

# Workforce Connections

Your monthly digest of resources, events, and all things Workforce Development in Lancaster County



July 24, 2020 | Issue VIII

## In the News...

[Local photographers join effort to create 10,000 headshots to help Americans back into the workforce](#)

[Tips for Graduates Entering the Workforce During COVID-19 \(video\)](#)

[PA CareerLink® Lancaster County offering virtual mock interviews! Schedule your personal appointment today](#)

[ASSETS and Lancaster Works build community through impacting businesses, individuals](#)

[In case you missed our last email!](#)

Follow us on Social Media!



## We are currently accepting applications for Incumbent Worker Employer Reimbursements!

**Incumbent Worker Training** is intended for workers with an established work history with the current employer, and who have the knowledge, skills, and abilities needed by their current employer but because of changes in the necessary skills to remain in their position, to advance in the company, or to avoid a layoff, the employees now need additional training. Download our [application](#) and [guidelines](#) today. Please contact [Valerie Hatfield](#) for more information or to submit your applications.



## Lancaster County Workforce Development Board receives \$5,500 grant to support local high school students in Healthcare Fundamentals Training

Beginning September 1st, 2020, this grant, awarded by the [Lancaster STEM Alliance](#), will support up to 10 students across three school districts and one charter school to participate in a "Healthcare Fundamentals" training module through [Harrisburg Area Community College](#) (HACC). This newly developed online module includes 120-138 hours of college credit/hours culminating in a Healthcare Fundamentals Certificate of Completion. The Healthcare Fundamentals Module acts as a launching pad to several careers in healthcare and is made up of some of the initial courses required in the following career pathways: Medical Billing and Coding, Physician Office Assistant, and Medical Assistant.

Students who are working with the WDB School-Based Career Counselors, and who identify an interest in a healthcare career, will be eligible for this training at no cost to the student! The students will also participate in career exploration and work-based learning projects to "Jumpstart their Career!"



## Financial Incentives for Employers who Hire High-Risk Jobseekers



### Work Opportunity Tax Credits and Federal Bonding offered through the PA Department of Labor and Industry

#### Work Opportunity Tax Credit

The Work Opportunity Tax Credit is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment. Learn how to apply [here](#). To apply you will need to fill out [form 8850](#) and [form 9061](#). There are many different target groups that identify individuals who would make your company applicable for this tax credit. Click [here](#) for more information on these target groups. Have a question? Here are some [FAQs!](#)

Click here to submit an electronic application!



#### Federal Bonding

Federal Bonding is provided by the Pennsylvania Department of Labor & Industry free of charge for six months to employers willing to take a chance by hiring individuals who are not commercially bondable. It is also designed to help a job applicant get and keep a job. The program issues Fidelity Bonds, and is sponsored by the U. S. Department of Labor. The bond is given to the employer, free-of-charge, and serves as an incentive to the employer to hire the job applicant who has a “risk” factor in their personal background. The employer is then able to get the worker’s skills without any risk of worker dishonesty on the job.



Click here to learn more!

**Participate in National Intern Day!!**  
Thursday July 30th, 2020 is National Intern Day. Do you have an intern you would like to recognize? Learn how to participate [here](#).



Applications will be accepted through Friday 7/24 at 5 P.M.

# RECOVERY LANCASTER

Apply  
Now!

The Lancaster Chamber, in partnership with Lancaster County governments and the Lancaster Economic Development Corporation have officially launched a resource for local businesses and organizations called **Recovery Lancaster**.

Beginning Monday through Friday 7/24 at 5pm, applications are open for organizations with 100 or fewer employees to apply for grants to support their work.

**The grants are not first-come-first-served, but today is the last day to apply!**



Carissa Pinkard resides in Lancaster County with her husband, Phillip Pinkard, and their four children, three sons and one daughter ranging from 8 to 25 years old.

## New Team Member Spotlight

A few words from our incoming intern at the Board

When asked about why she was interested in applying for the Business Education Partnership Intern position, Carissa indicated that she likes to be challenged, she wants to gain more experience, and become more antiques with the new business world.

**Q:** What are some of your educational/work goals?

**A:** I want to continue working with the youth and their families to guide them in receiving their education and fulfill their own goals.

**Q:** What is something you like to do in your free time?

**A:** Garden with my family and get involved with basketball, both playing and watching.

**Q:** What is your favorite book?

**A:** Present over Perfect by Shauna Niequist

**Q:** Something you wish more people cared about?

**A:** Human equality concerning education, races, gender, etc.

## Lancaster County Workforce Development Board of Directors seeks Small Business representative to fill board vacancy

Do you have optimal policy making or hiring authority within your company?  
Does your company provide employment opportunities in in-demand industry sectors or occupations?

To learn more about this volunteer opportunity with a great team, please contact [Anna](#) today!



**Did You Know?**



The Lancaster County Workforce Development Board is your *premier* source for Labor Market Information.

We can provide resources and links for self-service access to local, state, and federal labor market information, as well as customized reports for your business, at no charge!

To discuss your Labor Market needs, please contact [Valerie Hatfield](#).

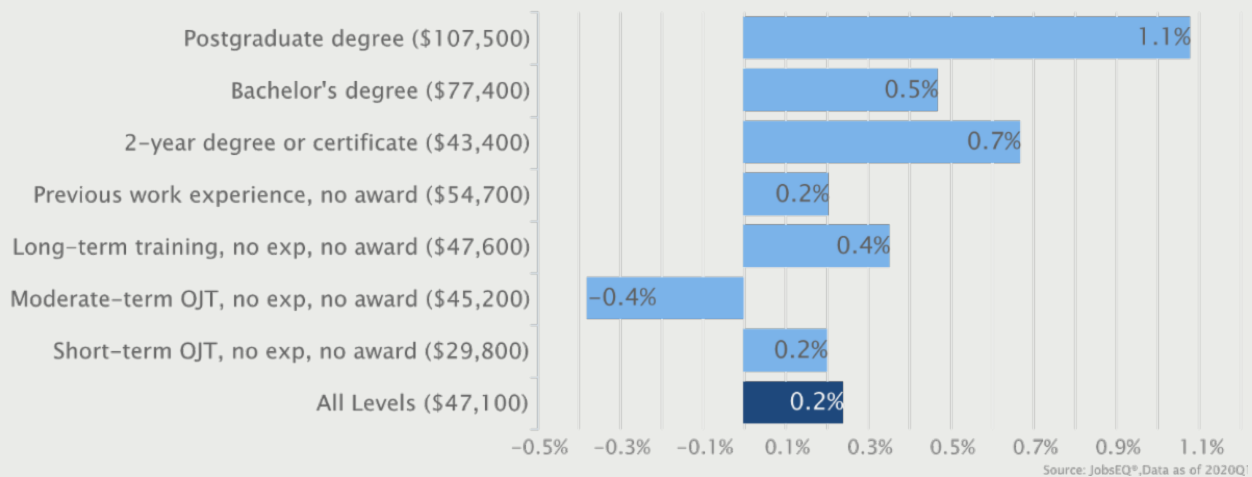
Check out the NEW Weekly Unemployment Claims Interactive Dashboard to see up-to-date local information

### Annual Average Projected Job Growth by Training Required

*The Lancaster County Workforce Development Board tracks occupation and education trends to assist jobseekers, businesses and training providers prepare to meet the demands of the future*

Expected growth rates for occupations vary by the education and training required. While all employment in Lancaster County, Pennsylvania is projected to grow 0.2% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 1.1% per year, those requiring a bachelor's degree are forecast to grow 0.5% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.7% per year. It's important to get the training needed for the occupation you desire. The term **underemployment** is a measure of employment and labor utilization in the economy that looks at how well the labor force is being utilized in terms of skills, experience and availability to work. It refers to a situation in which individuals are forced to work in low paying or low skill jobs. Check out this article from [Business Insider](#) that highlights the top 40 jobs requiring less than a 4-year degree!

Annual Average Projected Job Growth by Training Required for Lancaster County, Pennsylvania



### Cathy's Corner

*A note from desk of the Executive Director of the Workforce Development Board*

From the onset of this virus, our teams at the Board and CareerLink® have worked to provide our community with the same level of service



to both jobseekers and businesses. We were looking forward to returning to the office this week and seeing those who enjoy coming into our facility for support. However, we again were faced with the same difficult situation we faced months ago. One of the top priorities of our Board of Directors is the safety of our team, their families and our customers. Therefore, we have made the difficult decision to postpone in-person appointments. We will continue operating through virtual services only. As hard as this decision is, we want to emphasize that every jobseeker and every business will still be able to receive the same level of service as they would by coming to the CareerLink®. We are developing new workshops, working on front door service and planning virtual job fairs. Beginning Wednesday, July 29, 2020 we will be hosting live Workforce Wednesdays on Facebook, sharing current information on Lancaster County Workforce data.

Please continue to be safe and healthy.

To learn more about our organization or to get involved, please visit our [website](#). To find out more about recovery efforts, please click [here](#).

Cathy



Contact Us



Executive Director: [Cathy Rychalsky](#)

Chief Operating Officer: [Anna Ramos](#)

Strategic Innovation Officer: [Valerie Hatfield](#)

Fiscal Manager: [Anibal Aponte](#)

Quality Assurance Manager: [Jim Black](#)

Administrative Assistant: [Rae Miller](#)

Business-Education Partnership Intern: [Samantha Bretz](#)

Incoming Business-Education Partnership Intern: [Carissa Pinkard](#)

Lancaster County Workforce Development Board |  
[www.lancastercountywib.com](http://www.lancastercountywib.com)



Equal Opportunity Employer/Program.  
Auxiliary aids and services available to those with disabilities upon request.