



2017-2018

Annual Report



***Connecting educators and employers to engage
students in career education and development***

A MESSAGE FROM THE YCAL BOARD OF DIRECTORS

The York County Alliance for Learning (YCAL) has the mission of connecting educators and employers to engage students in career exploration and development activities. 2017-2018 was another year of expansion, guided by a strategic planning initiative started in May of 2017. With renewed guidance and a focus on being “the go-to resource for educators who help students make meaningful career decisions” in York County, YCAL was able to achieve record levels of student impact in our community that is carrying through to this coming year.

This past year, YCAL impacted the career education and development of over 6,500 students. Some of these students were reached directly through our student programs, while others were impacted indirectly through benefits passed on to them from our educator programs. YCAL’s reach increased yet again this year through the addition of two new Partner Schools as we welcomed Dover Area School District and York Country Day School at the start of the school year. In addition to welcoming these new relationships, we strengthened ties with many of our existing partners through the effectiveness of our communications with school Superintendents and educators within the district, resulting in higher levels of student and educator participation.

**6,700+ York County
Students Impacted**

**200+ York County
Educators Engaged**

**120+ Business
Partners Involved**

The most notable highlight of 2017-2018 was the successful launch and completion of the inaugural Pre-Apprenticeship Program in Construction, hosted by Kinsley Construction. 13 students completed this program, with 10 of the students deciding to pursue a career in the trades upon graduation. This program was viewed as an incredible success for all parties involved, and we are happy to have 22 students enrolled in the 2018-2019 class.

As we begin our 2018-2019 school year, we are excited to have already begun new partnership initiatives with similarly-aligned organizations such as Lincoln Intermediate Unit #12, The Manufacturers’ Association of South Central PA, and The York County Economic Alliance to leverage our resources and effectiveness to benefit the community. We look forward to another year of connecting additional educators and employers to engage students in career education and development.

- York County Alliance for Learning Board of Directors



Students and representatives from Kinsley and YCAL cut the ribbon to launch the Pre-Apprenticeship Program on September 12, 2017

Pre-Apprenticeship: Construction

13 students from our YCAL Partner Schools completed the Construction Pre-Apprenticeship Program in 2017-2018.

The program offered foundation courses delivered via an online learning portal completed at each student’s High School, multiple engagement events to introduce students to various departments and personnel, OSHA safety training, and four on-site and hands-on practicum sessions. The practicum sessions culminated with the full construction of a mini-house, complete with siding and a functional roof.

10 of the 13 students completing the class have decided to immediately pursue a career in the trades, many of which have already been accepted into Kinsley’s Apprenticeship Program which commenced Summer 2018.



2018 Innovation Grant Recipients

Front Row (L-R): Kelly Murphy (West York), Shannon Oliver (Northeastern), Josie Cook (Northeastern), and Caren Evans (Hanover)
Back Row (L-R): Beverly Evans (York College/YCAL Innovation Grants Chair), Angela Stuth (Red Lion), Jeffrey Judy (Dover), Anne Bozievich (Southern), Lisa Boyer (Southern), Alice Klugh (York City), and David Harnish (Hanover)

Innovation Grants

YCAL's Innovation Grants program allows educators to apply for mini grants of up to \$1,000 each. This program helps YCAL expand its impact and achieve its mission by funding individual projects that connect the recipient with a business and engages students in career exploration and development.

During the annual Career Education & Work Standards Symposium, YCAL recognized ten educators who were awarded a total of in eight school districts who were awarded \$9,432.14 through this program.

YCAL is hoping to have the opportunity to award additional Innovation Grants this coming year. Applications for 2018-2019 will be available starting on October 4, 2018 and must be submitted on or before January 3, 2019.

Career Education and Work Standards Symposium

The Symposium is an event for K-12 educators, and focuses on the Career Education and Work Standards. 2018's event was held on February 8th at York County School of Technology with nearly 200 York County educators attending that evening. The event was sponsored by Thaddeus Stevens College of Technology as well as Penn State York and York College of PA.

The event kicked off with dinner provided prepared by York Tech's culinary students and featured a keynote address on the skills gap delivered by Jesse McCree, CEO of South Central PA Works. Attendees then transitioned to 4 grade-level based, peer-developed, sample lesson presentations on the Career Education and Work Standards' 4 areas of knowledge (Career Awareness and Preparation, Career Acquisition, Career Retention and Advancement, and Entrepreneurship).

An employer panel comprised of various types of employers was also a feature of the event, with the panel discussing their perception of the skills gap they have experienced with their most recently-graduated employees.

The 2019 Symposium is scheduled to take place on Thursday, February 7, 2019 at York County School of Technology.



Participants on the Symposium's Employer Panel (pictured from left to right) Jessica Craft (Vice President of Human Resources, James Craft & Son), Don Hubbard (Operations Manager, New Concept Technology), Tammy Newcomer (Strategic Learning & Workforce Development Leader, Wellspan Health) and SSG Mike Schriefer (Recruiter, PA National Guard)

Career Readiness Education Workshop (CREW)

Over 135 students took over HACC-York's Campus on March 8, 2018 for YCAL's Career Readiness Education Workshop (CREW). This event, sponsored by HACC-York, ES3, and Penn State York, is designed to help students enhance their career education, essential business skills, and networking skills.

In the morning session, students attended 3 career sessions of their choosing (out of the 16 nationally-recognized career clusters) presented by a business or training partner associated with that industry. In the afternoon, students attended the Post-Secondary Expo which allowed them to explore and speak to representatives from different educational, training, and school to work options. Students also attended the Essential Business Skills Seminar, "Before, During, and After the Interview" presented by HR Director at Utz Quality Foods Tom Scholles.

YCAL will be holding the next CREW on March 7, 2019 at HACC's York Campus.



Students at the YCAL CREW Post-Secondary Expo visited with various educational, training, and school to work representatives

School Directors Dinner

The annual YCAL School Directors Dinner presented by Stock & Leader was held on April 24th at Heritage Hills' Terrace on the Green. This event honors milestones of service for our partner schools' board members and Superintendents.

This year's event included a program spotlight on the new Construction Pre-Apprenticeship program. Following an introduction by Deb Rohrbaugh, Associate Director of the Kinsley Education Center, attendees heard from Pre-Apprenticeship students Tucker Senft (Susquehannock), Dawson Collins (Red Lion), and Steve Myers (Cedar Cliff) who discussed their experiences in the program and how it has guided their post-high school career decisions. Tucker and Dawson have already both secured positions working with Kinsley, while Steve plans to enlist in the military.



2018 School Director Service Award recipients

Thank you to all of the School Directors for their service as well as the event sponsors for their support in providing the means to properly recognize the School Directors. We look forward to an evening of recognition and celebration once again at Heritage Hills' Terrace on the Green on April 30, 2019.

Career Exploration Programs

The Career Exploration Programs are YCAL's primary, direct student impact programs. In the 2017-2018 School Year, YCAL partnered with over 25 local organizations to provide nearly 30 different Career Exploration experiences for Sophomores, Juniors, and Seniors at our Partner Schools in York County. Some programs are classified as Day Programs and occur during one school day, while others are Series Programs, which meet after school an multiple times throughout the year. Students often get to meet multiple company representatives, tour the office or facility, discover the needed training/education to attain employment in that industry, complete a case study, and explore the different career opportunities in that field.

In 2017-2018, YCAL received over 500 unique student applications, resulting in 863 program enrollments.



Students explore various career interests at YCAL's Respiratory Care, Skilled Trades, Education, and Manufacturing Career Exploration Programs

- Accounting (RKL, LLP)
- Agriculture (Horn Farm)
- Business Administration & Sales (Quality Eicholtz)
- Creative Careers (Creative York)
- Criminal Justice & Forensics (York College)
- Education (York College)
- Engineering (Penn State - York)
- Entrepreneurship (York College)
- Financial Services (First Capital Federal Credit Union)
- Healthcare (Normandie Ridge)
- Hospitality Management (York College)
- Human Services (York County Human Services Department)
- Information Technology (YTI Career Institute)
- Insurance (Kocman & Kunkle Insurance)
- Insurance Careers (Glatfelter Insurance)
- Law (Stock and Leader/ York County Bar Foundation)
- Manufacturing Careers (The Manufacturers' Association)
- Manufacturing Tours (Manufacturers' Association, YCEA, and MANTEC)
- Marketing (Marketing Works)
- Mechatronics (York County School of Technology)
- Media Careers (Community Radio 106.1)
- Medical Assistant (Consolidated School of Business)
- Music Industry (Studio 117)
- Nursing (Wellspan)
- Respiratory Care (Wellspan)
- Skilled Trades (Kinsley Construction)
- Sports Management (York College)
- Transportation & Logistics (Utz Quality Foods)

Educator in the Workplace

The Educator in the Workplace program connects teachers with the business community in order to develop an awareness and understanding of the modern workplace. This helps in the development of innovative instructional practices, and provides relevance in the teaching of work standards to their classrooms.

This program can be completed at no cost to YCAL Partner School Educators for Act 48 credits. This year, YCAL partnered with Penn State York to offer the program for graduate-level credit if desired.

In June 2018, after completing their classroom orientation session and hearing advice and feedback from a panel of employers, educators spent three days on-site with employers such as Heritage Lawn and Landscaping, Inc., HTI Contractors, Hyper Racing, and the YGS Group. YCAL has plans to expand this program offering next year through a partnership with Lincoln Intermediate Unit #12 in 2018-2019.



Sara Mooney (far left), English Teacher and Journalism Adviser at Susquehannock High School, poses with several staff members at The YGS Group during her Educator in the Workplace experience

YCAL EDUCATION COMMITTEE

YCAL Education Committee is comprised of over 40 individuals, representing YCAL Partner Schools, Post-Secondary/Training Institutions, and Community Organizations. This committee is responsible for planning and implementing all of YCAL's programs throughout the year.

The Education Committee meets monthly during the school year at various locations to learn about various employment and education opportunities in our community, and to plan out YCAL events that will be occurring throughout the year. A special thank you goes out to Weldon Solutions, Penn State - York Campus, Collusion Tap Works, Kinsley Education Center, Manufacturers' Association / New Concept Technology, and Utz Quality Foods for hosting an Education Committee Meeting this past year.

The 2017-2018 Education Committee was Co-Chaired by Lisa Dennis (South Western) and Kim Morris (Red Lion). YCAL cannot thank the members of the Education Committee enough for their active guidance and assistance in planning and staffing our large events throughout the school year.



Tom Palisin, Executive Director of The Manufacturers' Association, discusses local manufacturing career opportunities with Tom Baughman, CEO of New Concept Technology at a YCAL Education Committee Meeting in 2018

2017-2018 YCAL Education Committee

- Kevin Appnel (York County Alliance for Learning)
- Alana Barnes (York City School District)
- Chuck Benton (Dover Area School District)
- Doran Condon (South Central PA Works)
- Todd Crouse (Eastern York School District)
- Michael DeGroft (Thaddeus Stevens College)
- Lisa Dennis (South Western School District)
- Cristie DeWitt (PA CareerLink - York County)
- Amy Doll (Crispus Attucks)
- Jake Doll (York Country Day School)
- Sherry Erney (YTI Career Institute)
- Beverly Evans (York College of Pennsylvania)
- Tiffanie Falkenstein (Junior Achievement)
- Karen Forrer (York Suburban School District)
- Bethany Gamber (Northeastern School District)
- Frank Gay (Red Land High School)
- Brad Gossert (Spring Grove Area School District)
- David Harnish (Hanover Public School District)
- Eva Hess (York Catholic High School)
- Kathie Ingoglia (York County Alliance for Learning)
- Enitza Jaramillo (York County School of Technology)
- Melinda Krebs (Lincoln Intermediate Unit #12)
- Angela Lehigh (Southern York County School District)
- Kim Lentz (York County Economic Alliance)
- Joyce Marburger (South Eastern School District)
- Manda Meese (West York Area School District)
- Mark Miller (Cedar Cliff High School)
- Alan Moose (Lincoln Intermediate Unit #12)
- Kim Morris (Red Lion Area School District)
- Sharon Mulligan (York College of Pennsylvania)
- Heidi Potter (Junior Achievement)
- Bill Probert (Dallastown Area School District)
- Stepheni Reams (HACC York Campus)
- Deb Rohrbaugh (Kinsley Construction, Inc.)
- Pam Royer (Retired)
- Sean Sammon (Universal Technical Institute)
- Ryan Service (Penn State York)
- Tyson Singletary (HACC York Campus)
- Jud Stauffer (Career Development Consultant)
- Terri Van Slyke (Penn State York)
- Gigi Warner (York County School of Technology)
- Samantha Weitzel (Thaddeus Stevens College)
- Sharon Zortman (Pittsburgh Technical College (PTC))

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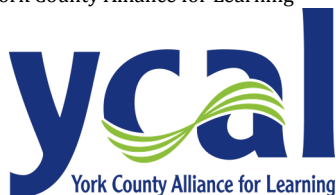
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Executive Director,
York County Alliance for Learning



YCAL INVESTORS

Cornerstone (\$10,000 and up)
South Central PA Works!
York County Community Foundation
(YCCF)

Sustainer (\$5,000-\$9,999)
Graham Capital Company
York Traditions Bank
York Water Company

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Utz Quality Foods
Wago Club
York Container Company

Champion (\$800-\$2,499)
FirstEnergy Foundation (Met Ed)
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Pillar (\$250-\$799)
Dallastown American Legion

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Universal Technical Institute

YCAL K-12 PARTNER SCHOOLS

Dallastown Area School District
Dover Area School District
Eastern York School District
Hanover Public School District
Lincoln Intermediate Unit #12
Northeastern School District
Red Lion Area School District
South Eastern School District
South Western School District

Southern York County School District
Spring Grove School District
West Shore School District
West York Area School District
York Catholic
York City School District
York Country Day School
York County School of Technology
York Suburban School District

PLEASE SUPPORT YCAL

Businesses and individuals invest both time and money in support of YCAL's mission due to the positive impact the organization's efforts have on the students, businesses, and the economy in York County. Please consider contacting YCAL to find out more about how you can help support the mission of this organization: www.ycal.us/support-ycal

YCAL is a non-profit organization under the 501(c)(3) regulations; your investment is tax exempt. YCAL is an approved Education Improvement Organization (EIO) under the Education Improvement Tax Credit Program (EITC).



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