

FEBRUARY 2020

WORKFORCE CONNECTIONS

A NEWSLETTER FROM THE LANCASTER COUNTY WORKFORCE
DEVELOPMENT BOARD



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WHAT DO WE DO?

Workforce Development Boards (WDBs) are regional entities created to implement the Workforce Innovation and Opportunity Act of 2015 (WIOA), which authorizes and funds employment and training programs in the United States. Every community in Pennsylvania is associated with a local WDB. The WDB's main role is to direct federal, state, and local funding to workforce development programs. WDBs conduct and publish research on the needs of the regional economy. To learn more about Workforce Development Boards, please [click here](#).

They also oversee the PA CareerLink® locations, where job seekers and businesses can get employment information, find out about career development training opportunities, and connect to various programs in their area. For more information about PA CareerLink®, please visit their website by [clicking here](#).

Learn more about the strategic plan and goals of the Lancaster County Workforce Development Board in this newsletter.

MEET THE STAFF

Cathy Rychalsky is the Executive Director of the Board. Cathy joined the Lancaster County Workforce Development Board in January 2015, as the Contract and Compliance Officer. In January 2016, she was appointed interim Executive Director, until September 2016 when she was hired as the Executive Director. Cathy has over 25 years of experience in non-profit and government work, much of it being in compliance and leadership. Outside of work, she enjoys spending time with her three daughters, visiting the beach, and playing with her grand puppy!

Lila Singleton is the Chief Operating Officer of the Board. She transitioned into her position with the Board a year and a half ago after relocating from Chester County to Lancaster County. She brought with her a passion to move workforce development initiatives forward for the population we serve, significant experience managing programs and initiatives in both the public and private sector, and focuses on building productive partnerships for excellent service delivery through workforce development initiatives.

Anna Ramos is the Strategic Innovations Officer of the Board. Anna joins the WDB from the Lancaster Chamber, where she was the Business Initiatives Director for 2 years. Anna joining the team feels a lot like she's coming home since she worked at the PA CareerLink® of Lancaster County for 15 years prior to leaving to go to the Chamber. Anna brings 18+ years of workforce development experience to our staff, is involved on several local committees within the County, and serves as a Board Trustee for Community Action Partnership as well as the S.P.A.R.K.S. Foundation.

Valerie Hatfield is the Youth and Community Engagement Officer of the Board. She will be celebrating 4 years with the Board this February. Previously the Site Administrator for PA CareerLink® Lancaster County, she is truly enjoying her new role at the Board. "I love interacting with our K-16 System and collaborating with community partners to ensure our future workforce is as prepared and excited as ever to enter the new world of work. Technology is taking us faster and further than ever and these kids have the talent to succeed!"

Anibal Aponte is the Fiscal Manager of the Board. He moved from his home in Puerto Rico to Lancaster in 1998. He brings his 30 years of accounting experience as well as 20 years of non-profit experience with him to the Board.

Rae Miller is the Administrative Assistant of the Board. Research shows that staying active and having a pet can help you stay healthier and be happier into your golden years. Rae is part of the silver tsunami. She actively exercises, travels a great deal, and rescued a greyhound, but this part-time, flexible position allows her the opportunity to remain in the workforce and generally puts a smile on her face everyday.

Samantha Bretz is the Business Education Partnership Intern of the Board. She splits her time as a full-time student studying Business Administration with a concentration in Marketing at Millersville University, working at Cracker Barrel on the weekends, and as a 2nd Lieutenant in the U.S. Army on top of being an intern at the Board. She is set to graduate this coming May.



LANCASTER COUNTY WORKFORCE BOARD MEMBERS

Lancaster County Workforce Development Board of Directors is a dynamic group of individuals who are passionate about the workforce needs of today and the future. We appreciate their supports and talents in designing high quality programs.



2020 BOARD MEMBERS

James Black
Chair
Ross Technology Corporation

David Sload
Vice-Chair
Associated Builders & Contractors, Inc.

Thomas Baldridge
Secretary/Treasurer
Lancaster Chamber of Commerce & Industry

Robert Rhoads
Immediate Past Chair
Roechling-Medical

Keith Baker
PA Dept. of Labor & Industry

Marlyn Barbosa
Tec Centro

Brian Barnhart
Lancaster-Lebanon IU13

John Biemiller
Economic Development
Corporation of Lancaster County

Peter Caddick
CNH Industrial America

Thomas Cisló
Orrstown Bank

Barry David
Millersville University

Timothy Dunigan
Johnson & Johnson

Carl Freeman
Mars Wrigley Elizabethtown

Pete Higgins
Arconic Lancaster

Jean Martin
Lancaster United Labor Council

John McGrann
Penn Stone

Allison Miles
Lancaster County Assistance
Office

James Morgan
Tyson Foods Inc.

Sandra Nonnenmocher
Trout, Ebersole & Groff, LLP

Jodi Pace
Advanced Food Products, LLC

Brian Paterniti
The Manufacturer's Association

Anthony Purcell
Armstrong Flooring

Susan Richenson
Office of Vocational Rehabilitation

Renee Sills
Conestoga View Nursing & Rehabilitation

Mike Sturla
State Representative

Jill Welch
Barley Snyder LLC

BOARD MEMBER RECOGNITION

Jim Black has been an active member of the Board of Directors for 14 years. He currently serves as Board Chair; he loved it so much he agreed to filling this important role for a second time! Jim also serves as Chair of the Youth Council and has been instrumental in helping to shape our strategic plan. As the Human Resource Manager, among many other duties, at Ross Technology Corporation, he brings a variety of skills to the Board. Thank you Jim, for an amazing 14 years of dedication and work!



"AS CHAIR OF THE LANCASTER COUNTY WORKFORCE DEVELOPMENT BOARD, I BELIEVE THAT THE WORK WE DO HELPS PEOPLE GET BETTER PAYING JOBS AND IMPROVES THEIR OVERALL QUALITY OF LIFE WHILE HELPING LOCAL BUSINESSES ATTRACT AND RETAIN QUALIFIED EMPLOYEES."

- JIM BLACK

STRATEGIC INITIATIVES

In 2019, the Lancaster County Workforce Development Board created a five year plan containing four strategic initiatives that support our vision statement, mission statement, and what we value. To read our strategic plan, [click here](#).

Our **vision** is "The Lancaster County workforce development environment is characterized by innovative opportunities for job seekers, employers, and community partners to achieve their maximum potential."

Our **mission** is "The Lancaster County Workforce Development Board seeks to align fiscal resources and provide strategic direction for Lancaster County jobseekers and employers."

Our **values** include:

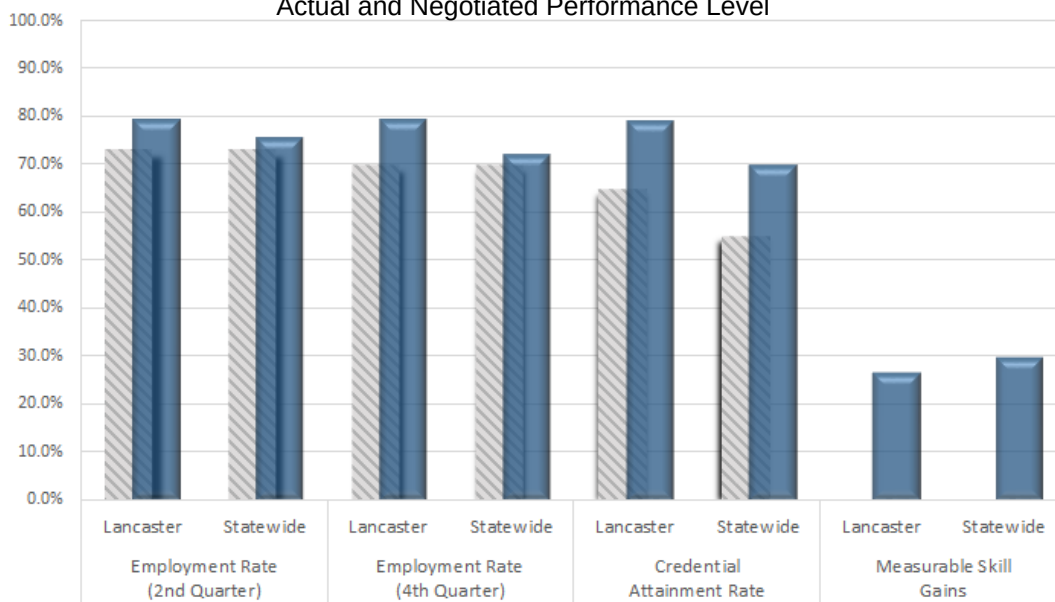
- **Accessible**, inclusive path to training, development, and opportunity for workforce advancement
- **Intentional** community partnerships
- **Connecting** resources to support collaboration and innovation
- **Systematic** equity and integrity of service delivery



HOW ARE WE DOING?

LANCASTER & STATEWIDE ADULT PROGRAM

2nd Quarter PY 2019 Program Year-to-Date Results
Actual and Negotiated Performance Level



EMPLOYER SPOTLIGHT

United Parcel Service (UPS) contacted the Business Services Team in September 2019 to share information about their hiring needs. The employer stated that they had a large number of openings for Package Handlers and Personal Vehicle Drivers. Package Handlers work part-time hours and receive \$14 per hour, while the Personal Vehicle Drivers are full-time employees making \$21 per hour.

The Business Services Team recommended that the employer post their positions on the PA CareerLink® website in addition to hosting Recruitment Events at the PA CareerLink®.

Recruitment events allow employers to meet with job seekers, share job leads, and conduct on-the-spot interviews.

Over the span of five events, UPS was able to meet with 38 job seekers at the PA CareerLink®. As a result of those events, UPS was able to hire 15 individuals. UPS provided PA CareerLink® with a 100% overall satisfaction rating for the service.

The Business Services Team would love to help your company in your hiring needs. Please contact Laura O'Neill at (717) 509-5613 ext 614.



LABOR MARKET UPDATES AND TRENDS

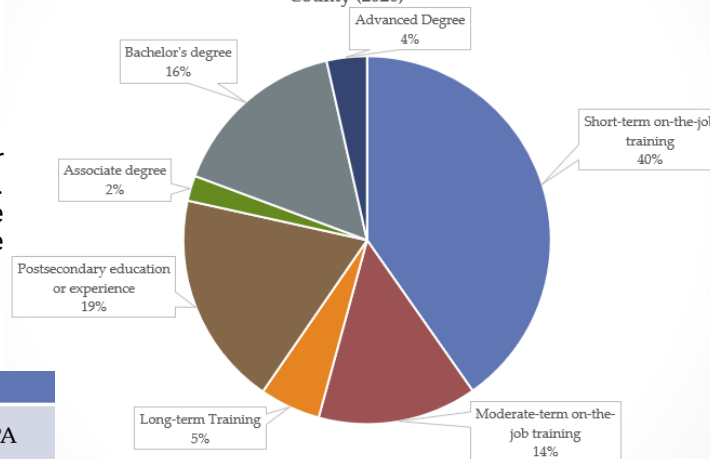
Unemployment Rate

The seasonally adjusted unemployment rate for Lancaster County was 3.7% as of November 2019. This has increased 0.5% from November 2018. The regional unemployment rate was the same as the national rate of 3.7%.

Demographic Profile

	2017		2018	
	Lancaster County	PA	Lancaster County	PA
Population	542,903	12,805,537	543,557	12,807,060
Labor Force Participation Rate *	66.6%	62.4%	65.6%	62.8%
Veterans, Age 18-64	3.7%	4.0%	3.7%	4.1%
Median Household Income	\$63,407	\$59,195	\$66,277	\$60,905
Poverty Level	10.0%	12.5%	★ 7.6%	12.2%
Rental Vacancy Rate	2.9	5.8	2.7	5.3

Projected Employment Distribution by Educational Level for Lancaster County (2026)



Education Level

Expected growth rates for occupations vary by the education and training required. While all employment in Lancaster County is projected to grow 0.3% over the next 10 years, occupations typically requiring a post graduate degree are expected to grow 1.2% per year, those requiring a bachelor's degree are forecast to grow 0.5% per year, and occupations needing a 2-year degree or certificate are expected to grow 0.7% per year.

UPCOMING EVENTS

3/27 - Health Careers Expo

Hosted at HACC Lancaster Campus

4/17 - Public Services Career Expo

Hosted at HACC Lancaster Campus

4/22 - Spring Job Fair

Hosted at PA CareerLink® of Lancaster

6/16-6/18 - Industry Tours for Educators

8/4-8/6 - Summer Externship for Educators

Hosted at Penn Medicine/Lancaster General Health