

**FOR IMMEDIATE RELEASE**

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**Lancaster County Workforce Development Board Hires New Executive Director**

Nationwide search leads to internal promotion of Chief Operating Officer Anna Ramos

Lancaster, Pennsylvania, July 14, 2022 – Lancaster County Workforce Development Board (LCWDB), which was founded in 1999 to align fiscal resources and provide strategic direction for Lancaster County jobseekers and employers, has selected Anna Ramos as their next executive director after a nationwide executive search.

Ramos has held the role of chief operating officer at LCWDB for two-and-a-half years, and has been responsible for the overall management, implementation and oversight of federal, state and locally funded programs and services administered by the Department of Labor & Industry, among other duties. She previously held the role of business initiatives director with Lancaster Chamber.

Anna is also involved in the community. She serves on the board of directors for Community Action Partnership and is part of the Policy & Advocacy Fellowship Program from PA Workforce Development Association, as well as being involved with the Skilling America Distinguished Fellows Network.

Through the intensive, national search, the LCWDB remained focused on hiring an Executive Director with a commitment to expanding the LCWDB involvement and investment in Lancaster County. The LCWDB is excited to have Anna assume this crucial role as her knowledge of Lancaster County in addition to her commitment and knowledge of work force will ensure LCWDB continues to be an engaged, informed partner for workforce growth and development.

Anna has stated “I am excited and grateful for this opportunity to continue to serve my community as the new Executive Director of the Lancaster County Workforce Development Board.  With workforce being one of our county’s top issues, my vision for our organization is to be a leader, convener and consistently part of the conversation in addressing these challenges.  I look forward to working with my team and elevating us to the next level as your workforce community partner.”

The hiring process for the executive director began with the creation of the search committee, which was comprised of two executive committee members included Thomas Baldrige, president of Lancaster Chamber of Commerce, and Francis Miliano, House of Representative district office director. It also included three LCWDB members; Peter Caddick, retired and former CNH Industrial global platform manager; Kristi Casey, director of human resources at Penn Medicine LGH; and Marlyn Barbosa, program director of Tec Centro.

After formation, the search committee decided to hire a consultant to manage the executive director search. They received two preliminary consultant proposals that were reviewed by each search committee member. After a meeting with Scott Snyder, the director of consulting at Samaritan Consulting Group, the search committee chose to move forward with Samaritan Consulting Group overseeing the search.

The process began with a vital first step by the Samaritan Consulting Group holding individual conversations with 16 key stakeholders that included Lancaster County and city public officials, as well as local educational and business leaders, to determine the role of the LCWDB executive director in the Lancaster County community.

Based on that feedback, a job description and profile was developed with the search committee to fully encompass the duties of the position, as well as the qualities needed to succeed within it. After the final job description was approved, the job posting was developed and agreed upon by the search committee. The position was posted on local and national job boards and kept open from May 4 to May 23.

Candidates’ resumes were screened thoroughly, with steps in the search process that included multiple interviews, behavioral assessments and reference checks. Regular meetings with the search committee members were held to determine which candidates being considered would move forward in the process. After discussion and a review of all the information of the candidates by the search committee, four final candidates were selected. Final interviews were held the second week of June, and a recommendation to the LCWDB executive committee was made for their consideration.

After a thorough review and final approval by the LCWDB executive committee, Anna Ramos was chosen to fill the executive director.

**About LCWDB:** Lancaster County Workforce Development Board (LCWDB), founded in 1999, plays an integral part in the county’s economic growth and stability by aligning fiscal resources to assist both job seekers and employers. It brings together federal, state, and local funding and programs, and creates career pathways to jobs that keep workers and companies in Lancaster. You can learn about the mission, vision and core values of the company here: www.lancastercountywib.com/about-us.

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