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A MESSAGE FROM THE YCAL BOARD OF DIRECTORS

The York County Alliance for Learning (YCAL) is an organization that serves as a go-to resource for educators and businesses. YCAL proudly serves as the intermediary organization that helps facilitate relationships between education and industry for the purpose of driving career and workforce development. Through these partnerships, YCAL helps to transition students into the emerging workforce.

The 2018-2019 school year was yet another year of growth as the breadth of career program options expanded along with the number of students impacted by all YCAL programs. Through direct student engagement programs and educator-focused programs, YCAL was able to impact the career education and development of over 8,400 students, which is a 25% increase over the previous school year.

The 2019-2020 school year is a milestone for YCAL as the organization celebrates its 30th year of serving the students, educators, and employers of York County. Through the roots planted by local business leaders William Simpson and Thomas Wolf who formed the York County Business Education Partnership in 1989, YCAL's work remains a vital resource for improving the education of our students, preparing them to enter the workforce and support our local economy.

On behalf of all whom we serve, we thank all the members of this community for the continued partnerships, collaboration, and financial support that have sustained YCAL's mission of connecting educators and employers to engage students in career education and development. Together we look forward to another successful year!



Lisa Dennis,
Chair, YCAL Board of Directors



8,400+ Students Impacted
(25% increase from 2017-2018)

250+ Educators Engaged
(25% increase from 2017-2018)



180+ Business Partners
(50% increase from 2017-2018)



STUDENT PROGRAMS

YCAL utilized over 100 business partnerships to deliver a direct career education and development impact to 1,200 students in the 2018-2019 school year.



Students observe a demonstration from a machinist at Coupling Corporation of America, who hosted a group of students as part of the Manufacturing Days Tours program.

Manufacturing Days Tours

YCAL adopted the Manufacturing Days Tours program from the York County Economic Alliance in the 2018-2019 School Year, for the purposes of building awareness of the vast, and diverse, amount of career opportunities in this industry. Partnering with the Manufacturers' Association, YCAL engaged with 15 local manufacturers who welcomed groups from 15 schools into their facilities. This coming year, the program will be expanded to offer even more engagement opportunities across a two-week period from October 1st—October 11th. The program is slated to kick-off with an event hosted by the Manufacturers' Association at the Agricultural & Industrial Museum in York.

Career Exploration Programs

The Career Exploration Day Programs and Career Exploration Series Programs once again expanded, with over 30 different career options offered in all 16 nationally-recognized career clusters. These programs continue to serve as an effective way to have students expand their awareness of the required education, training, skills, and character traits of each career. This awareness enables them to make more informed career decisions as they approach the end of their high school careers and finalize their career path. Through partnerships with over 25 different program hosts, YCAL impacted over 750 students. YCAL is planning to expand career exploration offerings to nearly 40 programs next school year.



Students and advisors pose with Judge Craig T. Trebilcock, who presided over their Mock Trial. This was the culminating event for the Law Career Exploration Series Program.

Career Readiness Education Workshop (CREW)

The CREW event returned to Harrisburg Area Community College's York Campus on March 7, 2019 offering students the opportunity to attend their top-three career break-out presentations, interact with education/training institutions and employers at the Post-Secondary Expo, and attend the Essential Business Skills Seminar, presented by Ryan McShane of HRevolution, LLC. The 2019 CREW event was the highest-attended event to date with over 275 students attended from 13 different schools. YCAL utilized over 40 Business Partners for this event to act as presenters and participants in the Post-Secondary Expo.

Pre-Apprenticeship

2018-2019 marked the return of the Construction Pre-Apprenticeship program with Kinsley along with the launching of the new Manufacturing Pre-Apprenticeship Program hosted by the Manufacturers Association and an Electrician Pre-Apprenticeship Bootcamp hosted by the York Electrical Institute, piloted through Red Lion High School. A total of 32 students completed these Pre-Apprenticeship Programs, which are all scheduled to expand to reach even more students in the 2019-2020 School Year.



Scott Brenneman of the York Electrical Institute congratulates a student for getting a correct answer during the Post-Secondary Expo at the Career Readiness Education Workshop.

Students from seven different high schools were enrolled in the Manufacturers' Associations' Year 1 Pre-Apprenticeship Program which covered an Introduction to Manufacturing, Quality & Measurement, Design & Processing, Computer Design, and LEAN Manufacturing.



EDUCATOR PROGRAMS

Educator in the Workplace

In June of 2019 YCAL partnered with Lincoln Intermediate Unit #12 and Wilson College to offer two cohorts options for local teachers and administrators to participate in Educator in the Workplace. This program connects teachers with the business community for the purpose of developing further awareness, understanding, and relationships with the workforce. Our teachers partnered with companies such as Ecore, Kinsley, The Pennsylvania Immigrant Resource Center, and RHI Magnesita to complete the workplace portion of this curriculum. Educators completing this course will bring relevant work standards and experiences back to their classrooms for the benefit of their students.

Innovation Grants

In 2018-2019, the Innovation Grants program was utilized to impact over 3,000 students by distributing over \$10,000 to 11 educators. These educators brought projects to life that helped their students expand their career development, while partnering with organizations such as BAE Systems, Cisco, Crescent Industries, Sun Automation Group, and York Exponential to complete their projects.

Business & Education Partnership and Educational Collaboration Meetings

YCAL convened one meeting each semester in 2018-2019 to help address an identified need in our area. In October 2018, 39 Educators and 24 Industry Representatives got together to talk about needs and best practices surrounding Credentialing Programs. In April 2019, over 20 school counselors and Administrators met to discuss best practices regarding Future Ready PA Index, ESSA Accountability, and Career Readiness Indicator Reporting. YCAL will continue to identify Industry and Educator needs to sponsor these collaborative meetings to benefit our students, educators, and employers.

Career Education and Work Standards Symposium

YCAL held it's 9th Annual Symposium on February 7, 2019 with nearly 200 attendees at York County School of Technology. This year's event, which was primarily supported by Gold Sponsor Thaddeus Stevens and Silver Sponsors Penn State York and York College of Pennsylvania, added an additional break-out session for Administrators who attended. In addition to the break-out sessions that focused on the implementation of career education, the evening also included a panel discussion on the topic of "College & Career Readiness" which included representatives from Business Information Group, Penn State—York, RHI Magnesita, Thaddeus Stevens, and York College of Pennsylvania. The 10th Annual Symposium is scheduled to be held on February 27, 2020!

As a go-to resource for Educators in York County, YCAL was able to directly impact over 250 Educators in 2018-2019 through a variety of development programs.



West York Area High School English Teacher Nicki Stiger (2nd from left), poses for a photo with members of the team at RHI Magnesita during her Educator in the Workplace class.



Andrew Smith of PrivacyCheq, presents a coding workshop to 2nd Grade students at Spring Grove Elementary working with Sphero Robots. The robots utilized in this project were funded through a YCAL Innovation Grant.



Industry and education representatives participate in small groups to discuss current credentialing programs in our schools and their recognition within various industries.

Beverly Evans (York College), Laurie Grove (Thaddeus Stevens), Kristen Pittman (RHI Magnesita), Patrick Rumbaugh (Business Information Group), and Ryan Service (Penn State-York) participate in the Symposium's College & Career Readiness panel discussion.



EMPLOYER/COMMUNITY SUPPORT

YCAL partnered with over 180 businesses in 2018-2019 to connect schools and employers, helping to serve the needs of local education and to address the current and future needs of the local workforce.

K-12 Partnerships

YCAL established partnerships with 20 local K-12 Educational Institutions, providing career education, exploration, and development resources to educators to benefit students in 2018-2019. YCAL is looking forward to serving our partners again in the coming school year.

Grants

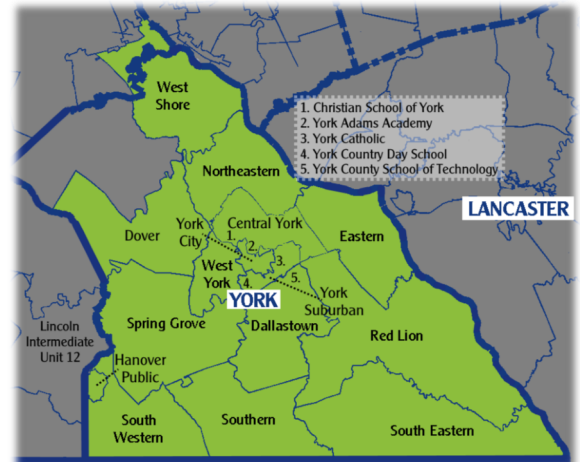
Additional grant opportunities, along with the establishment of partnerships with similarly-aligned organizations, helped to increase the availability of grant funding in our 2018-2019 fiscal year. With the establishment of Gov. Tom Wolf's PAsmart initiative, partnerships with the Manufacturers' Association and Lincoln Intermediate Unit 12 assisted in additional funding for the Pre-Apprenticeship and Educator in the Workplace programs. YCAL also received considerable support from our area's workforce investment board, South Central PA Works, through the Business and Education Partnership grant funding.

Event Sponsorships

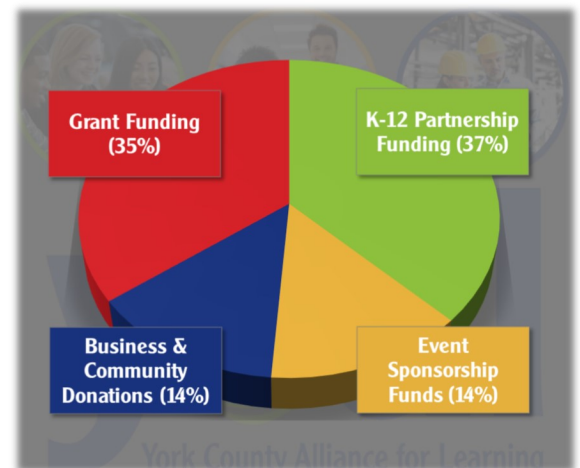
YCAL is thankful for the financial support of local organizations that have chosen to support several our events. Events such as The Symposium, CREW, and The School Directors Dinner would not be possible without their sponsorship support.

Business and Community Support

As a non-profit 501(c)(3) and an Educational Improvement Organization, YCAL is able to receive private and corporate charitable donations, Education Improvement Tax Credit (EITC) donations, and Small Games of Chance donations. Businesses choose to donate to YCAL because it serves many different public and private educational institutions and the donation serves as an investment in the future workforce.



K-12 Partner Schools



2018-2019 Revenue Sources

Thank you to all of YCAL's Financial Supporters in 2018-2019

Amazon Smiles Program	Millersville University	RKL, LLP	Wilson College
Business Information Group	Penn State-York	SCPA Works	Wrightsville Social Club
Central Penn College	Pennsylvania College of Technology	Stock & Leader	York College of PA
First Capital Federal Credit Union	Pittsburgh Technical College	Thaddeus Stevens	York County Community Foundation - Motter Foundation Fund
FirstEnergy Foundation	Red Lion Elks Lodge	The Glatfelter Agency, A Division of Glatfelter Insurance Group	York County School of Technology-Adult Education Department
Graham Capital Company	Red Lion VFW	United Way of York County	York Traditions Bank
H.A.C.C. - York Campus	Reliance Student Transportation	Universal Technical Institute	York Water Company
Harrisburg University	Reynolds Construction	Utz Quality Foods	

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