



CREATING AN IDEAL
LEARNING ENVIRONMENT
FOR EACH LEARNER

WELCOME TO “THE VALLEY”



CREATING AN IDEAL
LEARNING ENVIRONMENT
FOR EACH LEARNER

- WIFI – Career Ready
- PW – Welcome2PV!



Career Ready Lancaster!

A COMMUNITY INITIATIVE

Agenda

7:30 **Welcome/Introductions** – Erik Orndorff and Rich Eby

- CRL! beyond K-12
- Recognition of mentors/ businesses - Rich Eby

7:40 **Labor data post Covid** – Anna Ramos

7:45 **Committee updates:**

- Career Readiness: High Five toolkit - Erik Orndorff
- Marketing:
 - How Cool is That video project- Jill Hackman and Greg Timmons
 - Educator Industry Tours
- Employer Engagement: Pathways made visible – Kimberley Patrick and Amanda Manning

8:00 **Engagement**

- A new balancing point vs. a new normal - Jodi Pace

Expanding Your Recruiting Network

- Working with people with disabilities –Chelsea Royer
- Recruiting across industries – Wendy Davis
- Hiring Refugees and Reentrants–Kristine Pierce
- Employee Perspective – Mitchell Bender

Creating a Culture of Retention

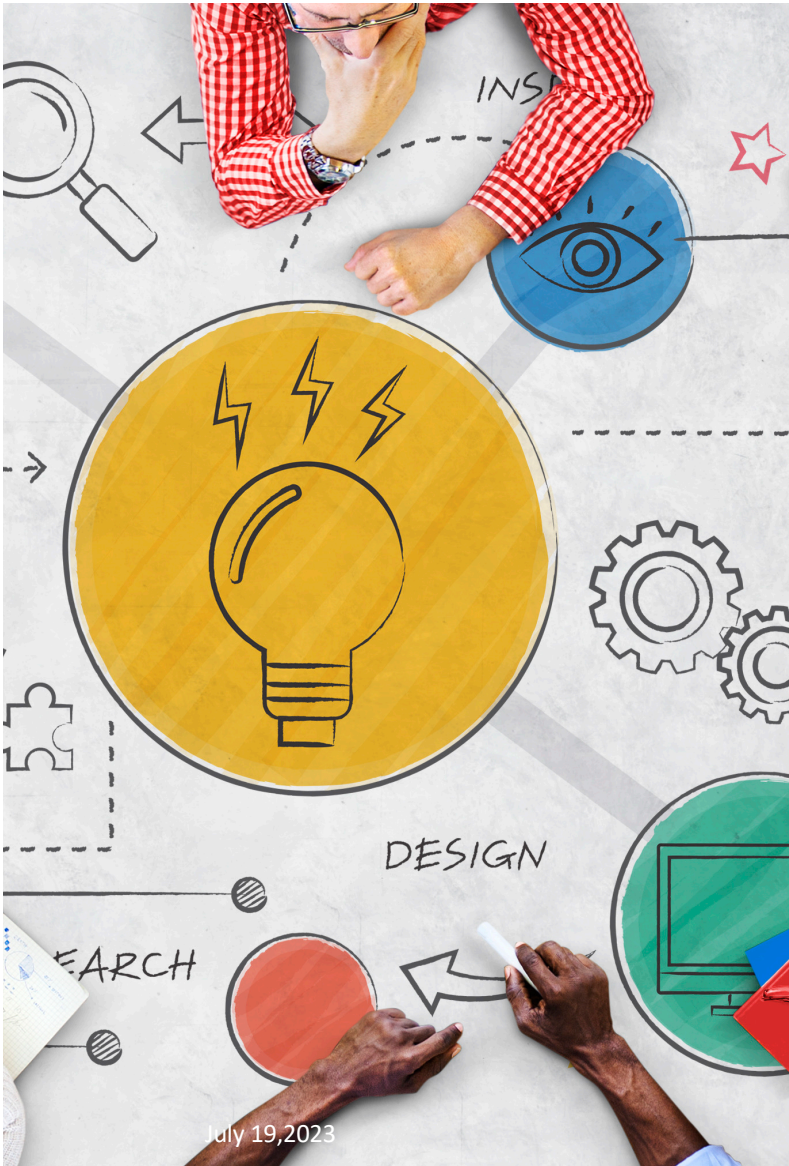
- Millers Smorgasbord -Tom Neely
- Sahd Metal Recycling – Dan Sahd

8:45 Incumbent worker training grants – Val Hatfield

8:50 Marketing opportunities for your company – Val Hatfield

- How Cool is That
- Kiosks

8:55 Questions/ Feedback



Business Education Partnerships (BEPs)

- Mentoring
- Job Shadowing
- Co-ops
- Internship
- Site Visit
- Educator Industry Tour

Career Ready Lancaster!

July 19, 2023

We are a career pathways partnership linking people with careers.

Achieved through collaboration of education, business and community groups.

We will develop a quality workforce for a strong local economy.

CAREER READY LANCASTER!

PV First Choice COMMUNITY PARTNERS



“IT TAKES A VILLAGE TO “RAISE THE VALLEY”



FIRST CHOICE PARTNERSHIP OPPORTUNITIES:

IT TAKES A VILLAGE TO “RAISE THE VALLEY”



1. MENTOR PROGRAM
2. INTERNSHIP / COOP
3. JOB SHADOWING
4. CLASSROOM PRESENTER
5. CAREER FAIR
6. INDUSTRY TOUR



SCAN QR CODE TO PARTNER WITH US!

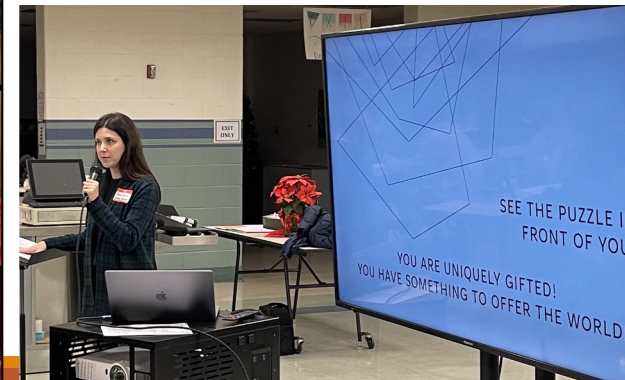
OPEN HOUSE



SESSION 1: DISCOVERING STRENGTHS



SESSION 2: PRESENTING STRENGTHS



SESSION 3: CAREER FAIR



SESSION 3: MAKING CONNECTIONS



SESSION 4: FIRST CHOICE JOB SHADOW





Current Labor Market Trends:

Lancaster County

Commissioned By:

*Lancaster County Workforce
Development Board*

Published:

May 2023

Equal Opportunity Program/Employer.

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

*Program funded with federal dollars.
For detailed information, see*

<https://www.lancastercountywib.com/organizational-integrity/operating-documents>

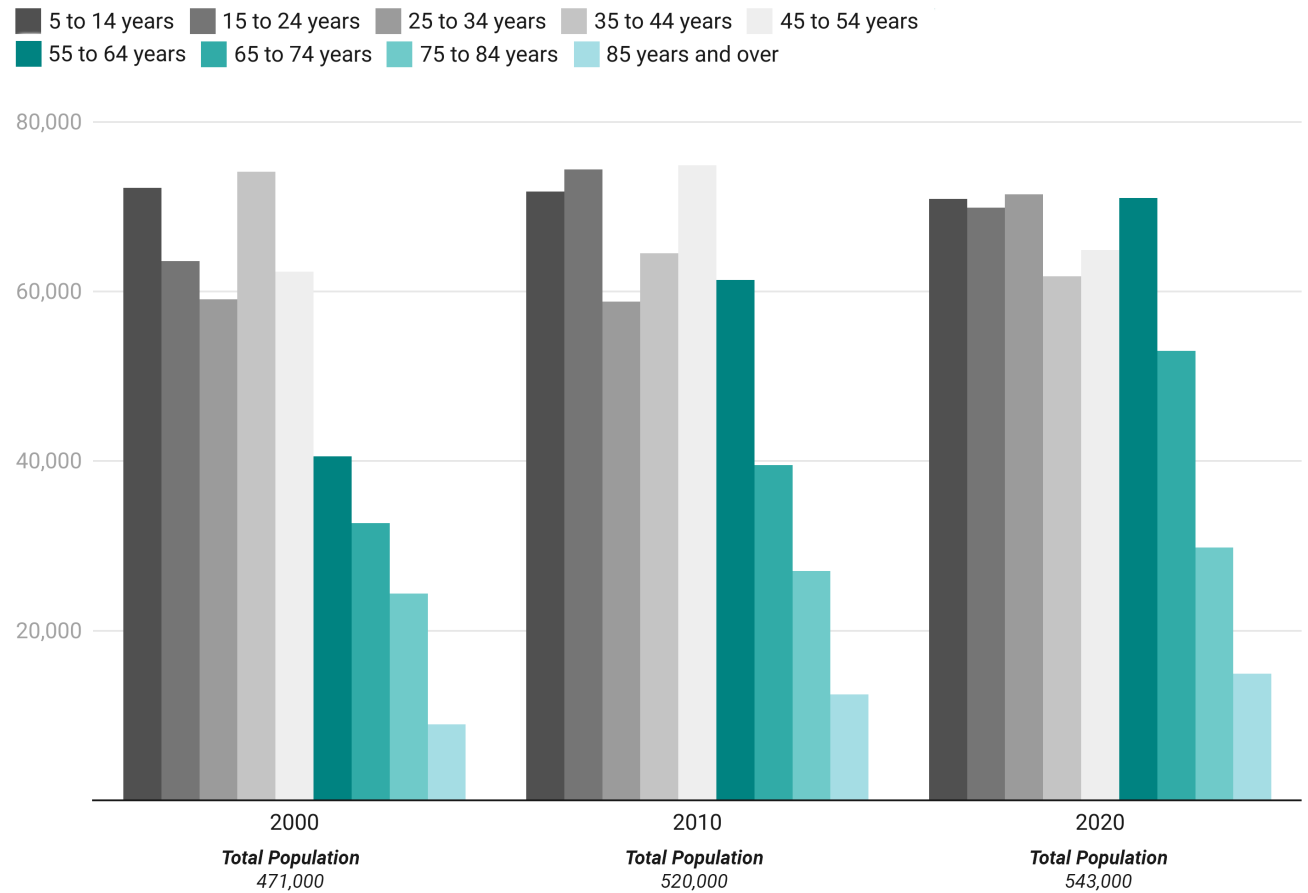
Key Takeaways

The purpose of this analysis is to understand the shock and impact of the pandemic on Lancaster County's labor market utilizing key data points from 2019 – 2022.

- » Lancaster County's labor force has recovered from the pandemic, rebounding back to 2019 levels.
- » Employers in key sectors face strong wage growth yet neutral employment growth.
- » A regional comparison highlights higher wages in York and Berks Counties than in Lancaster County in key sectors.

Lancaster County Population by Age Group (2000, 2010 & 2020)

- » Share of Lancaster's population 55+ increased from 23% in 2000 to 31% in 2020.
- » 25% of full-time workers in Lancaster County are 55+ years old.



U.S. Census Bureau, "2021 American Community Survey"; data.census.gov

Key Workforce Issues for 2023 and Beyond



40%

of our current workforce demand in Lancaster County is due to retirements.

94,457

Projected # of retirements in Lancaster County by 2030

More than half of projected retirements are in these 5 occupations:

- Office and Admin Support
- Transportation and Material Moving
- Sales
- Production Occupations
- Food Prep and Serving Related

The biggest skills gap projected are in Digital Literacy, specifically Microsoft Office. 77% of jobs will require skills like spreadsheets, word processing and office software.



1.5

current # job openings for every job seeker

Education level required for current job openings:

- 23% High School Diploma
- 58% certifications or on-the-job experience
- <1% Associates Degree
- 11% Bachelor's Degree
- <1% Masters/Doctoral

Workforce Solutions



Financial Support



Embrace Technology & Innovation



Collaboration & Partnership



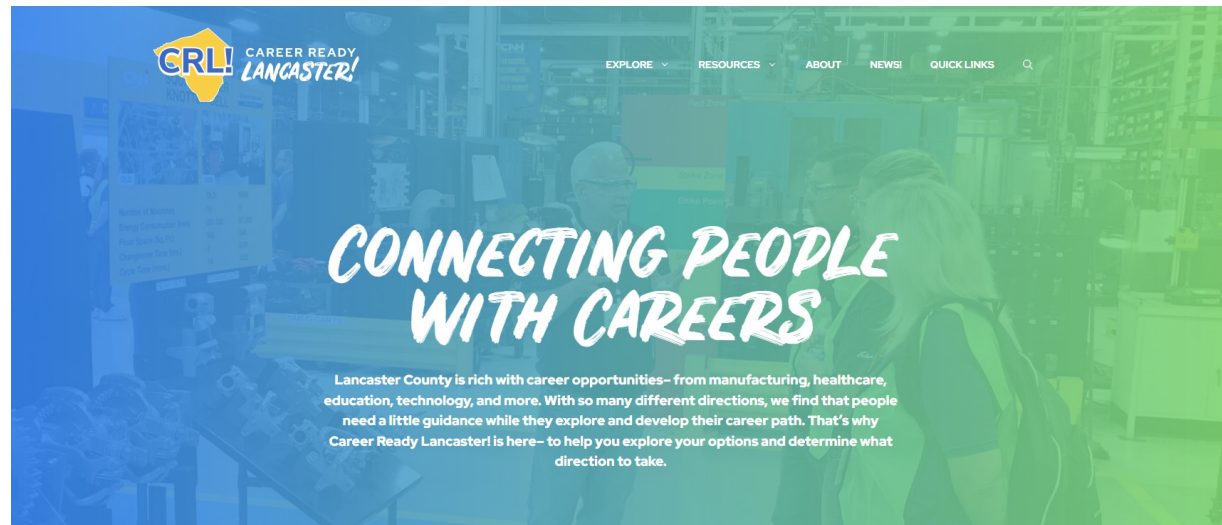
Retention

Workforce Solutions



Collaboration and
Partnership

www.careerreadylancaster.com



Progress to the plan

UPDATE FROM THE SUB-COMMITTEES

Action Plan – Career Readiness Committee

Action	Name	Due Date	Status
Educators High Five Toolkit to include: <ul style="list-style-type: none"> • Real World Scenarios related to each High Five, submitted by employers • Employment Vocabulary (PTO, benefits, 401K, accrual, etc.) • From Cover Letter to First Job – building the bridge with the High Five • Badge for completed modules; Rubric • Use as part of Internships and Coops • State Career Ready Standards • Dress Code • Rights of young workers 	Dr. Erik O @ PV Mel – rubric for teachers Karen S. Boys and Girls Club content for reference Youth Council – Career Link resources	May 30, 2023	
Employers High Five Toolkit for “Your First Job” <ul style="list-style-type: none"> • Success = High Five and your first job • Training Modules or intro documents for Each High Five • How to evaluate a job offer (understanding benefits) • First Time Employee – the power of asking questions • Include High Five as part of Industry Tour presentations <p><u>Radical Candor</u> book; how to receive criticism – mini keynote presentations at Industry Tours or other student events</p>	Jodi and Kimberley	May 30, 2023	
Asset Inventory – connecting to out of school programs on the challenges to get first time job seekers the paperwork they need to apply for a job. Pre-employment challenges include documentation and transportation, access success to job; working papers July 19, 2023	Olivia Walters	2023	Need a plan to learn more about their services and challenges and how CRL! Can support

Career Ready Lancaster!



High Five Toolkit

Toolkit Example

Contents

Value for Students

Value for Employers



Lesson Practice

Reading, Writing, Listening, Speaking, Vocabulary, Videos, Role Playing, Scenarios, Games, Guest Speakers, Authentic PBL

Job Acquisition CEW 13.2: Resume, Cover Letter, Certifications, Mock Interviews

Workplace In-Person Communication:

- Formal and Informal Meetings, Video Conferences (→ *Teamwork*: Collaboration, Dynamics, Compromise)
- Performance Reviews (→ *Resilience* CEW 13.3.C: Constructive Criticism)
- Appropriate Workplace Interaction

Phone Communication: Voicemail and Answered Calls

Workplace Written Communication: Email, Text, Meeting Agendas, Memos, Signage

Workplace Legal Communication: HR Documents, Insurance, Laws and Regulations

On-the-Job Documentation: Contracts, Invoices, Policies, Receipts

Career Ready Lancaster!

Employment Skills

Integrating High Five into Business



Marketing Action Plan

Action	Name	Due Date	Status
Management of website, blog, grow content	Kimberley, Juliane, Jill, and Pennant	Ongoing – Need monthly blog	Successful but need more help with content
Continued engagement outreach **Schools** **Business**	Kimberley, Juliane, Jill, Anna, Committee	Ongoing	Active
Promote Work Based Learning Resources: Aug 1st Workforce Summit	Jill and Juliane, Kimberley	Ongoing	Zoom Tutorials for educators will be offered again the fall semester. Inspire Lancaster
Educator Industry Tours	Juliane	June 2023	Success
How Cool is That? Businesses in Lancaster County	Kimberley	June 30, 2023	PCAD and Kimberley are working on creating the videos
LONG TERM ASPIRATION Parent educate sessions around the county CRL!	Anna and Val	TBD	Exploring

Co-Chairs

Juliane Flood
(Lancaster
Chamber)

Jill Hackman
(ELANCO SD)

Marketing Committee

Getting CRL! out in the community and on social media...

*Educator Industry Tours – IU13, Workforce Development Board, & Lancaster Chamber
June 20 - 22

*July Consortiums-Lancaster Chamber

*August 1st Workforce Summit

*Follow us on LinkedIn, Facebook and Instagram
[@careerreadylancaster](#)

*Monthly Blog Posts

[How Cool is That !](#)



2023 EDUCATOR INDUSTRY TOURS

Educator Industry Tours are intended to enhance classroom instruction, student learning, and career readiness for the workplace by connecting educators with local business and industry leaders and technical and career training centers. Educators will have an opportunity to participate in full-day, in-person tours that will include two business stops and one educational or training facility. The tour days will focus on three high-demand occupation areas:



HEALTHCARE

**TUESDAY
JUNE
20**

REGISTER 
<https://qrco.de/bdqf2m>



MANUFACTURING

**WEDNESDAY
JUNE
21**

REGISTER 
<https://qrco.de/bdqf4P>



**LIVE
ENTERTAINMENT**

**THURSDAY
JUNE
22**

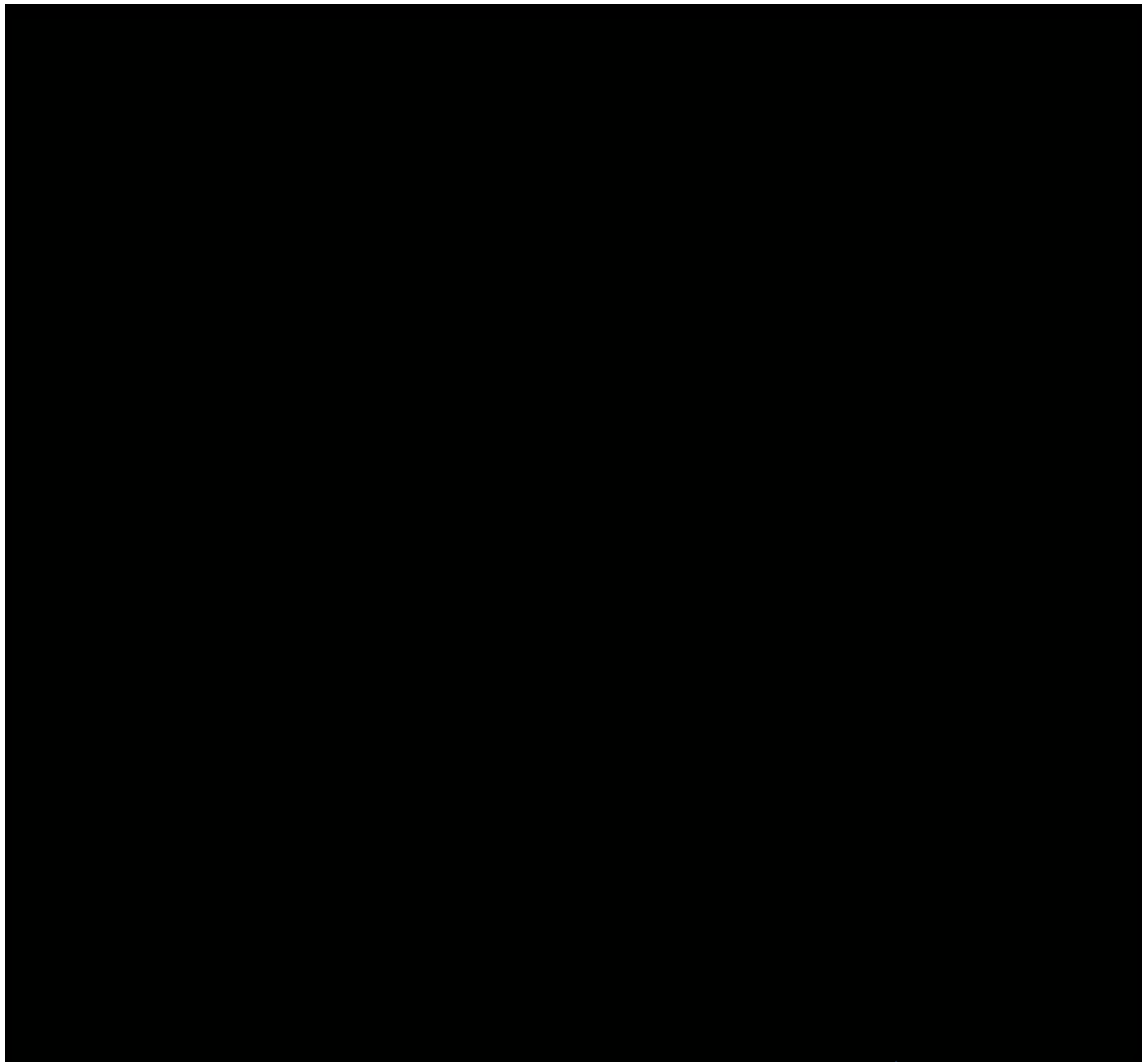
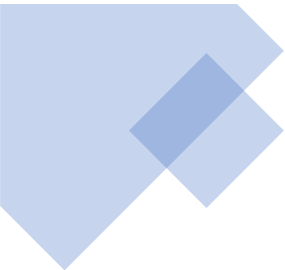
REGISTER 
<https://qrco.de/bdqf6R>

These annual tours give educators a chance to step outside the classroom and into local industries to learn about a variety of occupations, projected job growth, and new technology within the top industries in Lancaster County. Tours are scheduled June 20th-22nd, 2023. **Lunch and transportation are provided.** Each morning, we will depart from the Burle Business Park at 1020 New Holland Ave., Lancaster PA 17601, on a bus. Participants are welcome to attend one or more days. **Industry Tours are free to attend but registration is required.** Limited space is available. Act 48 credits are graciously provided by the Lancaster-Lebanon Intermediate Unit 13.

SIGNUP TODAY!



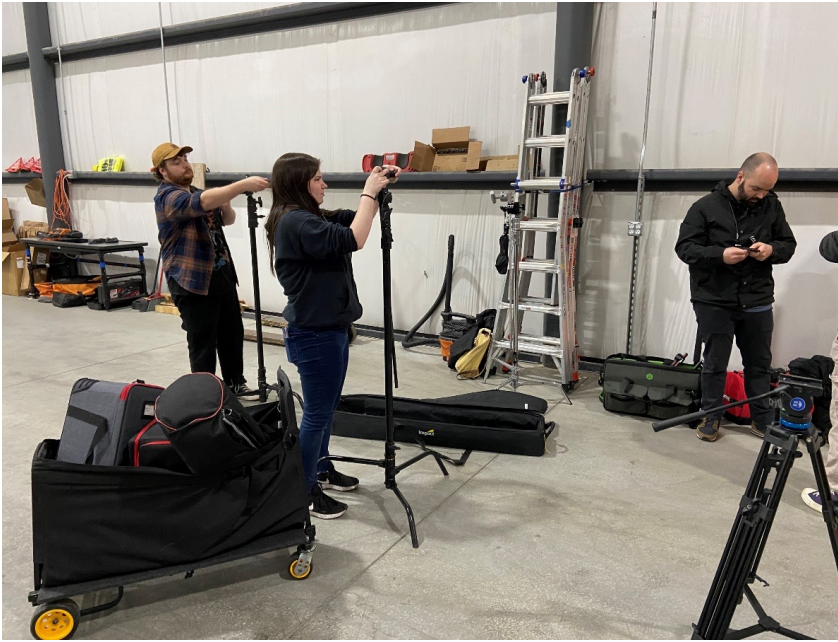
100% funded by Workforce Innovation and Opportunity Act, Equal Opportunity Employer/Program. Auxiliary Aids and Services available to those with disabilities upon request.




July 19, 2023

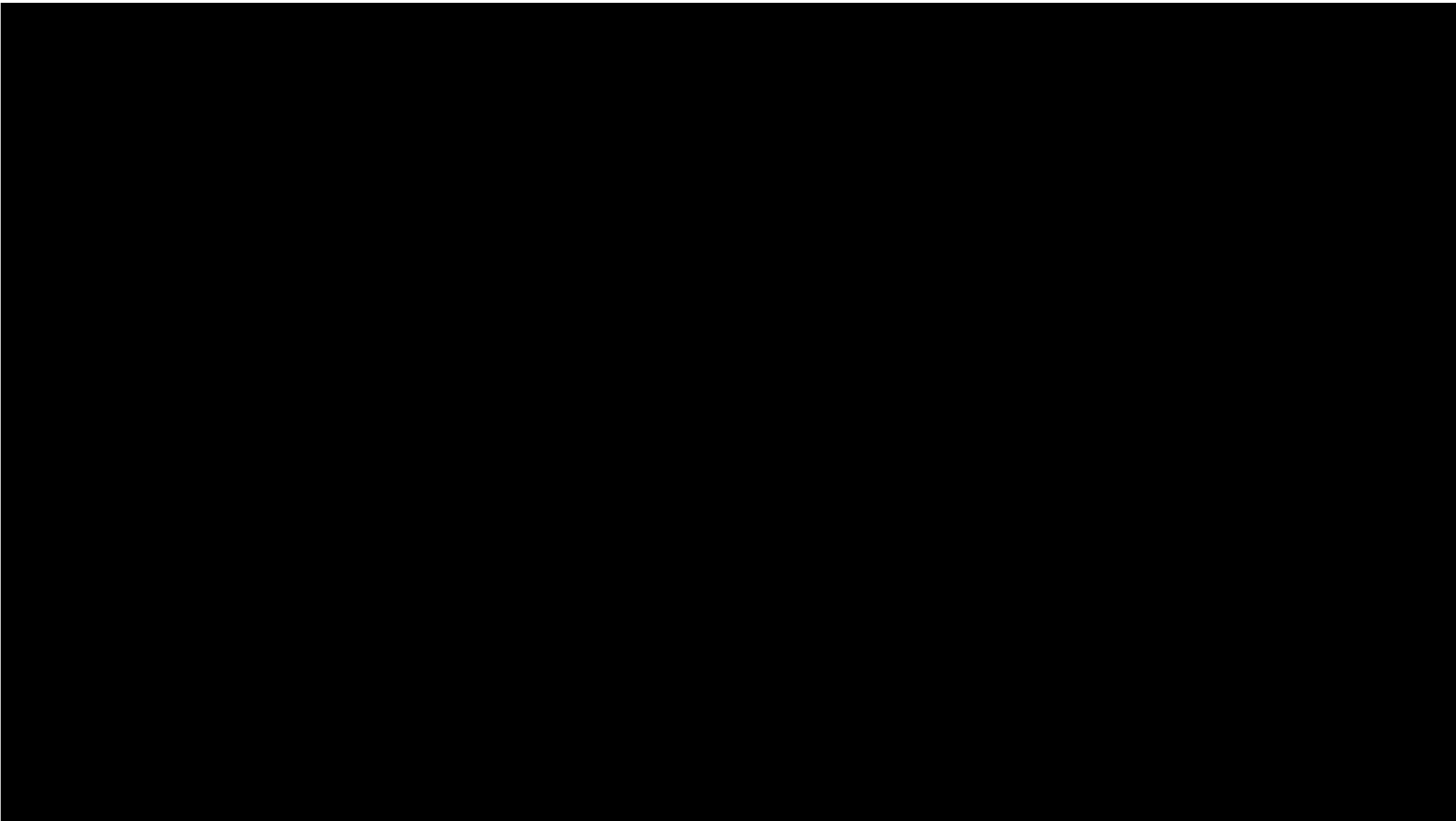
Career Ready Lancaster!





Greg Timmons Adjunct Professor of Video
Owner/Operator Diemo Productions  **DIEMO**





Employer Engagement

Action Plan - Employer Engagement			
Action	Name	Due Date	Status
Training - how to create a career pathway for entry level employees	Kim, WDB	5/1/2023	Scheduled - 2 training sessions Feb. 24 and April 28
Create generic career pathways for the Manufacturing and Health Care industries	College of Health Sciences (Kate Lowry) helping with Health Care paths. CRA deliverable outstanding	4/30/2023	In Process
Lancaster Berks Construction Connection - Next Gen Partnership collaboration: CRL! and Career Ready Berks	Stephanie Larkin, Kim, Career Ready Berks	6/30/2023	June 2023
Engage CRL! Marketing Committee in promoting work based learning resources to business, educators, and community stakeholders	Juliane and Kim and marketing committee	4/21/2023	School meetings January and February LBCC Jan. 9 BIA invite Inspire



Career Pathways

Amanda Manning, Human Resources Manager

Why Expand your Recruiting Networks?

It's not a new normal it's a new balancing point.



Jodi Pace, Senior Human Resources Manager

July 19, 2023

Career Ready Lancaster!



Hiring people with disabilities

"When businesses give people with disabilities a "test run" they end up seeing that our participants provide quality work and always show up, so much so that they become part of the company culture and the staff end up wanting them there permanently!"



Chelsea Royer, Plant HR Manager

Recruiting across industries



Tracey Long- Color Lab Technician



Hiring Refugees and Reentrants



Kristine Pierce, Success Coach

July 19, 2023



Career Ready Lancaster!

37

An Employee's Perspective: Re-entering the Workforce

Mitchell Bender, IT Specialist



Creating a Culture of Retention

Tom Neely, CEO of Thomas E. Strauss, Inc. -
A Family-Owned Hospitality Group in Lancaster County



THOMAS E. STRAUSS, INC.
Hospitality Group • Est. 1929



- F&B
 - Miller's Smorgasbord, Smokehouse BBQ & Brews, and Plain and Fancy Farm group dining
- Retail
 - Country Store at Plain and Fancy
 - Quilt Shop at Miller's
 - Miller's Gifts
 - Locally Made Food Shop
- Hotel
 - AmishView Inn and Suites
- Commercial Bakery
 - Miller's Bakery



We are a Mission and Values driven organization

Our Mission:

To Make People Feel Valued

Our Values:

Diversity, Integrity, Excellence, Accountability,
Community and Fun

TES Inc.

Barriers/Challenges to hiring:

1. Rural public transportation
2. Knowing ALL the resources
3. Industry reputation

TES Inc.

What is the Secret Sauce to creating a sustainable workforce for TES, Inc?
(according to Kung Fu Panda)

TES Inc.

Some things we have done

1. Assure that our Mission is pervasive amongst ALL team members
2. Practice our values EVERY day
3. Celebrate excellence regularly
4. Meet our employees where they are
5. Communicate, communicate, communicate
6. Tap into as many available community resources as possible



Dan Sahd, Sahd Metal Recycling

EVERYONE CAN START TODAY

- Max out Association Events and leverage expertise
- Free library of experts
- Two Way Mentoring
- Listen for the Career Path
- Invest Money in People and Development

Upskilling Grants Available!

1. Identify the occupation from the High Priority Occupation List (hint – use Onet to translate titles)
2. Employer chooses training needed – outside trainer, educational institution, in-house trainer
3. Employer submits training application to WDB
 - Meet at least one company outcome
 - Meet at least one trainee outcome
4. Approved applications receive reimbursement check!

Company Size (location based)	Reimbursement Rate
50 or less	90%
51-100	75%
101+	50%

PY22 Reimbursements: \$117,177
 PY23 Allocations: \$230,000

APPLICATION FOR INCUMBENT WORKER TRAINING FUNDS
 Lancaster County Workforce Development Board Work-Based Training

Applicant Data	
Company:	
Contact Person:	Contact Person's Title:
Address:	
Phone:	Fac:
Email:	Company Website:
Company/Organization Data	
Size of Company:	#Employees Worldwide: _____
#Employees at Location: _____	
Type of Company Ownership: Check the appropriate box (for IRS Form W-9): <input type="checkbox"/> Individual/Sole Proprietor <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> LLC (tax classification: C = C Corp., S = S Corp., P = Partnership) _____ <input type="checkbox"/> Other: _____	
Union Affiliation: <input type="checkbox"/> Yes <input type="checkbox"/> No Specify: _____	
Meets Americans with Disabilities Act Requirements: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Location of other Division, Facilities or Headquarters: _____	
If company relocation to PA, have layoffs occurred within last 120 days? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	
Federal Employer Identification Number (FEIN): _____	
Worker Compensation Insurance Carrier:	Policy # _____
Product/Service Description: _____	
NAICS Industry Code (North American Industry Classification Code): _____	
Additional Information	
Have you applied for or received WEDnetPA Guaranteed Free Training funding for this training? Yes <input type="checkbox"/> No <input type="checkbox"/>	

<https://www.lancastercountywib.com/workforce-solutions/incumbent-worker-training/>



Career Awareness Opportunities for Business

Create your Business Pathway

1. Enter information yourself on our form at www.careerreadylancaster.com
2. Attend a free workshop in spring 2024 hosted at LCWDB

FIND OPENINGS: deluxep plumbing.applicantlist.com/jobs/



To New Customer or Potential Employee:

Hello, My name is Larry and I would like to introduce Deluxe Plumbing & Heating LLC to you. We Are located in the Lehigh Valley and been in business since 1984. We strive to have the best technicians that offer the best customer service. We can cover just about any size job from small to large. Our warranties and satisfaction guarantees are the best in the Lehigh Valley. We also offer Club Memberships that give additional comfort and peace of mind along with savings to our customers.

Our Services

- | | |
|--|---|
| <p>Plumbing</p> <ul style="list-style-type: none"> - Small and large repairs - Water heaters, Tank and tankless - Drain cleaning, Clearing and inspection - Bath Remodels - Wells, Septic Pump and controls - Water Treatment install Repair and inspection - And Much Much More | <p>Heating And Cooling</p> <ul style="list-style-type: none"> - Boilers service and install - Oil, Gas And Propane Services and install - Air Conditioning Service and install - Furnace Service and install - Geothermal Service and install - Mini Split Service and install - And Much Much More |
|--|---|

Things we offer that others may not

- FBI Fingerprint, Child abuse, State Background checks
- Drug screening
- Training of our people (We have a full Apprenticeship Program)
- Factory trained technicians
- 24/7 service (A live persons will always answer the phone)
- 2 year money back guarantee
- Club Membership for the year with the first maintenance included (Lower service rates on calls and discounted repairs)
- We donate to the local vo-techs and actively have a recruiting program for Vo-Tech students

Employee Benefits

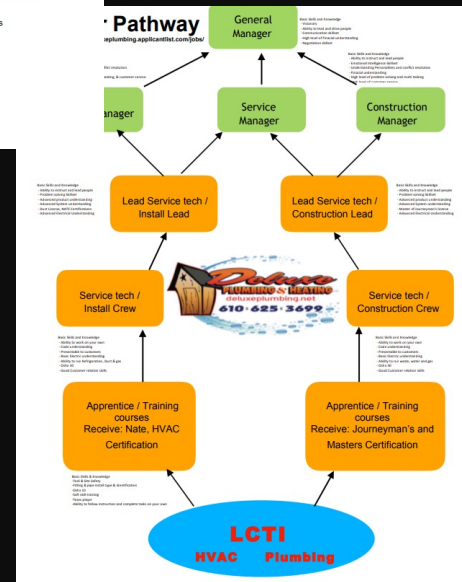
- Health Benefits
- Retirement Plan
- Drug Free Workplace
- Family Atmosphere
- Action Time
- Profit Sharing
- Training
- Bonus Programs
- Systems and procedure in place
- Apprenticeship programs

Knowledge, Skills, & Abilities
We're looking for employees who are or have...

- Independent workers
- Team players
- Good customer relation skills

Thank you and Have a great day

Larry Shoemaker
Managing Member
Deluxe Plumbing And Heating LLC 610-625-3699
deluxep plumbing.com office@deluxep plumbing.net





2024 How Cool Is That! Video Campaign



Virtual Reality for Career Exploration/Training

K-12 Schools Use Mixed and Virtual Reality to Immerse Students in Future Careers – *Ed Tech Magazine*

Improving retail customer experience with virtual reality – *Open Access*

Students can even go inside a volcano: how VR enhances education – *The Guardian*

How Virtual Reality Tools are Helping with Soft Skills Training – *Occupational Health and Safety*

Top Uses in Industry:

- Safety Training
- Equipment and Operations Service
- Logistics
- Manufacturing
- Emergency Response
- Healthcare

Extended Reality in Education: Is it the Future of Instruction? – *XR Today*



For more information visit us at the CRL! website
careerreadylancaster.com



If interested in getting involved in CRL! contact: Kimberley Patrick
kpatrick@lancastercountywib.com



If interested in learning more about workforce development funding, contact:
vhatfield@lancastercountywib.com



Thank you!



NEXT COUNCIL MEETING 7:30AM ON FRIDAY, OCTOBER 20, 2023
LOCATION: IU13, NEW HOLLAND AVE. EASY ACCESS OFF RT. 30