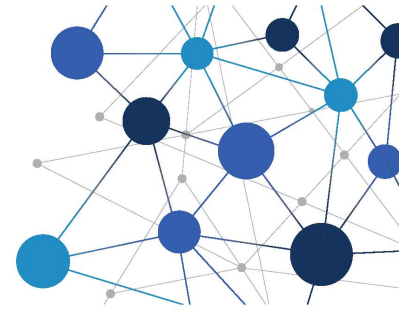


Workforce Connections

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



July 1, 2021 | Issue XXIV

In the News...

[Governor Wolf: \\$8.2 Million Investment To Help “Near Completers” Impacted By Pandemic Attain Degrees And Get In-Demand Jobs, including Lancaster County](#)

[LCWDB Recipient of U.S. Department of Labor Grant to Improve Employment Outcomes for People Involved in Criminal Justice System](#)

[Just Released: May 2021 Lancaster County Workforce Profile](#)

[Comcast to bring free WiFi to hundreds of low-income students and families in Lancaster](#)

[Supply chain pressures are still a problem due to workforce shortages, manufacturing group says](#)



LCWDB is soliciting proposals from a Certified Public Accounting (CPA) firm that have extensive experience in providing audit and tax services to non-profit



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

- ☐ Pennsylvanians over 12 years of age are eligible for a COVID-19 vaccine. [Find an appointment near you.](#)
- ☐ Uber and Lyft are offering [free rides to vaccination sites](#) until July 4.
- ☐ 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.](#)

**INCUMBENT WORKER TRAINING
FUNDING AVAILABLE**

Attention employers! IWT grants reimburse eligible training expenses anywhere from 50-90% depending on company size. Skill up your current workforce with [Incumbent](#)

organizations that receive multiple sources of federal funds.

For details and to apply, visit our [website](#)
Proposals due by July 14, 2021

[Worker Training](#) grants and save \$\$ money \$\$ on your bottom line!



Carissa Pinkard (back row) pictured with her family

LCWDB Welcomes (not) New Team Member!

Flashback to June 2020, the LCWDB welcomed our *Business-Education Partnership Intern* [Carissa Pinkard](#) to serve a 12-month role that focused on connecting youth, educators, and businesses. We are pleased to announce that Carissa has accepted our Youth Program Coordinator position and started fulltime on June 28, 2021. [Please help us welcome Carissa to the team!](#)

We are still hiring! Visit our [website](#) to apply for **Workforce Program Coordinator** or **Controller**

**Win Prizes, Experience STEAM in the Real World,
and Learn to make Ice Cream with Edge Factor's
Free Summer Camp!**

Register TODAY!



In partnership with



With summer vacation in full swing, many are wondering if there is a safe and affordable way to offer engaging Summer Camp activities. As we enter a second summer of COVID-19 many

communities have different rules, restrictions and regulations to keep families safe this summer. Summer Camp programs provide valuable opportunities for children to be adventurous, discover new environments, and build relationships and interpersonal skills. This summer, [Edge Factor](#) and their partners are providing a free virtual Summer Camp toolkit with 5 Days of STEAM media and Challenges! Each STEAM Day's Challenge sparks students' creativity, demonstrates how STEAM (Science, Technology, Engineering, Art, and Math) comes alive on the job, teaches soft skills, and includes career exploration tools. Summer Camp also introduces new content for 5th through 8th grade learners!

Register for Free Summer Camp available through August 30th



In partnership with



Workforce Solutions



Resources for Jobseekers



Resources for Employers



Resources for Students and Educators

Subscribe to [Career Corner](#).

[Get Connected](#) with

What does it mean to be

a newsletter for job seekers published by PA CareerLink® Lancaster County that includes hot jobs, recruitment events, and more!



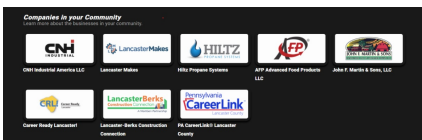
Opportunity at work but you don't have the right skills or credential?

SkillUp Lancaster offers **Free Industry Certification** tracks that are designed to prepare you for a certification credential training including: **CompTIA, Cisco, Microsoft, Oracle, ASQ (includes Six Sigma Green Belt, Black Belt), Human Resources Certification Institute (PHR, SPHR), Project Management Institute (PMP, CAPM).**

*exam fee is not included

jobseekers. Join PA CareerLink® Lancaster County for a Facebook Live every Monday at 11:00 AM! We are inviting six employers to participate each week to advertise their companies and job openings.

Promote your open job opportunities, highlight your company culture, and even showcase a tour of your business on the **Lancaster Edge Factor** page. Students, parents and jobseekers are exploring **Edge Factor** to discover careers and industries, why not advertise your company on the site? No cost or ongoing maintenance is required. Check out some of the companies who've already joined!



Lancaster Edge
Factor Company
Profile form

Future Ready in a world of rapidly evolving technology? Check out **Edge Factor** to explore careers, industries, virtual field trips and inspirational stories that bring STEAM to life!



The young adult programs at **PA CareerLink® of Lancaster County** prepare a new generation of workers for stable, meaningful careers through education and career readiness services.

PA CAREERLINK® LANCASTER COUNTY'S **OUT-OF-SCHOOL YOUNG ADULTS PROGRAM**

ARE YOU BETWEEN THE AGES OF 16-24?
LET US CONNECT YOU TO YOUR FUTURE CAREER!

SERVICES AVAILABLE:

- ONE-ON-ONE CAREER COACHING
- JOB TESTS
- ACCESS TO ONLINE COURSES
- UP TO \$2,000 TOWARDS APPROVED TRAINING
- PAID INTERNSHIPS EARNING A MINIMUM OF \$10.35 PER HOUR IN CAREER FIELDS THAT MATCH YOUR INTEREST
- OPPORTUNITIES TO EARN GIFT CARD INCENTIVES FOR CAREER EXPOSURE ACTIVITIES
- AND MORE!

GET STARTED TODAY!
EMAIL: YOUNGADULTPROGRAM@JOBHALLLANCASTER.COM FOR MORE INFORMATION

@PACAREERLINKYA



Customized LMI Request

View Local Labor Market

Did you know?

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

Accurate, objective, relevant, timely, and accessible workforce and labor market information is critical for:

- Building a skilled workforce that spurs business competitiveness and economic growth;
- Strengthening career pathways and guiding skill attainment for good jobs, economic opportunity, and career growth;
- Understanding the rapidly changing

New Report on Valuing Home and Child Care Workers



Home and child care workers—over three million strong, and predominantly women of color—feed, clean, educate, transport, and provide companionship for millions of elderly, disabled, and young Americans. Though these workers' services enable millions of others to earn family-sustaining wages, many earn less than \$12 an hour. Their working hours are often long and unpredictable, and benefits are rare. The recent debate about whether federal infrastructure spending should include "care infrastructure" is only the latest incarnation of a decades-old problem in American public policy: that many of the workers who enable young parents to go out and make a living, and who we will all someday depend on to help us grow old with dignity, cannot make a dignified living themselves.

The job quality problems facing America's home and child care workers are massive, and rooted in long histories of underinvestment and marginalization, but they are not insurmountable. Read the [full report](#), presented by New America's Center on Education & Labor, Early & Elementary Education, and New Practice Lab.

A Glance at Child Care Workers in Lancaster County

The child care industry was one of the hardest hit locally during the pandemic. In one year's time, the industry experienced a loss of over 180 employees, double the rate of all industries combined. A Covid-induced forecast that projects faster than traditional recovery for occupations/industries predicts that the child care industry will need 240 new workers to meet local demand this coming year alone. As noted in the report referenced above, child care workers in Lancaster make on average \$11.09 per hour, and many positions are only part-time and do not offer benefits. According to [MIT's Living Wage Calculator](#), this wage falls below that of a living wage required for a single adult, no children. Child Care workers usually require clearances but there is no formalized training requirements for entry-level positions. In the past 12 months, there were 280 job postings for Child Care Workers with advertised wages averaging \$10.20/hour. Considering the essential nature of their work, many would consider both home care workers and child care workers underpaid and undervalued.

Child Day Care Services in Lancaster County, Pennsylvania - COVID, 2020Q4¹

NAICS	Industry	CURRENT		1-YEAR HISTORY				1-YEAR FORECAST				
		Empl	Avg Ann Wages	LQ	Empl Change	Trend	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
6244	Child Day Care Services	1,362	\$23,066	0.80	-186		-12.0%	240	86	78	75	5.5%
	Total - All Industries	251,754	\$49,191	1.00	-16,191		-6.0%	36,801	11,891	15,944	8,966	3.6%

Source: JobsEQ®

Data as of 2020Q4

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Lancaster County Child Care Occupation
Report

Cathy's Corner

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



We hear you, we see your ads, and we know the struggle. Finding qualified applicants is no longer the biggest issue employers are facing, it is getting ANY applicants. Across the Country, the lack of engagement in the labor market has forced businesses to reduce hours of operations, increase wages, or offer incentives from x-box consoles to quarterly bonus', to name a few practices. The team at the [Workforce Development Board](#) of Lancaster County continues to analyze and release labor market data, identify ways to engage individuals who left the labor market, invest in upskilling current employees of local businesses, and raise additional resources to ensure you and all Lancaster County businesses have an adequate talent pool. Rest assured, our team is working closely with the [PA CareerLink® Lancaster County](#) team, other community partners, elected officials, and schools to raise awareness and educate individuals on the benefits of returning to the labor market NOW! We are committed to helping re-build a strong, diverse, talented workforce.

If you are interested in learning more about the multiple opportunities available to our business community, please reach out to anyone on our team – we are your Workforce Board and are proud to serve you and this community.

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](#)
Youth Program Coordinator: [Carissa Pinkard](#)
Fiscal Analyst: [Rebecca DeWitt](#)
Administrative Assistant: [Rae Miller](#)

Lancaster County Workforce Development Board |
www.lancastercountywib.com



Equal Opportunity Employer/Program.

Auxiliary aids and services available to those with disabilities upon request.