



York County Alliance for Learning  
**2019-2020 ANNUAL REPORT**



*CONNECTING **EDUCATORS** AND **EMPLOYERS** TO ENGAGE **STUDENTS** IN CAREER EDUCATION AND DEVELOPMENT*



# 2019-2020: A YEAR IN REVIEW

**8,250+  
STUDENTS  
IMPACTED**

Greetings on behalf of The York County Alliance for Learning! Like many organizations across our region and beyond, the 2019-2020 school year presented us with unforeseen challenges, requiring quick adaptation to continue to provide services. Because of these challenges, YCAL is better prepared to address the uncertainty of the future with the readiness and resiliency to accept and embrace new methods and new technology.

YCAL works closely with our business partners to deliver programming, many of which were temporarily closed or working offsite. Simultaneously, our educators were now being asked to quickly and effectively adapt the delivery of their craft while their student shifted to a full, distance-learning model. From March 16<sup>th</sup> onward, because of these shifting priorities, YCAL was forced to cancel fifteen of our Career Exploration Programs, multiple Pre-Apprenticeship program sessions, Educator in the Workplace, and the annual School Directors Dinner.

**300+  
EDUCATORS  
ENGAGED**

As we forge ahead into the 2020-2021 school year, varying degrees of uncertainty still exist such as our Partner Schools' outside learning activity policies, state guidelines on group gatherings, as well as the willingness and ability of our business partners to safely allow students to visit their facilities. YCAL is preparing to work with all of our stakeholders to ensure that career exploration and development activities can occur safely and effectively next year. We have already begun to invest in technology that can be leveraged and integrated into our program delivery.

This year was on pace to be a year of tremendous growth in YCAL's student outreach. Despite challenges in the final months of the school year, YCAL programs impacted just under 8,400 students, which nearly matched our previous school year. YCAL continues to develop new programs and deepen connections with educators, and I cannot credit our Partner Schools enough for their amazing work connecting students to these opportunities.

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 as we help transition students into the emerging workforce!



**KEVIN APPNEL | EXECUTIVE DIRECTOR  
YORK COUNTY ALLIANCE FOR LEARNING**

**150+  
BUSINESS  
PARTNERS**

# FINANCIAL SUMMARY

YCAL partnered with over 150 businesses in 2019-2020 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. In many cases, organizations partner with YCAL and give of their time and resources to host students and educators through various programs. In other instances, businesses and individuals choose to donate to YCAL, knowing this investment will help the organization continue to offer services that will benefit our local school students and educators and serves as an investment in the future workforce.

## K-12 Partnership Funding

Via an annual investment in YCAL, K-12 Partner Schools help to financially support the organization's mission and financial viability. Utilizing this investment, YCAL provides access to career exploration and development opportunities to students as well as enrichment opportunities for educators as discussed throughout the entire report. YCAL is grateful for the K-12 Partner Schools' continued recognition of the importance of this work, and the return on their investment in these services.

## Grant Funding

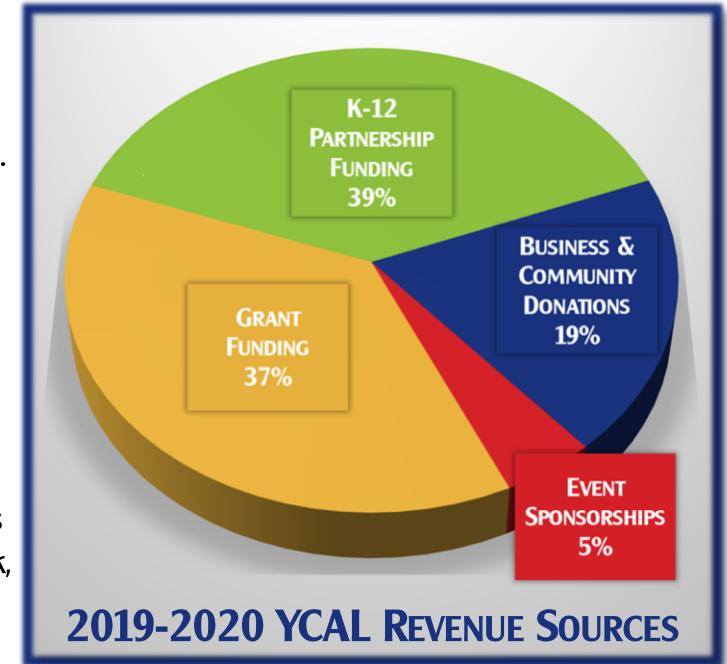
YCAL seeks out funding opportunities made available through various local, regional, state, and federal programs. Utilizing these programs as well as local partnerships with similarly-aligned organizations provides a great deal of financial support, enabling the continuance, expansion, and addition of new programs. YCAL receives considerable support from the region's workforce investment board, South Central PA Works, through the Business and Education Partnership grant funding, as well as "PAsmart" collaborative grant partnerships with the Manufacturers' Association and Lincoln Intermediate Unit.

## 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. This year, due to Coronavirus-related closures, the School Directors Dinner was unfortunately cancelled, considerably reducing event sponsorship revenue opportunities.

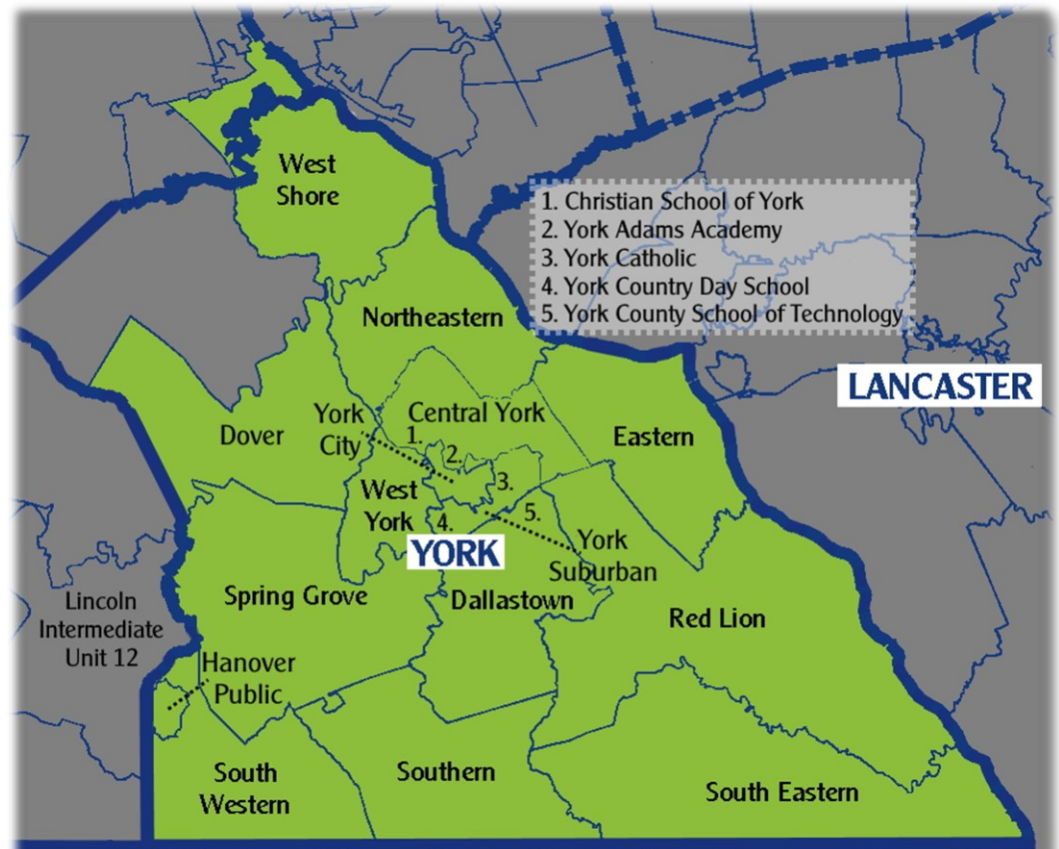
## Business and Community Donations

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. In addition, YCAL participated in Give Local York, which garnered additional personal donations from the community.



## K-12 PARTNER SCHOOLS

CENTRAL YORK SCHOOL DISTRICT  
CHRISTIAN SCHOOL OF YORK  
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 ADAMS ACADEMY  
YORK CATHOLIC  
YORK CITY SCHOOL DISTRICT  
YORK COUNTRY DAY SCHOOL  
YORK COUNTY SCHOOL OF TECHNOLOGY  
YORK SUBURBAN SCHOOL DISTRICT



In 2019-2020, YCAL partnered with 21 school systems to provide career education, exploration, and development resources and programs for educators and students in York County.

Partner Schools have representatives that attend YCAL meetings to help collaborate and speak on behalf of the educators and students of their schools. Financial support from these school systems provides YCAL with approximately one-third of its annual revenue.

YCAL is looking forward to collaborating and serving its Partner Schools' educators and students in the coming school year!



# FINANCIAL SUPPORT: BUSINESS & COMMUNITY DONATIONS

Many organizations choose to offer financial support to YCAL knowing that it is an organization that benefits multiple school districts. This support also serves as an investment in the future workforce, as the programs offered aid in the career development of current students.

Through programs such as the Education Improvement Tax Credit (EITC), Small Games of Chance donations, and various organizational grants, YCAL continues to offer and expand on impactful programs that serve students, educators, and employers in York County.

With an efficiently-managed budget, YCAL is able to have a career education impact on the lives of students in York County at an approximate cost of \$15/student. Thank you to the following organizations for their support!

## 2019-2020 FINANCIAL SUPPORTERS

### **500+ STUDENTS SUPPORTED**

**The York Water Company**

### **300+ STUDENTS SUPPORTED**

**Graham Capital Company**

### **100+ STUDENTS SPONSORED**

**First Energy Foundation – STEM Initiatives**

**Give Local York**

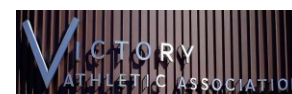
**Utz Quality Foods**

**Victory Athletic Association**

**York Traditions Bank**

### **50+ STUDENTS SPONSORED**

**York County Community Foundation (The Motter Fund)**



Please visit: [www.ycal.us/partners-investors/support/](http://www.ycal.us/partners-investors/support/) to find out more about investing or volunteering with YCAL!

## FINANCIAL SUPPORT: EVENT SPONSORSHIPS

YCAL holds several large events throughout the year that provide organizations an opportunity to connect with an audience while helping support YCAL's mission of connecting educators and employers to engage students in career education and development.

In the 2019-2020 school year, the Career Education and Work Standards Symposium was held in February and the Career Readiness Education Workshop (CREW) was held in March just prior to school closures occurring. Both of these events were attended by over 400 educators and students and received support from over.

While we were forced to cancel the School Directors Dinner (scheduled for April 28, 2020), we appreciate all of the sponsors who were lined up and prepared to support this event, and we look forward to having their support this coming year. We plan to celebrate 2020 school director milestones at the Annual Meeting in September and hold the 2021 School Directors Dinner on April 29, 2021. Listed below, we wanted to thank all of the organizations that had lined up to sponsor YCAL's 2019-2020 events. We look forward to your support again this coming year!



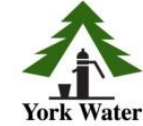
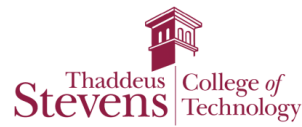
Representatives of sponsors PA College of Health Sciences (Dr. Erika Wilkinson) and Thaddeus Stevens (Samantha Weitzel) address the educators in attendance at the Symposium in February.



Please visit: [www.ycal.us/partners-investors/sponsorship-opportunities/](http://www.ycal.us/partners-investors/sponsorship-opportunities/) find out more about sponsorship opportunities



# ENGAGING STUDENTS: CAREER EXPLORATION PROGRAMS



In 2019-2020, YCAL collaborated with 28 business partners, offering nearly 40 unique Career Exploration Programs, spanning the 16 nationally-recognized career clusters. These programs continue provide an effective way for students to expand their awareness of the required education, training, skills, and character traits of various career paths that interest them. This awareness enables them to make more informed decisions about their career path as they approach the end of their high school careers. Despite the cancellation of 15 programs at the end of the school year due to school closures and mandated health guidelines, **over 750 students attended** these programs in 2019-2020! We look forward to offering these programs again in 2020-2021 with the offering additional of virtual programs to expand reach and accessibility.



# ENGAGING STUDENTS: MANUFACTURING DAYS TOURS

The Manufacturing Days Tours program is a series of one-day events held in conjunction with National Manufacturing Day. Taking place the first Friday in October, National Manufacturing Day celebrates those who proudly stand behind our goods and services in America.

As part of YCAL's mission, partnerships are formed with various manufacturers to allow school group tours to be scheduled throughout the weeks surrounding National Manufacturing Day. This program exists to help foster the connection between industry and education, to realign many common misconceptions of the industry, and to promote the many career opportunities in manufacturing while celebrating the significant contributions York County makes on a global level. YCAL partners with The Manufacturers' Association who is instrumental in promoting the program to their members.

Between October 1<sup>st</sup> and 11<sup>th</sup> 2019, 16 manufacturers opened their doors for 200 students and their educators to help build awareness of the vast and diverse amount of career opportunities in this industry.



## 2019 MANUFACTURING DAYS HOST LOCATIONS

**COUPLING CORPORATION OF AMERICA**

**CRESCENT INDUSTRIES INC**

**ECORE**

**GRAHAM ARCHITECTURAL PRODUCTS**

**HARLEY-DAVIDSON YORK VEHICLE OPERATIONS**

**HERCULITE PRODUCTS**

**MKT METAL MANUFACTURING**

**NEW CONCEPT TECHNOLOGY**

**NOVARIS**

**PENNEX ALUMINUM COMPANY**

**RHI MAGNESITA**

**RAND-WHITNEY MID-ATLANTIC LLC**

**STARBUCKS**

**SWF INDUSTRIAL**

**TEKGARD, INC.**

**YORK IMPERIAL PLASTICS**





# ENGAGING STUDENTS: CAREER READINESS EDUCATION WORKSHOP (CREW)



The Career Readiness Education Workshop (CREW) is a one-day event that exists to help students gain multiple career exploration experiences while making connections with various post-secondary education and employment representatives. This program is beneficial for students in their early high school careers as well as those who are close to graduation and attempting to finalize their career path.

On March 12, 2020, the Harrisburg Area Community College's York Campus once again opened their doors and allowed YCAL to take over their campus for the day, welcoming 220 students for a day of Career Education. Over 40 business partners helped support the event which included career cluster presenters, post-secondary expo participants, and the Essential Business Skills Seminar presenter Kristi Weierbach, Ph.D., of Stambaugh Ness.

The Essential Business Skills Seminar serves as the keynote address of this event, as it helps the student sharpen what is often referred to as "soft skills", but we refer to them as "essential skills as they can positively affect their employability. This year the program planning committee selected Kristi to speak to the students about finding and following their passions, whatever they may be, and using them effectively in their careers.

The format of the event has students attending their choice of three (of the 16) career cluster informational presentations delivered by a business or training partner associated with that industry. In the second half of the day, students are provided the opportunity to attend post-secondary and employment skills sessions that help students hone their professional skills as well as providing a venue to collect information and make connections with various employment and educational options.



# ENGAGING STUDENTS: PRE-APPRENTICESHIP

Pre-Apprenticeship programs are a proven method that allow potential employees to explore a certain career path while developing skills. In addition, these programs are found to increase employee retention in the years following the conclusion of the Pre-Apprenticeship. Through partnerships with Kinsley Construction (Construction), York Electrician's York Electrical Institute (Electrical) and The Manufacturers' Association (Manufacturing) YCAL connected high school students with three excellent career education and development opportunities.

Pre-Apprenticeship sessions occur during the school day and require an enrolled student to be on-site at the Pre-Apprenticeship partner's location 6 or more sessions throughout the school year. In addition to specific skills related to this trade, students discuss job safety and employability skills, with an OSHA 10 Certification being provided in two of the programs.

 York County Alliance for Learning <b>CONSTRUCTION</b> <b>PRE-APPRENTICESHIP</b> Hosted by:   Program Overview: 9 Sessions (7:00AM-3:30PM) <ul style="list-style-type: none"><li>• September 2020–April 2021</li><li>• 10-Hour OSHA Certification</li><li>• 3 Instructional Sessions<ul style="list-style-type: none"><li>• Theory/Blueprint/Math</li></ul></li><li>• 4 Practicum Sessions<ul style="list-style-type: none"><li>• Scale House Construction Project</li></ul></li></ul>	 York County Alliance for Learning <b>ELECTRICIAN</b> <b>PRE-APPRENTICESHIP</b> Hosted by:   Program Overview: 6 Sessions (7:00AM-3:30PM) <ul style="list-style-type: none"><li>• Sept. 2020–Dec. 2020</li><li>• Electrical &amp; Construction Safety</li><li>• Component Installation</li><li>• Ohms Law</li><li>• Conduit Bending</li><li>• Employability Skills</li></ul>	 York County Alliance for Learning <b>MANUFACTURING</b> <b>PRE-APPRENTICESHIP</b> Hosted by:   Program Overview: 7 Sessions (8:00AM-3:30PM) <ul style="list-style-type: none"><li>• September 2020–April 2021</li><li>• 10-Hour OSHA Certification</li><li>• Intro. to Manufacturing</li><li>• Quality and Measurement</li><li>• Design and Processing</li><li>• Computer Design</li><li>• Lean Manufacturing Intro.</li></ul>
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In 2019-2020, a total of 60 students completed the Pre-Apprenticeship Programs. Due to mandated school closures some of the programs end dates were adjusted and students were provided with the option of completing their programs in the summer months. YCAL is excited to offer all three of these programs again in 2020-2021, with 50 applications already received prior to summer break beginning.





# ENGAGING EDUCATORS: EDUCATOR IN THE WORKPLACE

Educator in the Workplace is a concept that continues to gain popularity across the state and our country. This program connects teachers with the business community, providing an opportunity for educators to develop an enhanced awareness and understanding of current work standards. Conversely, workplace hosts can gain a better understanding of the current opportunities and challenges that educators address in their instruction and student interaction.

The program is delivered through a mix of classroom activities and experiential learning on-site at their chosen workplace. Through the cohort structure, educators participating in this program have the opportunity to collaborate and share experiences with their peers.

Although YCAL has offered this program for many years, new funding sources have recently become available to help promote these efforts in various ways. Collaborating with the Lincoln Intermediate Unit and capitalizing on a grant made available through the PAsmart program, YCAL offered multiple cohorts throughout the school year. The Spring 2020 cohort was postponed until Fall 2020, where additional applications can be accepted. We are thankful for all of the business partners who were willing to serve as workplace host sites for our educators in search of gaining additional experience to bring back to their students!



## 2019-2020 EDUCATOR IN THE WORKPLACE EMPLOYER HOST SITES

CASA

CHURCH & DWIGHT

CROSS KEYS VILLAGE

GETTYSBURG COLLEGE

GUNPOWDER FALLS BREWING

HANOVER BOROUGH

KEYSTONE TRAILER SERVICES

KINSLEY CONSTRUCTION

PENNSYLVANIA IMMIGRATION RESOURCE CENTER

RHI MAGNESITA

ROJAHN KITCHENS

SPRINGETTSBURY TOWNSHIP

STARBUCKS DISTRIBUTION

THE STEWART COMPANIES

WAGMAN CONSTRUCTION

WELLSPAN YORK HOSPITAL

YORK COUNTY COURTHOUSE

YORK JEWISH COMMUNITY CENTER

## ENGAGING EDUCATORS: INNOVATION GRANTS

Innovation Grants are mini grants of up to \$1,000 each, that allow YCAL the opportunity to fund innovative projects that align with YCAL's mission of connecting educators and employers to engage students in career exploration and development.

At the core of the grant guidelines is the partnership of a business or community organization to be involved at some stage of the completion of the grant. It's YCAL's hope that the project will continue on after the initial funding is granted to provide even further impact beyond year one.



In February 2020 YCAL was able to award 12 Innovation Grants totaling of \$10,217.18. These 12 projects carry an estimated impact on 2,146 students during the first year that the projects are launched. YCAL commends the efforts of those that applied for this program and we look forward to awarding these grants once again in 2021. Applications will be available at the start of the 2020-2021 School Year.

### 2020 INNOVATION GRANT RECIPIENTS

**JENNIFER BECK & LIZZIE ANDERSON**  
**SINKING SPRINGS ELEMENTARY**  
(CENTRAL YORK SCHOOL DISTRICT)

**ELLEN CONNELLY**  
**DALLASTOWN AREA MIDDLE SCHOOL**  
(DALLASTOWN AREA SCHOOL DISTRICT)

**JOSIE COOK**  
**SHALLOW BROOK INTERMEDIATE**  
(NORTHEASTERN SCHOOL DISTRICT)

**JENNIFER GEBHART**  
**WASHINGTON ELEMENTARY**  
(HANOVER PUBLIC SCHOOL DISTRICT)

**JILLIAN GIESE**  
**YORK COUNTRY DAY SCHOOL**  
(YORK COUNTRY DAY SCHOOL)

**ANGIE JORDAN**  
**SHREWSBURY ELEMENTARY SCHOOL**  
(SOUTHERN YORK COUNTY SCHOOL DISTRICT)

**CASEY KRAMER**  
**CONEWAGO ELEMENTARY**  
(NORTHEASTERN SCHOOL DISTRICT)

**MATT ROBINSON**  
**DALLASTOWN AREA HIGH SCHOOL**  
(DALLASTOWN AREA SCHOOL DISTRICT)

**KRISTYN ROST**  
**WEST YORK AREA HIGH SCHOOL**  
(WEST YORK AREA SCHOOL DISTRICT)

**JOHN ROYER**  
**RED LION AREA SENIOR HIGH SCHOOL**  
(RED LION AREA SCHOOL DISTRICT)

**TIM SMITH**  
**DOVER AREA HIGH SCHOOL**  
(DOVER AREA SCHOOL DISTRICT)

**NICOLE WEISZ**  
**CENTRAL YORK HIGH SCHOOL**  
(CENTRAL YORK SCHOOL DISTRICT)



## ENGAGING EDUCATORS: SYMPOSIUM

The Career Education and Work Standards Symposium is an event for York County educators, focused on the Career Education and Work Standards. This event encourages a spirit of collaboration, providing K-12 educators with four impactful, relevant lesson plans to adapt to the grade level in which they specialize.

YCAL held it's 10<sup>th</sup> Annual Symposium on February 27, 2020 with nearly 200 attendees at York County School of Technology. The event was co-presented through a generous sponsorship by the Pennsylvania College of Health Sciences and Thaddeus Stevens College of Technology and featured a keynote address from Laura Fridirici, Career Readiness Advisor & Special Consultant to the Secretary for Career Readiness, at the Pennsylvania Department of Education. With the various sponsors, panelists, presenters, and door prize donations, over 35 business partners helped contribute to this event's success.



2020 Employer Panelists Disma Ferranti and Julian Ledesma (Sons of Sicily Restaurant), Wyatt Franks (Disney Parks & Resorts), Deb March (OSS Health), and Loni Smith (Hanover Auto Team).

In addition to the traditional grade-level peer breakout presentations, an Administrators' Breakout Session was offered once again. This year, we were proud to have this session led by Dr. Scott Deisley (Superintendent) and Bill Rickard (Assistant Principal) of Red Lion Area School District. Another key feature of the evening was the Employers' Panel Discussion, which provided educators the opportunity to hear from various industry representatives. This diverse group added some great insights, sharing employment and recruitment practices and offering their viewpoints on some the work standards they maintain at their places of business.

YCAL is looking forward to bringing the Symposium back to York County School of Technology in February 2021!



# 2019-2020 YCAL Education Committee

The YCAL Education Committee is a collaborative group consisting of over 50 representatives from local organizations that work in the realm of K-12 education, post-secondary education, employment, and community support. This group meets monthly during the school year and is instrumental in planning and implementing the YCAL programming that addresses the needs of education and industry. The 2019-2020 Education Committee was Co-Chaired by Kim Morris of Red Lion Area High School and Joyce Marburger of Kennard-Dale High School.

<b>Joyce Marburger</b> <i>Committee Co-Chair</i> South Eastern SD	<b>Lisa Dennis</b> South Western SD	<b>Ausha Green</b> PA CareerLink - York	<b>Toni Nalesnik</b> Christian School of York	<b>James Sterner</b> Southern York County SD
<b>Kim Morris</b> <i>Committee Co-Chair</i> Red Lion Area SD	<b>Cristie DeWitt</b> PA CareerLink - York	<b>David Harnish</b> Hanover Public SD	<b>Brian Paterniti</b> Manufacturers' Association	<b>Cindy Strawbridge</b> HACC York Campus
<b>Stepheni Anderson</b> HACC York Campus	<b>Jake Doll</b> York Country Day School	<b>Kathie Ingoglia</b> YCAL Board of Directors	<b>Eva Phillips</b> York Catholic High School	<b>Jessica Timcheck</b> LIU #12
<b>Kevin Appnel</b> YCAL	<b>Merideth Edgar</b> York County School of Technology	<b>Kristin Johnson</b> Southern York County SD	<b>Sully Pinos</b> York County Economic Alliance	<b>Cindy Tomevi</b> York Adams Academy
<b>Mike Barba</b> South Central PA Works	<b>Beverly Evans</b> York College of PA	<b>Paul Jones</b> Universal Technical Institute	<b>Heidi Potter</b> Junior Achievement of South Central PA	<b>Charlie Trovato</b> LIU #12
<b>Alana Barnes</b> York City SD	<b>Chris Fake</b> Spring Grove Area SD	<b>Ellie Lamison</b> Central York SD	<b>Bill Probert</b> Dallastown Area SD	<b>Melissa Van Dorn</b> PA CareerLink - York County
<b>Chuck Benton</b> Dover Area SD	<b>Karen Forrer</b> York Suburban SD	<b>Lauren Long</b> Dallastown Area SD	<b>Deb Rohrbaugh</b> Kinsley Construction, Inc.	<b>Terri Van Slyke</b> Penn State York
<b>Jessica Brubaker</b> Keystone Kidspace	<b>John Forwood</b> Eastern York SD	<b>Melissa Longenberger</b> York Builders' Association	<b>Pam Royer</b> Retired Educator	<b>Jan Vergos</b> YTI Career Institute
<b>Katy Charles</b> Millersville University	<b>Chris Fultz</b> York Adams Academy	<b>Laurie Lorie</b> York Builders' Association	<b>Sean Sammon</b> Universal Technical Institute	<b>Shelley Warfield</b> Central York SD
<b>Doran Condon</b> PA Workforce Development Association	<b>Bethany Gamber</b> Northeastern SD	<b>Manda Meese</b> West York Area SD	<b>Kiutana Santiago</b> Crispus Attucks	<b>Gigi Warner</b> York County School of Technology
<b>Todd Crouse</b> Eastern York SD	<b>Frank Gay</b> West Shore SD	<b>Mark Miller</b> West Shore SD	<b>Ryan Service</b> Penn State York	<b>Samantha Weitzel</b> Thaddeus Stevens College
<b>Megan Dancause</b> Thaddeus Stevens College	<b>David Gonzalez</b> York County Economic Alliance	<b>Alan Moose</b> LIU #12	<b>Jud Stauffer</b> Career Development Consultant	<b>Sharon Zortman</b> Pittsburgh Technical College (PTC)

The Education Committee holds its meetings at various locations throughout the year to help the group better understand the needs of our local employers. Thank you to the following organizations for their willingness to host the YCAL Education Committee this school year:





# 2019-2020 YCAL BOARD OF DIRECTORS

The York County Alliance for Learning Board of Directors provides expert guidance to support the organization's mission and continuity. The YCAL Board is composed of a specific balance of representatives from Education, Business & Labor, and Community Organizations & Agencies to provide multi-faceted input and guidance to the organization.

In 2020-2021, YCAL will welcome two new Board Members. Dr. Stacey Sidle, Superintendent of Northeastern School District, will be joining the YCAL Board as the Partner School Superintendent Liaison. This vital role serves as a dual representative of YCAL and Partner Schools, speaking on the schools' behalf at YCAL meetings and keeping her peers up to date on YCAL happenings at their monthly meetings. Dr. Sidle will be replacing Tracy Krum of Dover Area School District who is retiring in November 2020.

William Probert will also be joining the YCAL Board for the 2020-2021 school year as the Education Committee Co-Chair. Mr. Probert is the Workforce, Career, and College Counselor as well as the Department Chairperson at Dallastown Area High School. As the Education Committee Co-Chair, Bill will help to manage the committee of over 50 Partner School Representatives, employers, and community members who contribute their ideas and time to help plan and carry-out YCAL programs.

We are thankful to those that have volunteered to serve on the YCAL Board of Directors and continue to push the mission and values of the organization forward.

## OFFICERS

**Lisa Dennis**  
*Board Chair*  
South Western High School

**Dr. Robert Farrell**  
*Board Vice-Chair*  
Penn State York

**Kevin Schreiber**  
*Board Treasurer*  
York County Economic Alliance

**Kathie Ingoglia**  
*Board Secretary*

**Tracy Krum**  
*Partner School Superintendent Liaison*  
Dover Area School District

## COMMITTEE CHAIRS

**Joyce Marburger**  
*Education Committee Co-Chair*  
Kennard-Dale High School

**Kim Morris**  
*Education Committee Co-Chair*  
Red Lion Area School District

**Beverly Evans**  
*Innovation Grants Committee Chair*  
York College of Pennsylvania

**Walt Tilley**  
*Strategic Planning and Governance Chair*  
Stock and Leader, Attorneys at Law

## BOARD MEMBERS

**Dr. Mary Beth Grove**  
Spring Grove Area School District

**Jessica Mockabee**  
York County Human Services Department

**Kristen Pittman**  
RHI Magnesita

**Deb Rohrbaugh**  
Kinsley Education Center

**Patrick Rumbaugh**  
Business Information Group

**Dr. David Thomas**  
York County School of Technology

# SUPPORTING YCAL

YCAL relies on the support of schools and the community of employers and individuals to fulfill its mission. If you are interested in assisting YCAL as a donor, event sponsor, program host, or volunteer, please do not hesitate to reach out to speak to someone about opportunities available.

## I WANT TO INVEST

YCAL provides a career development impact experience for students at an approximate cost of \$15/student. An investment in YCAL's work at any level via corporate or private donation, or through a program such as Educational Improvement Tax Credit (EITC) or Small Games of Chance, is greatly appreciated!

[WWW.YCAL.US/PARTNERS-INVESTORS/SUPPORT/INVEST/](http://WWW.YCAL.US/PARTNERS-INVESTORS/SUPPORT/INVEST/)

## I WANT TO SPONSOR

YCAL events offer a captive audience comprising of local educators, administrators, school board members, students, and various leaders throughout the community. Sponsorship opportunities are available for the Annual Meeting, Career Education Symposium, Career Readiness Education Workshop (CREW) and School Directors Dinner.

[WWW.YCAL.US/PARTNERS-INVESTORS/SPONSORSHIP-OPPORTUNITIES/](http://WWW.YCAL.US/PARTNERS-INVESTORS/SPONSORSHIP-OPPORTUNITIES/)

## I WANT TO VOLUNTEER

YCAL cannot fulfill its mission without the support of individuals and businesses giving of their time. Volunteers are needed to host groups such as Manufacturing Days Tours Career Exploration Programs, and monthly Education Committee lunch meetings as well as hosting a teacher for Educator in the Workplace or serving as a panelist at events.

[WWW.YCAL.US/PARTNERS-INVESTORS/SUPPORT/VOLUNTEER/](http://WWW.YCAL.US/PARTNERS-INVESTORS/SUPPORT/VOLUNTEER/)



Senator Kristin Phillips-Hill presents YCAL Executive Director Kevin Appnel with a congratulatory citation to commemorate the organization's 30th anniversary at YCAL's Annual Meeting on September 19, 2019



[www.ycal.us](http://www.ycal.us)



[/YCA4L](https://www.facebook.com/YCA4L)



[@YCA4L](https://twitter.com/YCA4L)



717.505.0044



[info@ycal.us](mailto:info@ycal.us)

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