

Workforce Connections

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



March 30, 2021 | Issue XXI

In the News...

[YWCA Lancaster partners with technology company with initiative to help people in need of financial assistance](#)

[Governor Announces New Funding to Boost Manufacturing Awareness for Students in Lancaster and Lehigh Counties](#)

[Today's Learners, Tomorrow's Mobile Workforce](#)

['Why Us?': A Year After Being Laid Off, Millions Are Still Unemployed](#)



Just released! There's never been a better time to begin your career in the construction industry! Watch this dynamic video to hear directly from local individuals pursuing their own **#CareersInConstruction**. This video was sponsored by Lancaster-Berks Construction Connection, Lancaster County Workforce



Never miss an opportunity to apply for funding through the Lancaster County Workforce Development Board! By signing up [here](#), you will be notified any time Requests for Proposals (RFP's) are released.

COVID-19 RESOURCES

- Find [food assistance resources near you](#).
- [Mental health and substance use disorder help](#) is available.
- If you are unable to work due to COVID-19, you may be eligible for [unemployment benefits](#).
- Learn more about COVID-19 testing and [find a testing center](#).
- See the latest [COVID-19 guidance and resources](#) for Pennsylvanians.
- Download the [COVID Alert PA mobile app](#) for exposure notifications.
- See which restaurants are [Open & Certified](#) as COVID-compliant businesses.

\$ Grant Funding



Lancaster-Berks Construction Connection is a **NextGen Industry Partnership**

model. This employer-led workforce initiative was developed to promote careers in construction to K-12 students in Lancaster and Berks counties. For up to date information, follow LBCC on Facebook [@LancasterBerksConstructionConnection](#)



Lancaster County Workforce Development Board is committed to supporting our business community especially in light of the economic and health crisis. Pivoting towards recovery, **Incumbent Worker Training Grants** reimburse eligible employers up to 90% of the cost of training and upskilling their current workforce and averting the need to layoff employees. Current funding ends June 30, 2021. **Apply now, don't delay!**

Employers are encouraged to submit an IWT grant application for trainings that have occurred *after* July 1, 2020 or that will start before June 30, 2021.

LCWDB infuses additional \$1 Million into workforce activities for Lancaster County in 4th quarter



As the fiscal year comes to an end, a flurry of opportunities to secure additional funding for workforce activities was made available to WDB's across the state. Lancaster County applied for and received almost \$1 Million in funds to serve Lancaster County jobseekers and businesses. Here's how:

- Convening business and over 56,000 youth in South Central, PA together with JA Inspire, a program of **Junior Achievement of South Central PA**
- Making an additional \$250,000 available for jobseekers looking to gain training/credentials. Contact **PA CareerLink** to see if you qualify.
- Assisting jobseekers gain access to virtual workshops and resources to increase financial literacy
- Creating transitional job training to assist those transferring into healthcare, administrative, manufacturing, and educational positions
- Investing in **Incumbent Worker Training** to assist employers with upskilling their current workforce and avert layoffs

We are re-branding!

LCWDB is working on a new look and website...coming soon. Building on our ability to **CONNECT, CONVENE** and provide **INNOVATIVE** workforce solutions, our new image is sure to convey that.

Last Call!

Requests for Proposals are due **TODAY** for design of the Career Ready Lancaster! (CRL!) website, a community wide initiative connecting people to careers.



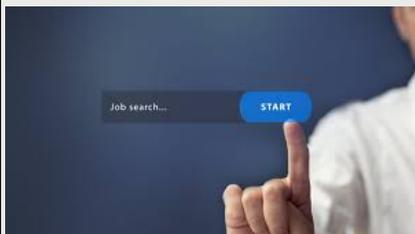
Lancaster has the Edge



LCWDB celebrates Edge Factor's **#WomenInSkilledTrades** Experience throughout the month of April. CELEBRATE **#women** in **#manufacturing**, **transportation**, **healthcare**, **agriculture**, **construction** and so much more! Take virtual fieldtrips, listen how soft skills come alive in the workplace, and explore a variety of skilled careers featuring women.

Access the Women in Skilled Trades experience now for free! Ends April 30th

Services for Jobseekers



Subscribe to **Career Corner**, a newsletter for jobseekers issued by PA CareerLink Lancaster County that includes hot jobs, recruitment events, and more!

April is Financial Capabilities Month. Join the PA Department of Banking and Securities for a series of **"Mid-Week Money Matters"** featuring topics like Budgeting, The True Cost of Credit, 10 Ways to Teach Kids to Save and more.

Services for Employers



Join the **Edgefactor Community Directory**. Students, parents, educators and jobseekers browsing the platform will have direct access to your company website and logo. Videos welcome too!

We are currently **accepting applications** for Incumbent Worker Training grants.

Would your business like to learn more about how **Apprenticeship** programs help recruit and develop a highly skilled workforce benefitting both the employer and apprentice? Reduced

Services for Students/Educators



Now accepting **applications** for All 'bout Construction camp for girls ages 14-19 hosted by **ABC Keystone**. Spots are limited! This camp is proudly sponsored by LCWDB to support diversity in construction careers.

Explore **Edge Factor** for access to 1,000's of cinematic e-learning tools to showcase industries and careers, teach soft skills, show how STEAM comes alive in the real world, and highlight local training and career opportunities

Know a graduating senior still unsure of next steps? Invite



Learn anytime, anywhere with **SkillUp Lancaster**. Over 4,500 Business, Desktop and IT courses. This e-learning platform is free to any Lancaster resident.



turnover, lower training costs, and improved productivity are a few of the advantages for employers. Allow our **Registered Apprenticeship Navigators** to assist you in developing, registering and implementing your own program. Non-traditional industries encouraged to apply!



Watch the video, "What's so Cool about Apprenticeships"

them to explore a career in construction this summer through Framing Futures, a free six week training hosted by Thaddeus Stevens College of Technology. **Contact Carissa** to get started!

CONSTRUCTION CAREERS FRAMING FUTURES
High school seniors, jumpstart your career in construction this summer!

Explore 4 construction careers over 5 weeks (July 5-August 6):

- Carpentry: Median salary \$40,700
- Construction Electrician: Median salary \$21,400
- Masonry: Median salary \$48,430
- Plumbing: Median salary \$50,000

Drive a forklift - Get OSHA certified - Help build a house - Earn 1 week's pay on job site
Gain a certificate of completion & admission to Thaddeus Stevens College

FREE OPPORTUNITY FOR 15 SENIORS* THIS YEAR ONLY! DON'T WAIT.
*Scholarships are limited to those who qualify. To get started now, do you qualify, reach out to Carissa Piskard at cpiskard@lanastercountyweb.com. Questions? Contact Amy at awish@stevenscollege.edu.

Thaddeus Stevens College of Technology | ECONOMIC GROWTH FUND
Funded by 2007 New Trust Economic Growth Fund at the Lancaster County Community Foundation.



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

Did You Know?

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

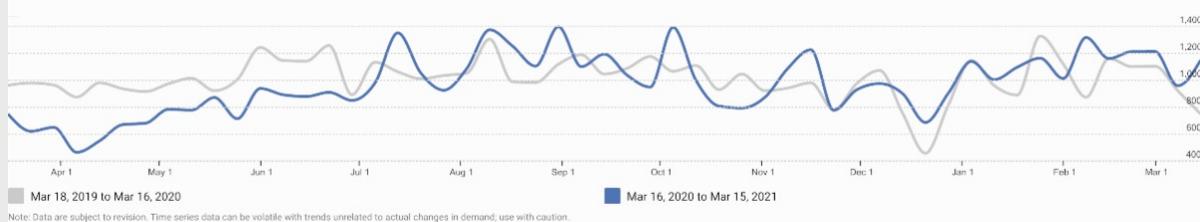
We can provide resources and links for self-service access to local, state, and federal labor market information, as well as customized reports for your business, at no charge!

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

Just Released: [Lancaster County Profile](#) for March 2021

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

Real-Time Job Postings offer insight into Demand vs. Supply



This chart shows the year over year comparison of online job postings in Lancaster County. The first indication of recovery started in July 2020 when online postings exceed pre-pandemic levels for the first time. Levels continued to fluctuate through February 2021 and have been trending above pre-pandemic levels since February 2, 2021.

A question we hear often is what is the disconnect between open positions and those on unemployment? A quick look at open positions in Lancaster County in the past 30 days indicate 14,648 open positions, including 589 different occupations with 3,550 employers. The latest unemployment numbers indicate 16,000 residents unemployed (or working less than their normal hours). If you're strictly comparing open positions (demand) to jobseekers (supply), we should be able to fill all but 1,000+ of those open positions. So why isn't it "just about the numbers?" The open positions are a mix of skilled and unskilled positions, 83% requiring less than a college degree. Only half of the positions posted are fulltime. The key to aligning supply and demand is not only recognizing transferrable skills (talents and abilities that can be used in many different industries and careers), but by creating jobs that provide livable wages. Employers find that paying a living wage results in increased efficiency and productivity. By paying higher wages employers are able to hire skilled workers that would otherwise be deterred by low wages. Living wage policies result in decreased employee turnover. The good news is, average annual wages per worker increased 4.4% in the region over the preceding four quarters, however we still have room for improvement. The average worker in Lancaster County earned annual wages of \$48,539 as of 2020Q3 compared to \$60,042 nationally. Positions in Lancaster such as retail (\$13.50/hr), Personal Care (\$11/hour), Childcare Workers (\$10/hr), Receptionists (\$12/hour) and Dishwashers (\$9.50/hr) will continue to be hard to fill. Some wonder if the additional unemployment benefits approved under the [American Rescue Plan](#) are keeping people from seeking employment. Unlike the extra \$600 under the Federal Cares Act that gave people earning up to \$30/hr an extra boost, the \$300 payment only affects workers earning under \$14.50 hour. For example, a food service supervisor making \$14.20 an hour will only bring home an extra \$4 a month with the added benefits, before taxes!

Join us on Facebook !

Don't miss out on what we have going on!

LIKE and Follow us on [Facebook](#) so you can stay in the know about all of the opportunities, programs, and partnerships in Lancaster County for our students, jobseekers, employers, educators, parents!

If you like what you see in our monthly newsletters, we share even more on Facebook! [Connect with Us!](#)



Cathy's Corner

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

It is always exciting to share the great work being done to serve jobseekers and businesses. Today, I am trying to put the right words together to express the pride I have working alongside of the most talented group of workforce professionals in the Country! As we shift into Spring 2021, you will see just how talented this group is. From videos to websites, the workforce system of Lancaster County is

enhancing to better serve you. I am confident you will find our new initiatives beneficial.

As you think about your employment needs, please do not hesitate to connect with any one of our team members. We continue to look forward to working with you and wish you a happy, warm Spring.

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](#)

Fiscal Analyst: [Rebecca DeWitt](#)

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

Lancaster County Workforce Development Board |
www.lancastercountywib.com



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