

# 42nd Annual InterCourt Conference



Session 2C: *Innovative Practices*  
Promoting Power to Change  
Program

The Trades Initiative  
Program (TIP)

March 12, 2026  
Hilton Columbus at  
Easton Town Center  
Columbus, OH

## FACULTY BIOGRAPHIES

**KEITH MOORE** is an Intensive Office at Clark County Juvenile Court.

**WILLIE WHITE** is an Intensive Office at Clark County Juvenile Court.

**NOELLE DILLER** is a seasoned public-service and community-outreach professional with over 20 years of experience in emergency services, public safety, and human-services coordination.

Her career includes service as a Firefighter and EMT, former Police Officer, and Community Outreach Liaison, where she has worked extensively with courts, state agencies, nonprofit partners, and community stakeholders to support individuals and families navigating complex systems. Noelle brings a hands-on, solutions-focused approach grounded in accountability, collaboration, and measurable outcomes.

In her current work, Noelle helps coordinate workforce-development and reentry initiatives for justice-involved youth, partnering with the Ohio Department of Youth Services, juvenile courts, and trades-based training organizations. These initiatives focus on skill development, certification attainment, employment readiness, and successful transition into adulthood. She is known for building strong inter-agency relationships, streamlining processes, and advocating effectively for youth and families.

Noelle also previously served as a Program Coordinator for a military community resource initiative at Wright-Patterson Air Force Base, where she supported service members and their families by developing partnerships, coordinating care navigation, and delivering education and community-based resources as part of an upstream suicide prevention program. The initiative concluded following the loss of grant funding.

She is recognized for her professionalism, crisis-response experience, and ability to bridge public safety and human services. Noelle is committed to practical problem-solving, community collaboration, and service-driven leadership.

**JOSHUA HAZELRIGG** is the Juvenile Justice Outreach Coordinator for Green County Juvenile Court.

# Promoting Power to Change Program

**Keith Moore**

*Intensive Officer*

*Clark County Juvenile Court*

**Willie White**

*Intensive Officer*

*Clark County Juvenile Court*





## PROMOTING THE POWER TO CHANGE (PP2C)

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P.P.2C. is a court-initiated intervention group designed to address the over representation of Black or Brown Boys in the Juvenile Justice System. By utilizing a combination of the H.E.A.T. curriculum designed by Darryl Turpin MPA, CADC and Guy Wheeler MSW, CAP as well as other ancillary materials added or developed by CCJDC staff organized by Willie D. White MS, LICDC-CS, P.P.2C. provides a refreshing and innovative approach specifically geared to the Black American Youth! By approaching the topics of criminogenic behavior and substance abuse, utilizing the resilience and strength of the Black American culture, this CBT geared Therapy option gives the participants a chance to redevelop internal references of trauma, crime and drug use in a way that will hopefully truly empower them to want a new self, not rooted in or connected to criminal survival.



## PROMOTING THE POWER TO CHANGE (PP2C)

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Clark County Juvenile Court under the leadership of the Honorable Judge Katrine M. Lancaster since January 2, 2019, is committed to address our youth's issues in their community whenever possible while also ensuring the best public safety outcome is achieved. This is not an easy assignment as each child comes to our system with a unique set of issues and a wide range of delinquent thinking.

CCJC utilizes a wide range of programs of which some are delivered by court staff and some by community partners. PP2C is a court run program specific to black and brown boys ages 13-17.5 years of age that CCJC recognized as necessary because of the overrepresentation of black and brown boys in our juvenile justice system.



## PROMOTING THE POWER TO CHANGE (PP2C)

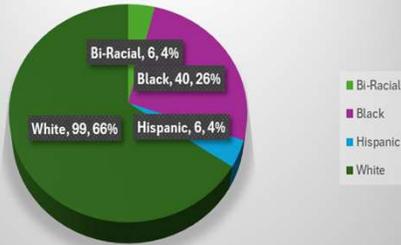
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Looking at all the provided services in the Court one statistic stood out. Through our In-take and Diversion system, more youth are kept out of detention than those who are detained. In alignment with the most reliable data about best outcomes for dealing with youth provided by Juvenile Detention Alternative Initiative or JDAI. The less time a youth spends in a locked facility the better the outcome of the intervention.

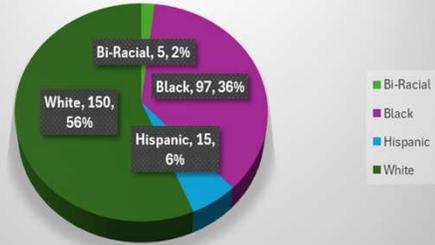
In 2024 a total of 263 youth were diverted and in 2025 a total of 267 of those 151 and 162 were male respectively. The Ratio of black and brown youth in those numbers were 48% in 2024 and 44% in 2025.

## MALE YOUTH WHO WERE CHARGED AND WENT THROUGH INTAKE-NO DETENTION YEARS 2024-25

2024 Male Youth who were charged and went through intake, Not placed in Detention



2025 Male Youth who were charged and went through intake, Not placed in Detention

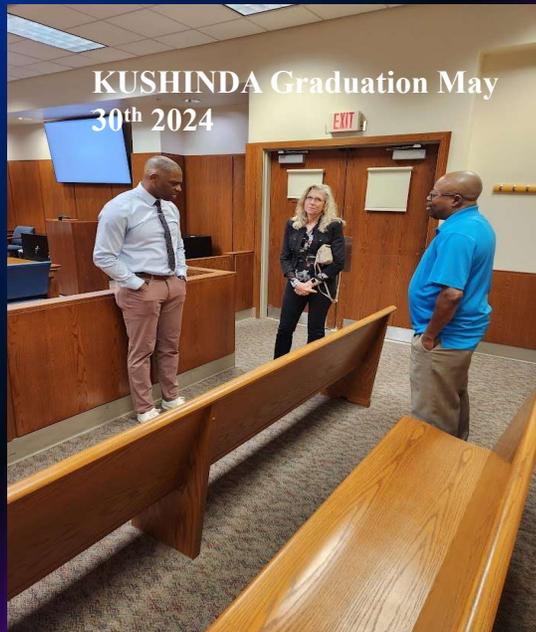


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## COMMUNITY COLLABORATION

Judge Lancaster learned of the HEAT program at a RISE Conference in 2023. Judge Gerald Parker of the Montgomery County Court of Common Pleas developed the first HEAT program in Ohio, Kushinda Court a specialized docket for young black men ages 18-29 utilizes the HEAT curriculum. The CCJC staff were invited to attend a graduation in May of 2024 which inspired us as staff to move forward with our HEAT for Youth (H4Y) program. We attended training in August.



# THE TRAINING GROUND

In August of 2024

The Clark County Juvenile Court Staff attended HEAT 4 Youth (H4Y) Facilitator Training

In Louisville Kentucky offered by the Pinwheel Group

The Honorable Judge Katrine Lancaster

Ray Payton, Director of Court Services

Anthony Nelson, Chief Probation Officer

Willie White, Intensive Probation Officer



Darryl Turpin, MPA, CADC  
Author and Facilitator



Guy A. Wheeler, MSW, CAP  
Author and Facilitator

# THE TRAINING GROUND

In March of 2025

The Clark County Juvenile Court Staff  
Ray Payton and Willie White

Visited the RESTORE program in Birmingham Alabama, RESTORE is connected to their Juvenile Court under the leadership of the Honorable Janine Hunt-Hilliard.



## PROMOTING THE POWER TO CHANGE (PP2C)

- Then we were ready to begin the process of the Launch of our program. After several options, Promoting The Power To Change was adopted. We chose not to call our program simple HEAT due to the need for additional materials that we learned that we would need to fill in those in-between places.

### GROUP SETTING



## GROUP SETTING



## PROMOTING THE POWER TO CHANGE (PP2C)

- The program which is facilitated by the Clark County Juvenile Court currently under the direction of Intensive Probation Officer Willie White, MS, LICDC-CS who functions in large part as program facilitator, with assistance from Officer Kieth Moore, BS.
- PP2C is a six-month Empowerment Group offered to black and brown boys involved in the criminal justice system ages 13-18.
- The HEAT for Youth (H4Y) curriculum is an experience-based model of group therapy that has proven to be effective with this identified population. Using a Cognitive Behavioral Therapeutic approach of delivery, PP2C delivers a comprehensive level of engagement to a disproportionately represented group in our local Juvenile Justice System.

## PROMOTING THE POWER TO CHANGE (PP2C)

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- (H4Y) is a therapy program designed for Black males ages 13-17 who are involved in the juvenile justice system. The primary features of H4Y distinguish it from treatment approaches traditionally used by drug courts:
- There is a Family component of the H4Y modality. The Parents group is a requirement for youth participating in the experience. The Parent, i.e. Family member or care giver who is closest to the youth as an authority figure should be the youth's representative to participate in the Parenting Sessions.
- The Parent Program is designed to happen simultaneous of that of the youth's program. The Parents will meet two (2) times a month once as a group and once in an individual session with service provider. The group session will be a ninety-minute session to be six total sessions required for completion.

13

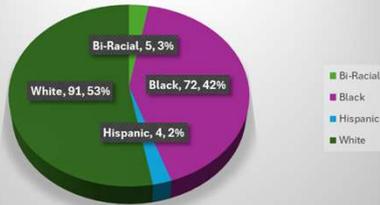
## PROMOTING THE POWER TO CHANGE (PP2C) LAUNCH

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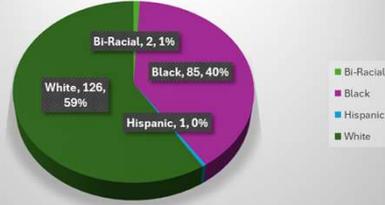
- PP2C Launched May of 2025 with its first referrals. Looking at recent years statistics of those processed through our court who were detained in our detention facility in 2023 47% of boys were minority and in 2024 41% of boys were minority. That doesn't look like disproportion until you overlay that with the fact that minorities make up less than 20% of the population of Clark County and Blacks only accounting for 9.9% of the population and representing 40% of those detained in detention is in my opinion and over representation. In 2025 those numbers look better with minorities representing 35% of those detained in our detention.
- We reviewed those who were currently involved with court services either on Intensive probation or those who were struggling in traditional diversion. We also took into consideration our historical data, and after making the determination of those who would possibly benefit from this type of engagement. The first five potential participants were engaged and after the orientation, we started the first group session with three of the five who were still engaged.

# MALE YOUTH PLACED IN DETENTION IN YEARS 2023,2024,2025 BY RACE

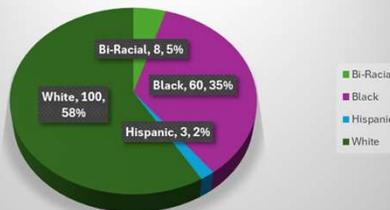
2023 Male Youth Placed in Detention 172



2024 Male Youth Placed in Detention 214

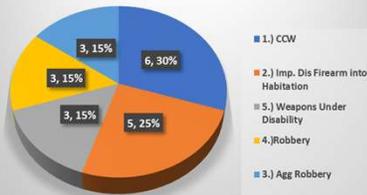


2025 Male Youth Placed in Detention 171

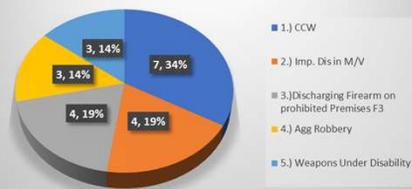


# TOP FIVE GUN RELATED CHARGES THAT YOUTH WERE DETAINED YEARS 2023,24, 25

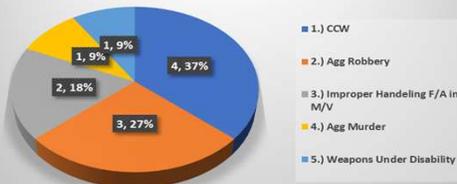
Top 5 Charges/Youth Detained 2023



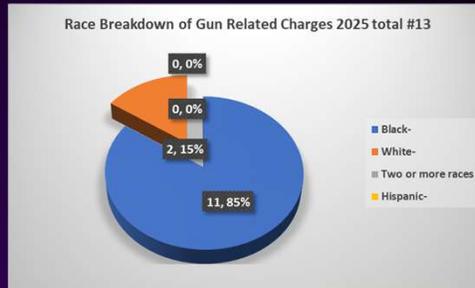
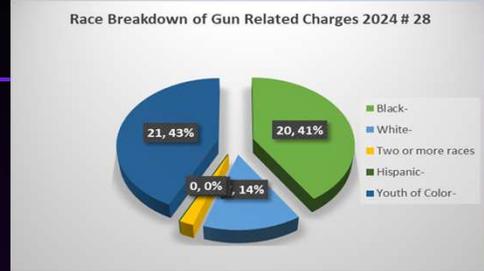
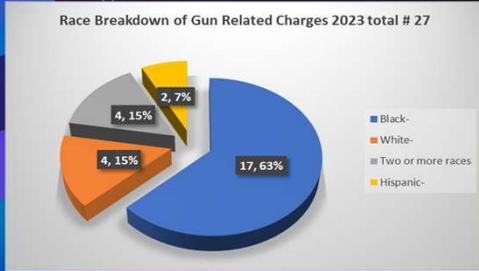
Top Five Charges/Youth Detained 2024



Top 5 Charges for which youth were Detained 2025



## GUN RELATED CHARGES/ BREAKDOWN BY RACE YEARS 2023, 24, 25



17

## LEAST EFFECTIVE DELIVERY TECHNIQUES

- It became quickly noticeable that requiring equal expectations all the group members to be able to participate in the written part of the journaling, proved to be shame producing for some.
- Differing attention spans require rapid movement.
- Too much visual stimulations triggered ADHD in some.
- The youth being overly involved with multi-system supports structures at time became overwhelming to some.

18

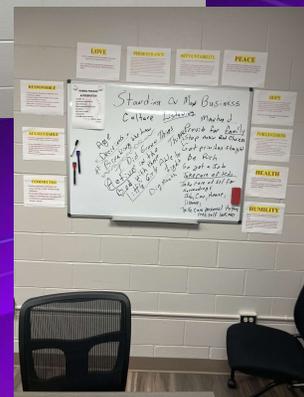
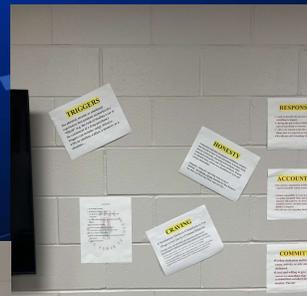
## EFFECTIVE DELIVERY TECHNIQUES

Staying close to the design of HEAT, the Group Activities that have worked.

- Group Discussion of Topic
- White Board Development of Topics
- Soft Incentives i.e. snacks, game cards, cash, etc.
- Regular Urine Screens
- Outside of group connectivity. The youth connect regularly through social media or face time over the weekend and evening hours, often including staff. We are helping them build a new community
- Parent Groups have grown but got off to slow start.
- Community Volunteers most impactful!

19

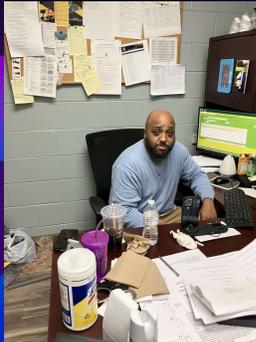
## GROUP GUEST AND ACTIVITIES



## STATUS

- Currently we are in the process of revamping the group. We have successfully presented the materials one full time with one of the original members. He was provided the full dose of care but did not want to continue through to the process of graduation.
- On October 28<sup>th</sup> we officially restarted with a mix of levels of participation. One is over halfway complete, one in first phase and one new starter.
- Due to the open format of the group, we have learned some valuable lessons.

21



Intensive Officer  
Keith Moore

Intensive Officer  
Willie White



## PP2C TEAM

Probation Chief  
Anthony Nelson



Director of Court  
Services  
Ray Payton



22

## Q&A SESSIONS

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**Presentation prepared by Willie D. White, MS, LICDC-  
CS: Intensive Probation Officer**

- **Katrine Lancaster, Judge**
- **Ray Payton, Dir. Court Services**
- **Anthony Nelson, Probation Chief**
- **Keith Moore, Intensive Probation Officer**

# The Trades Initiative Program (TIP)

**Noelle Diller**

*Community Outreach Coordinator  
Miami Valley Juvenile Rehabilitation Center*

**Josh Hazelrigg**

*Juvenile Justice Outreach Coordinator  
Green County Juvenile Court*



# THE TRADES INITIATIVE PROGRAM

Confidence, Independence, & a Real Plan for  
Success



## SPEAKERS



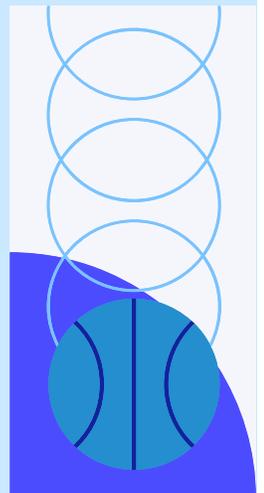
**NOELLE DILLER**

Community Outreach  
Coordinator  
Miami Valley Juvenile  
Rehabilitation Center

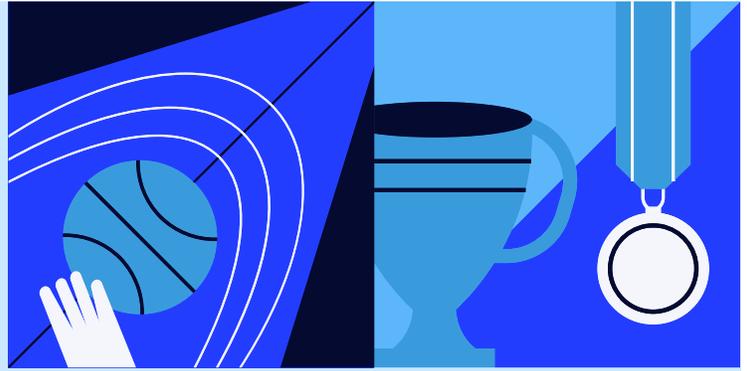


**JOSH HAZELRIGG**

Juvenile Justice Outreach  
Coordinator  
Greene County Juvenile  
Court

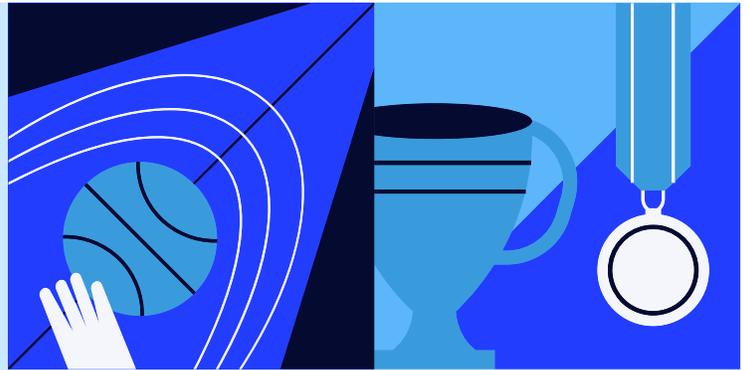


# SPECIAL THANK YOU!



Special Thanks to Governor Mike DeWine and Lieutenant Governor Jim Tressel for their continued support of this program

# SPECIAL THANK YOU!



Special Thanks to Judge Amy Lewis for her work in the Governor's Juvenile Justice Working Group.

# THANK YOU TO DEPARTMENT OF YOUTH SERVICES



Department of  
Youth Services



Director Amy Ast



Deputy Director  
Michael Garrett

Bureau Chief  
Jodi Slagle

# THANK YOU TO DEPARTMENT OF YOUTH SERVICES: COMMUNITY ENGAGEMENT AND RE-ENTRY



Department of  
Youth Services

Re-Entry Administrator  
Larry Simpson

Re-Entry  
Administrator  
Brittini Long

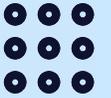


Re-Entry  
Administrator Christine  
Crine

Bureau Chief  
Community  
Engagement  
and Re-Entry  
Yolonda Frierson



Re-Entry Administrator  
Charles Ford



# IT TAKES A VILLAGE AND PARTNERS

Emerge  
Recovery  
and Trades  
Initiative  
  
MVJRC

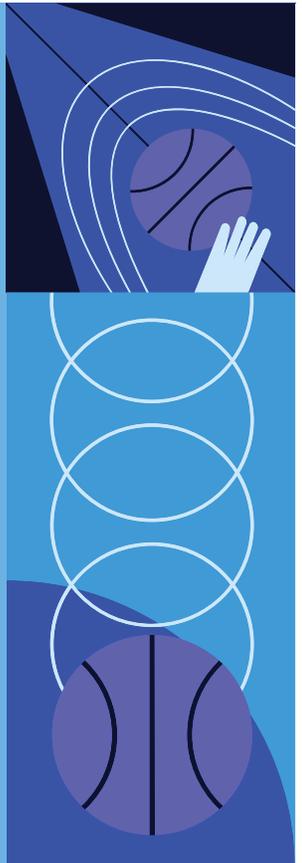
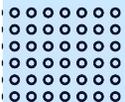
ODYS Parole  
Officers  
  
Greene  
County  
Juvenile  
Court

Ohio Public  
Defenders  
Office  
  
Stark State  
University

Ohio Means  
Jobs  
  
Ohio  
Interlink

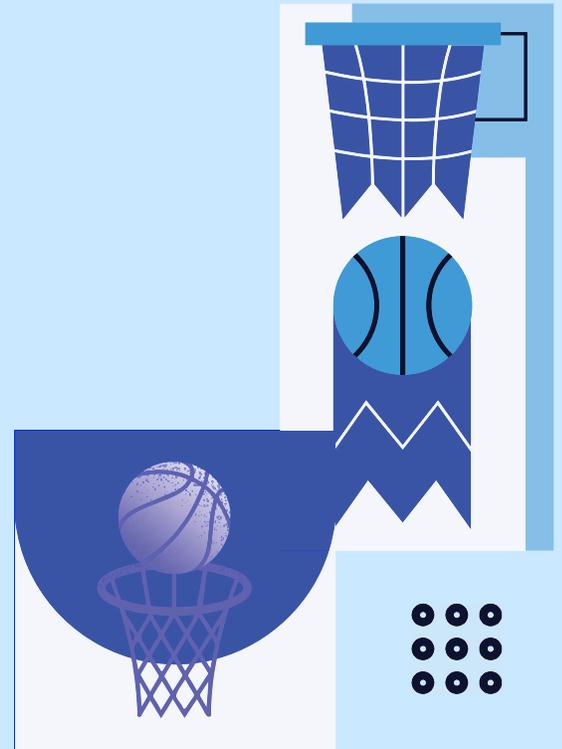
# HEAR FROM OUR YOUTH

Department of Youth Services Trades Initiative  
Video



# STATE RECOMMENDATIONS

- DYS was evaluating strategies to optimize facility utilization while simultaneously improving reentry outcomes.
- Governor DeWine, simultaneously, created the Juvenile Justice Working Group
  - Working Group met from Nov. 2023 - April 2024 & produced 25 recommendations.
- Recommendation #12
  - Unified admissions criteria for CCFs to improve accessibility for CCFs
  - Create a level playing field for all admissions
- Recommendation #23
  - Explore a re-entry continuum for DYS youth
- Recommendations ran in conjunction with DYS's efforts
  - Fit the model of Juvenile Justice Transformation
  - Became a critical nexus for reintegration



# OVERALL GOAL & IDEA



- Driving Goals - Transitioning youth away from DYS facilities
- Department of Youth Services identified a critical need for comprehensive wrap-around support and workforce development for youth preparing to re-enter the community.
- Idea - Take youth who have earned privileges and have improved behaviors within the DYS facilities and provide them with a more individualized and rehabilitative environment
- Desire was to move higher achieving youth to CCF's where they could attend Trades schools to leave with a certificate for an in-demand job.

# IMPLEMENTATION



- DYS researched trade schools and CCFs to find the right partnerships
  - Analyzed Success Rates, Population Data, and Open Beds at the CCFs
  - Mike Garrett formed a partnership with the Trades Institute at Emerge
- DYS funds programming, including expenses incurred at the CCFs for use of their facilities and bed space
- October 2024
  - Miami Valley Juvenile Rehabilitation Center accepted their first 2 Trades Initiative Youth

# SELECTION PROCESS



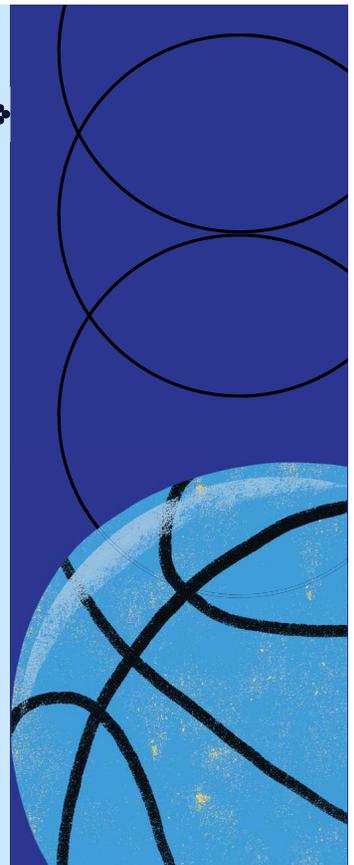
→ Youth are carefully selected for the Trades Program through a structured referral and screening process that evaluates readiness, accountability, and commitment to long-term success

## General Process

→ Youth are selected

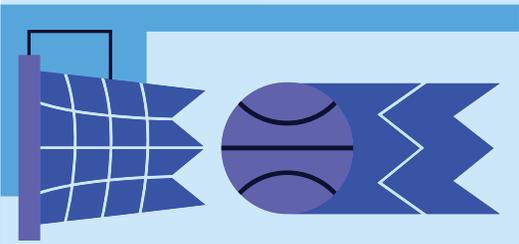
→ Youth are interviewed by DYS Re-Entry Coordinator, MVJRC Director, Admissions Coordinator, and Community Outreach Liaison

→ If selected, youth are transferred to MVJRC





# ELIGIBILITY FOR THE PROGRAM



Recommendation from DYS

Must be 18 at time of enrollment

Must have a high school diploma or GED

Must show interest & motivation to complete training

Commitment to a 6-month program & adherence to MVJRC Guidelines

Completion of all intake information & paperwork

Actively engaging in mental health therapy & work experience



# THE PROGRAM

Technical Trades Certification:  
HVAC, Plumbing, Electrical,  
Automotive

4 6-week terms:  
Small Class sizes, professional  
equipment provided, supportive  
staff

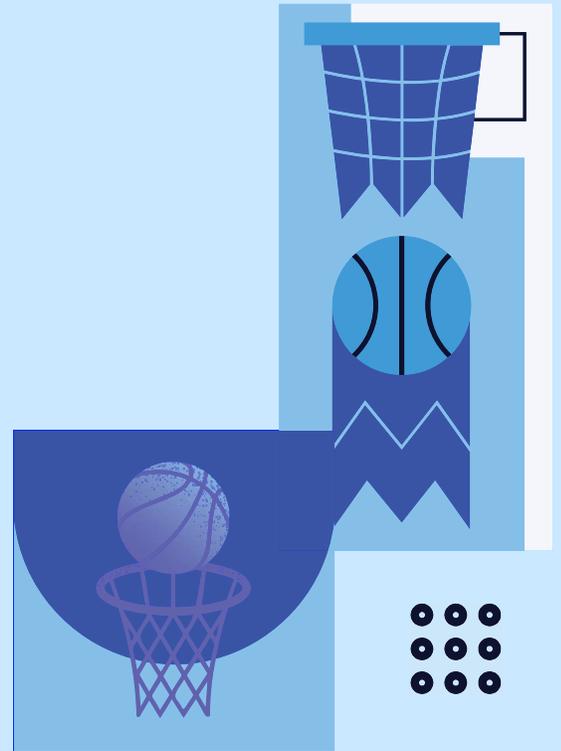
Earning paychecks, building  
savings accounts, assistance in  
getting Driver's License or ID

Life Skills Classes, leadership skill  
development, therapeutic  
supports



# DAY TO DAY SCHEDULING

- 2.5 days of classroom & lab instruction to include a ride-along program, and 2.5 days working while doing general maintenance around the Emerge Campus
- Youth reside at the MVJRC
  - Beginning in April, the youth will have their own Trades Pod.
- Every morning youth are transported to Emerge for class or work. Every youth is monitored with an ankle monitor
- Youth are off MVJRC campus from 7:30 - 5, Monday - Friday.



# PERKS OF THE PROGRAM

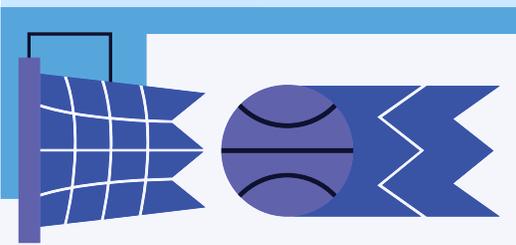


On Site Mentors & Re-Entry Coordinators

Wrap around care provided during & after release

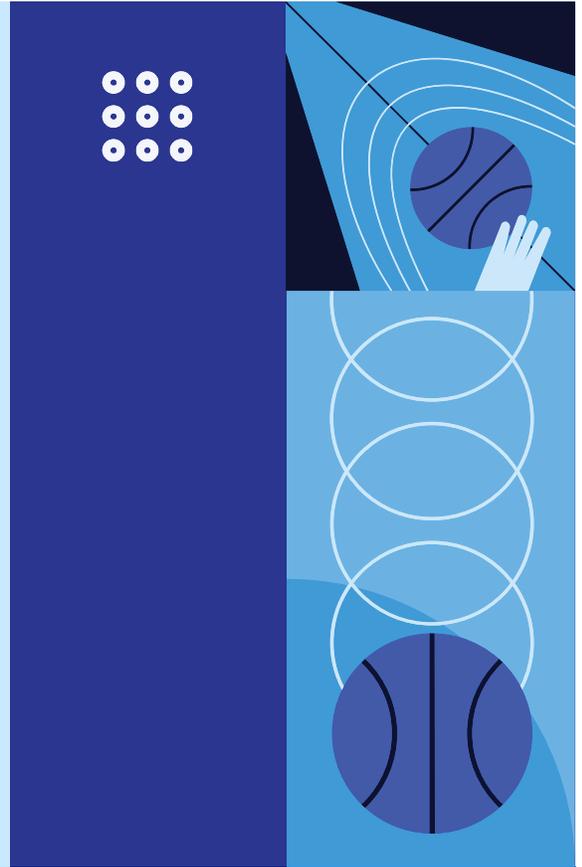
Earning money for release with funds matching

Certification in high-needs trades upon completion



# HOW IT'S GOING

- October 2024
  - MVJRC accepted first 2 Trades Initiatives Youth
  - Graduated Successfully in June 2025
  - Both were granted an Early Release and chose to remain at Emerge for housing after release
- May / June 2025
  - 3 Additional Youth were accepted
  - 2 Graduated Successfully and 1 was returned to DYS
    - 1 completed his plea agreement and the other was granted an early release. Both are successfully living at home.
- Oct 2025
  - Youth is successfully completing the program in Plumbing Trade
  - Youth has secured housing at Emerge after Graduation
  - Youth has secured a job with 5-Star
  - Youth has filed for early release, currently pending



# OVERALL SUCCESSES OF THE PROGRAM

- Successfully Graduated 4 youth, 1 Pending
- 3 Early Releases with 1 additional pending
- Youth choosing housing at Emerge post-release
- Expansion of Technical Options and Programs
- Work Experience Program
- Expanded Partnerships with the Public Defenders Office, Parole Officers, and Stark State
- Coaching Opportunities for Youth in all areas



# QUESTIONS?



## CONTACT:

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[joshua.hazlrigg@greenecountyohio.gov](mailto:joshua.hazlrigg@greenecountyohio.gov)  
[larry.simpson@dys.ohio.gov](mailto:larry.simpson@dys.ohio.gov)  
[michael.garrett@dys.ohio.gov](mailto:michael.garrett@dys.ohio.gov)

## NEXT STEPS:

Expansion of Programming when  
new pods are complete



