose.

National Career
Development
Conference, where
she had the chance to
network with students
and employers from
around the country

WELCOME TO OUR STORY

RVR

↑
SUCCESS
STORY

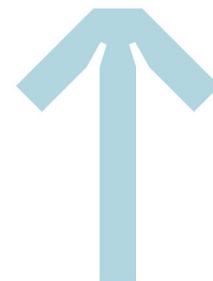


Due to significant state and federal levels funding cuts, River Valley Resources is facing unprecedented challenges in continuing key programs that help youth get an education, adults find meaningful employment, and justice-involved individuals successfully reenter society and senior job training. These cuts put the futures of hundreds of Southern Indiana residents at risk. Now, more than ever, we need the support of individuals, businesses, and community partners to sustain our mission. Your financial gift can help fill the gap and ensure these vital services remain available to those who need them most.



WELCOME TO OUR STORY

RVR



GET INVOLVED





RIVER VALLEY RESOURCES, INC.

Meeting Needs. Finding Solutions. Building Lives.

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