



2025-2026

ANNUAL REPORT



www.ycal.us



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



[@ycal_programs](https://www.instagram.com/ycal_programs)



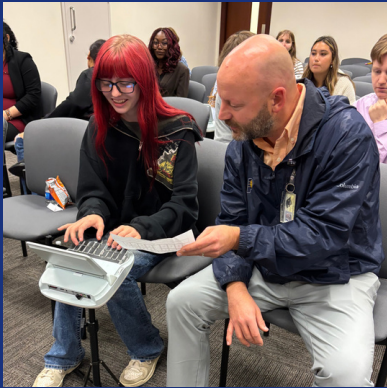
717.505.0044



info@ycal.us

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

PROGRAM IMPACT SUMMARY



CAREER EXPLORATION & CAREER DEVELOPMENT PROGRAMS

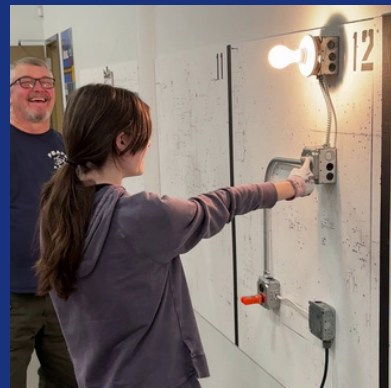
1,369 students from 18 schools attended 43 programs to help them make more informed career decisions. These programs were supported by 25 business partners that collaborated to offer these programs on-site at their places of business.

PRE-APPRENTICESHIP PROGRAMS

86 students from 15 schools completed one of three Pre-Apprenticeship Programs offered in the fields of Building Trades (York Builders Association's Workforce NOW Foundation), Electrical (York Electrical Institute), or Manufacturing Advanced Technologies (Manufacturers' Association).

MANUFACTURING DAYS

Over 250 students from 10 schools toured at least one local manufacturing facility during the celebration of Manufacturing in October. This program was offered in collaboration with the Manufacturers' Association, with 15 business partners in the manufacturing community participating by offering tours.

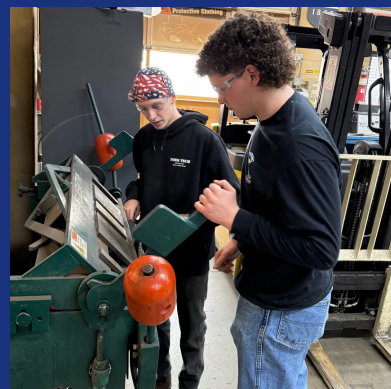


Career Readiness Workshop (CREW)

11 schools brought 196 students and 29 educators to explore various career paths and post-secondary opportunities during this one day event at York College of PA! Over 40 business partners participated to serve as presenters and exhibitors.

INNOVATION GRANTS BY RHI MAGNESITA

14 local educators were awarded just over \$12,500 to fund projects that would promote student career development, with the help of a business partner. These projects were estimated to impact over 750 students throughout just year 1 of the projects!



EDUCATION COMMITTEE & EDUCATOR IN THE WORKPLACE

80 Educators attended at least one of our engagement events, designed to get educators out of their schools and to increase awareness of local workplace while building connections and partnerships.



TOTAL 2025-2026 IMPACT: 3,467 STUDENTS

FINANCIAL IMPACT SUMMARY

YCAL programming is financially supported by various sources of revenue including the K-12 Partner School systems that it serves, various grants made available and awarded, event & programs sponsorships, and various donations from local businesses and community members.

Grant Income (46%)

Various local, regional, state, and federal funding programs are continuously sought out to provide funding for YCAL's existing and new program initiatives.

K-12 Partnership Funding (18%)

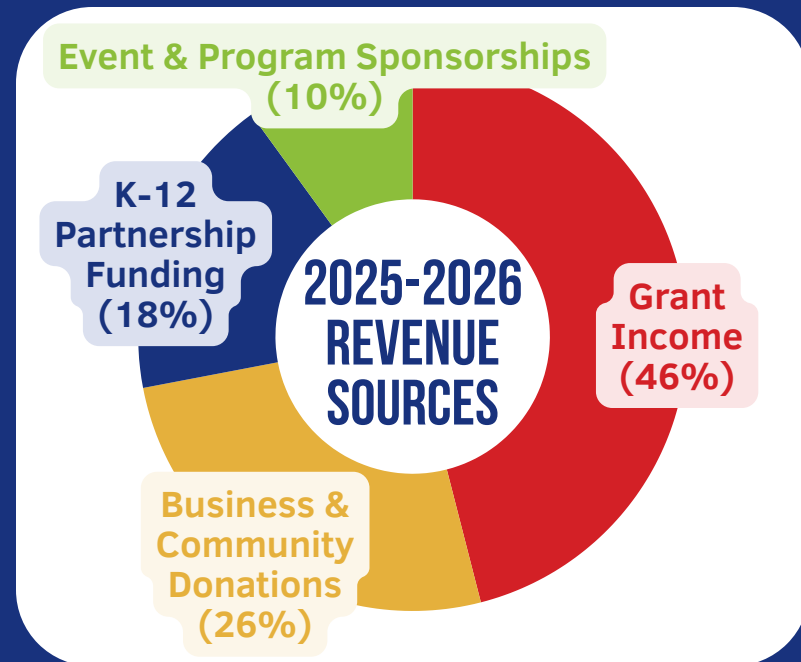
K-12 Partner Schools make a financial investment in YCAL annually which provides their school systems access to career exploration and development opportunities for students and professional development opportunities for educators.

Event & Program Sponsorships (10%)

Organizations provide their support to help fund specific programs and events such as Educator in the Workplace and Education Committee Meetings, the Career Readiness Education Workshop (CREW), the School Directors Dinner, and the Innovation Grants Program, presented by RHI Magnesita.

Business and Community Donations (26%)

As a non-profit 501(c)(3) and an Educational Improvement Organization through the state's EITC program, YCAL receives various private and corporate charitable donations throughout the year.



MAJOR DONORS

Ciocca
Automotive



MA
Manufacturers'
ASSOCIATION



THE GRAHAM GROUP



RHI MAGNESITA

SCPa
WORKS




YORK COUNTY
COMMUNITY
FOUNDATION



York Precision
MACHINING & HYDRAULICS

THANK YOU TO OUR SUPPORTERS



GRANTS

- Commonwealth of PA: School to Work Program
- Manufacturers' Association:
 - Central PA Talent & Innovation Defense Ecosystem (TIDE)
 - Industry Partnership
- SCPa Works!: Business Education Partnership
- Target Corporation: Community Engagement
- York County Community Foundation:
 - The Motter Fund
 - THRIVE Program

EITC CONTRIBUTORS

- ACNB/Traditions Bank
- Avalon Insurance
- Ciocca Automotive
- Graham Capital
- York Precision Machining & Hydraulics

INDIVIDUAL DONORS

- | | | |
|---|--|---|
| • Anonymous Donor (2) | • Thomas & Stephanie Kaizar [†] | • Bob & Donna Pullo |
| • Armstrong World Industries | • Sean & Laura Kenny | • John Resh [†] |
| • BAE Systems | • Dr. Scott Krauser [†] | • Dr. Scott Rogers [†] |
| • Kevin & Melissa Appnel | • Michael Lohss | • Pamela Royer |
| • Kristin Baker | • Melissa Longenberger | • Korbin Shearer |
| • Jessica Brubaker | • Laurie Lourie [†] | • Debra Sparler |
| • Jessica Craft (on behalf of James Craft & Son) [†] | • Kellin McCullough | • Jud Stauffer |
| • Joan Dahr | • Manda Meese | • Tim Steel |
| • Susan DeStephano | • Mark Miller [†] | • Erica & James Sterner |
| • Beverly & Gerald Evans [†] | • David Morse | • Scott & Kristy Vukoder [†] |
| • Christopher Fake [†] | • Cory Nade | • Clair Weigle [†] |
| • Michael & Debra Fake | • Bill P. [†] | • Jenni Wenhold |
| • Dr. Robert Farrell [†] | • Brian P. [†] | • White Rose Leadership Institute (Give Local York) |
| • Emily Giesel | • Erin P. | |
| | • Sully Pinos & Kevin Kennedy [†] | |

PRESENTING SPONSORS

- RHI Magnesita (Innovation Grants)
- Saxton & Stump (School Directors Dinner)
- York College of PA
 - Annual Meeting & Recognition Reception
 - Career Readiness Education Workshop

GOLD EVENT SPONSORS

- Glatfelter Agency
- Jersey College School of Nursing*
- RHI Magnesita*
- St. Joseph's University*

SILVER EVENT SPONSORS

- First Capital Federal Credit Union*
- Harrisburg Area Community College*
- Penn State University*
- Thaddeus Stevens*
- York College of PA*

* SPONSORED MULTIPLE EVENTS

[†] YCAL Board Member

THANK YOU BUSINESS PARTNERS

- Alternative HR (P-A)
 - Anstadt Printing (CEP, MD)
 - Apex Tool Group, York Operations (MD)
 - Associated Products (P-A)
 - Campbell's Foods (EC/EITW)
 - Central PA Talent & Innovation Defense Ecosystem (TIDE) (CREW)
 - Central Penn College (CEP, CREW)
 - Children, Youth and Families (CREW)
 - Christmas Tree Hill (IG)
 - Church & Dwight (P-A)
 - Community Connections for Children (CREW)
 - Conewago Enterprises (EC/EITW)
 - County of York (Administration) (EC/EITW)
 - Coupling Corporation of America (MD)
 - Creative York (CEP, CREW)
 - Crescent Industries (MD)
 - CTE Inc (MD)
 - ECHO (CEP)
 - Explore York (CREW)
 - First Capital Federal Credit Union (CEP, CREW)
 - Flinchbaugh's Orchard & Farm Market (CEP)
 - Fox43 (CEP)
 - Fuhrman Creative (CEP)
 - Gunter-Smith Center for Community Engagement (EC/EITW)
 - Hanover Auto Team (CEP)
 - Harrisburg Area Community College (CREW)
 - Herculite Products, Inc. (MD)
 - IPS/Welch Packaging (EC/EITW)
 - J.E. Miller Services LLC (P-A)
 - James Craft & Son (CEP)
 - Jasmine Perfect Creative (CREW)
 - JE Good Consulting Engineers, LLC (IG)
 - Jersey College (CREW)
 - JLS Automation (MD)
 - Keystone Kidspace (IG)
 - Lefever Electric (P-A)
 - Leg Up Farms (CEP)
 - MANTEC (CREW)
 - Manufacturers' Association (CREW,PA)
 - Men's Wearhouse (IG)
 - Mid-Atlantic Media Hub (CREW)
 - MKT Metal Manufacturing (MD)
 - Motor Technology, Inc. (CREW)
 - On All Floors (P-A)
 - OSS Health (CEP)
 - Penn State Extension (CREW)
 - Pennex Aluminum (IG)
 - Phoenix Contact (CREW)
 - Piedmont Airlines (CEP)
 - Pop Goes the Laser (IG)
 - Precision Custom Components (IG)
 - Ream Printing (CEP)
 - Red Lion Area School District (CREW)
 - Regal Plumbing, Heating and A/C (P-A)
 - RG Group (CREW, IG)
 - RHI Magnesita (MD)
 - RKL, LLP (CEP)
 - Saxton & Stump (CEP)
 - Shenandoah University (CREW)
 - Sheridan Press (MD)
 - Sides Wealth Advisory Group (CREW)
 - Spark Fly (CREW)
 - St. Joseph's University - Lancaster (CEP, CREW)
 - SWF Industrial (MD)
 - Thaddeus Stevens (CEP, CREW)
 - The Appell Center for Performing Arts (CEP)
 - The Manufacturers' Association (CEP)
 - Traditions Bank / ACNB (EC/EITW)
 - Universal Technical Institute (CREW)
 - UPMC (CREW)
 - Versant Strategies (CREW)
 - Wagman Construction (EC/EITW)
 - WBAL (IG)
 - Wellspan Health (CEP, CREW)
 - Wellspan York Hospital (EC/EITW)
 - West York Area School District (CREW)
 - White Rose Leadership Institute (CEP)
 - Workforce NOW Foundation (CREW)
 - YBA Workforce NOW Foundation (CEP, CREW,PA)
 - Yoe Construction (IG)
 - York Area Regional Police Dept. (CREW)
 - York College of Pennsylvania (CEP, CREW)
 - York County Courthouse and Government (CEP)
 - York County Economic Alliance (CEP, CREW)
 - York County Food Bank (IG)
 - York County School of Technology - Adult & Continuing Education Center (CEP, CREW)
 - York County School of Technology (P-A)
 - York County Solid Waste Authority (CREW, EC/EITW)
 - York Electrical Institute (CEP, CREW,PA)
 - York Excavating (P-A)
 - York Imperial Plastics, Inc. (MD)
 - York Precision Machining & Hydraulics (MD)
 - York Revolution (CEP)
 - York Water Company (CEP, EC/EITW)
 - YTI Career Institute (CEP, CREW, EC/EITW)
- CEP=Career Exploration/Career Development Program Host
 - CREW=CREW Presenter or Exhibitor
 - EC/EITW=Education Committee or Educator in the Workplace Host
 - IG=Innovation Grant Business Partner
 - MD=Manufacturing Days Tour Host
 - PA=Pre-Apprenticeship Host

TOTAL 2025-2026 BUSINESS PARTNERS: 82

2025-2026 BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

Board Chair
Dr. Robert Farrell
(Penn State York)

Board Vice-Chair
Bill Probert
(Dallastown Area S.D.)

Board Treasurer
Thomas Kaizar, CPA
(RKL, LLP)

Board Secretary
Sully Pinos
(YCEA BLOOM Business Empowerment Center)

Partner School Superintendent Liaison
Dr. Scott Krauser
(York Suburban S.D.)

COMMITTEE CHAIRS

Education Co-Chair
Christopher Fake
(Spring Grove Area S.D.)

Education Co-Chair
Mark Miller
(West Shore S.D. – Cedar Cliff HS)

Innovation Grants
Beverly Evans
(York College of Pennsylvania)

Strategic Planning & Governance
John Resh
(Armstrong World Industries)

BOARD MEMBERS

Jessica Craft
(James Craft and Son, Inc.)

Laurie Lourie
(York Builders Association)

Brian Paterniti
(The Manufacturers' Association)

Dr. Scott Rogers
(York County School of Technology)

Scott Vukoder
(Wellspan Health)

Clair "CJ" Weigle
(Ream Printing Co., Inc.)

YCAL STAFF

Kevin Appnel
(Executive Director)

Kristin Byrnes Baker
(Engagement Coordinator)

The York County Alliance for Learning is a non-profit organization that works with businesses and schools to provide career education, relevant academic experiences, and work based learning to York County students. YCAL is a non-profit organization under the 501(c)(3) regulations. YCAL is supported in part by corporate donations; any investment is tax exempt. YCAL is an approved Education Improvement Organization under the Educational Improvement Tax Credit Program. For more information, and opportunities to help support YCAL's mission, please visit www.ycal.us or contact Executive Director Kevin Appnel at kappnel@ycal.us.



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