



Workforce Alliance

2019-2020 Annual Report

*The Community Education Council
of Wayne and Pike Counties*





SHINE After-school Program engineering project.

Our Mission is to
create educational
opportunities that build our
community and encourage
lifelong learning.

A message from Lucyann Vierling, Executive Director



A Year Like No Other

In 2020, our small community in the Poconos became part of the larger global community when the COVID19 outbreak shut down the world. As with all businesses, the pandemic challenged us to be resourceful and creative to address the new landscape. Our services for the workforce and for business became a vital lifeline in this time of great uncertainty.

In response to the pandemic, we moved our programs and services to virtual online platforms and we are available with continuous customer phone support. We expanded our reach in the region, providing necessary services to more people and a broader audience.

The Workforce Alliance is a steady pillar of the community and a reliable partner with all the people and organizations that make up the region. We are committed to working together as a whole towards recovery, healing and prospering.

This Annual Report represents our activities from July 1, 2019 through June 30, 2020.

Stay safe and be well,

Lucyann Vierling, Executive Director

A handwritten signature in black ink, appearing to read 'Lucyann Vierling'.



The **SHINE After-School Program** is a 21st Century Learning Grant program that harnesses a rich array of learning opportunities through the contributions of schools, community settings, science centers and museums delivering Science, Technology, Engineering and Mathematics (STEM) knowledge to youth. SHINE serves academically at-risk students and their families in the Wallenpaupack Area, Wayne Highlands, and Western Wayne school districts with five afterschool centers.



SHINE youth learn robotics and engineering with hands-on projects.

What makes the SHINE Program so exceptional is that teachers receive extensive professional development, a home visiting program connects families to necessary community health and social resources and a strong emphasis on parental involvement that helps parents access additional educational resources for High School equivalency diplomas and English language skills development.

“SHINE is my favorite part of the day.”
-Riley - 2nd grade

When schools shut down for the COVID19 pandemic in March 2020, the SHINE team quickly began working to continue the program in a virtual setting. We adapted our curriculum focusing on financial literacy, gardening, and agriculture to include virtual fieldtrips and blended online/hands-on projects with STEM bags filled with supplies for fun projects. We established deep trusting relationships with our families as we addressed their many needs from food insecurity to mental health issues.

The pandemic pushed us to adapt to new conditions if we were to continue providing services. Now SHINE is ready to go virtual at any given time without having to sacrifice the quality of the program or educational goals.



SHINE youth learn yoga with Bright Kids Yoga of the Cooperage Project.

SHINE Partners and Sponsors



191
SHINE participants

Business Education Partnership

Our Business and Education Partnership program elevates businesses' role and engagement in education as they help shape tomorrow's workforce, today.

Workforce Alliance leads a technology based project, implementing online platforms that connect employers and educators. **Seamless Work Based Learning** helps connect students to Career Services, Job Shadowing, Pre-Apprenticeships, Apprenticeships, Internships, Job Shadowing, Mentoring, Post-Secondary Education Options, Industry Speakers, In-person or Virtual Facility Tours, and so much more. **CareerSmart Classrooms** helps educators by enhancing career connected learning for their students.



Teacher in the Workplace Program

129 Educators

participated in the program



Teachers learn about what it takes to be a nurse at Wayne Memorial Health Systems.

This program connects educators with businesses to learn about the workforce demands of the region. The program engages teachers through business site visits and discussions with key workforce and economic development experts. This year, **129** educators gained a first-hand perspective on the knowledge and skills students need to succeed in post-secondary education and in the workforce.

Internship Programs

The **Wayne County State/Local Internship Program (SLIP)** provides meaningful internships that offer youth an opportunity to gain valuable career related work experience, develop important workplace skills, build confidence and foster community relationships. This summer we helped businesses and college students continue to grow despite the unique set of challenges they faced during the COVID-19 pandemic.



“Adriana joined our team during a time of crisis in our community and our country. She has shown invaluable strength and dedication to serving our community through her leadership. Her drive to help others has made her a true asset to our nonprofit, particularly during such a challenging time.”

-Arrah Fischer, Executive Director of the Cooperage Project on their intern Adriana

Photograph courtesy of Harmony Renee Photography

Through a **USDA Rural Business Development Grant** we began development of an internship program for our Hospitality and Leisure businesses hard hit by the COVID19 outbreak. This program connects these businesses with eligible community members who are seeking employment, an internship, or training to learn new skills or expand their existing skills.

Businesses 13
College Students 17
participated in the SLIP program

Career Services

Workforce Alliance is the PA CareerLink® Affiliate for Wayne County, a proud partner of the American Job Center® Network. We are part of the Pennsylvania Department of Labor & Industry's initiative to transform the landscape of how job seekers find sustaining jobs and how employers find skilled candidates.

Working for Individuals

When the state shut down for COVID19 and people lost their jobs, our CareerLink office was the lifeline for Wayne County residents to connect with State programs for Unemployment Compensation and other emergency benefits.



Our **Career Academy** delivers a comprehensive array of services that focus on assisting young people with barriers to employment.

Job Coaching and Career Counseling guides you through a thought provoking and creative process that inspires you to maximize your personal and professional potential.

Training Subsidies are available to eligible individuals to provide skills training leading to certification in high demand, high growth and high wage job skills.

5,577

Individuals received career services

Working for Business

As restaurants in the tri-state region closed due to the COVID19 outbreak, Wayne County small food distributors lost their customer bases and had to furlough their workers. At the same time, local grocery stores were struggling to keep food on the shelves as their supply chains suffered with regional shutdowns.



Employees at Stone Silo Foods, image courtesy of Wally Life.

We worked closely with Stone Silo Foods, a Seafood wholesaler, and Hayes Market, a locally owned supermarket to stock the market's shelves with their seafood product. Other independent grocers followed as we expanded the partnership and Stone Silo Foods was able to stock four other locally owned markets in the tri-county area. Stone Silo Foods rehired its entire workforce, expanded its customer base and grew through the pandemic.

We bridge the gaps identified by our business partners and tailor our services to fit their needs.

Our programs for businesses include **On-the-Job Training** and **Job Fairs and Recruitment Services**. We also offer **Incumbent Worker Training** for businesses to upskill their existing workforce for advancement. Sliding scale reimbursement up to 90% is available.

378

Businesses engaged

The Stourbridge Project

The Stourbridge Project is the local Business Incubator which offers support for businesses at any stage of their development. Workforce Alliance develops educational programming with a focus on business, technology and developing the entrepreneurial mindset with the goal of building community through education. The success of our programs is due to a broad network of partners that span our local and regional community.

The Innovation Campus hosts in-house curriculum developed by local instructors and regional post-secondary partners. This online campus uses an open source Learning Management System and hosts a number of online and blended courses.

Stourbridge Project

Innovation Campus

Our educational programs focus on business, technology and expanding the entrepreneurial mindset with the goal of building community through education.

For support for the Online Innovation campus contact Jess Wolk at jwolk@wpworkforce.org.



Community Building and developing an environment where entrepreneurialism thrives is one of the keystones of the Stourbridge Project's mission. We bring together a diverse group of organizations and individuals with the goal of solving problems and discovering opportunities.



Pennsylvania State Representative Jonathon Fritz with the Wayne County 4H STEM team who were mentored and prototyped their Penn State STEM Competition, first-place award winning project at the Stourbridge Project.

Courses and Trainings

In response to the pandemic, we began conducting our programs online and have expanded our reach and broadened our audience.

Individual Workshops, Seminars and Programs:

3D printing class	Math Tutoring
5th Annual Women in STEM Symposium	Micro Business for Teens
6th Annual Manufacturing Day Tour	One-on-One Training
Adult Software Engineering	Photography Workshop
Build Your Own Solar Powered Charging Station	Post-Graduation Opportunities
Career Discovery and Roadmap for Your Future	Reentry Workshops
CPR/AED & First Aid Training	RAMP Training
Executive Pulse Training	Resume Writing
Glowforge Laser Cutter Course	ShopBot Carving Machine Class
How to search for a Job	Starting Your Own Home-Based Business
Kids Robotics	The Secret to Attracting Customers Who Say Yes!
Launch Your Career	

Entrepreneurial Mindset Training Series: The Power to Choose, Recognizing Opportunities, The Opportunity Discovery Process, Ideas into Action, The Pursuit of Knowledge, Conscious Competent to Unconscious Competent, Creating Community and The Power of Persistence

Individual Training Accounts with: Lackawanna College, MedCerts, New Horizons, Northampton Community College and Trans America Tech Institute

Lunch and Learn Webinar Series: Financial Wellness, Financial Goal Setting, Debt Management and Protecting What Matters Most

Penn State Scranton Leadership Essentials Series: Meeting Supervisory Responsibilities, Communicating Effectively, Resolving Conflicts, Coaching and Providing Feedback, Managing Time and Priorities, Supervising Projects, Clarifying Expectations and Observing Performance, Interviewing and Selecting Employees, and Developing a Team and Leading Others

Pennsylvania Department of Labor & Industry Unemployment Compensation Series: Appeals/Hearings, Relief from Charges & Suitable Work, Separation Issues/Sides and Unemployment Compensation 101

Virtual Career Lab Series: On-line Workplace Skills, Introduction to PA CareerLink, A 'How-To' on Career Exploration and Interviewing Skills

Women in STEM Symposium: Johnson College lead Lego Mindstorm Station, Veterinary Science Station, 3D Printing Station, Circuitry Station Solar Panel Station
Lacawac Sanctuary lead: Aquatic Investigations Station

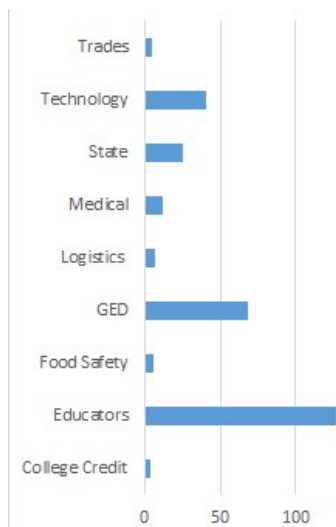
Individuals trained **1,908**
Educational programs delivered **147**

Reentry Services

Our Re-entry Services assist incarcerated citizens with a successful transition to their community after release. Returning citizens face a myriad of challenges, including, finding housing and employment, recidivism, and the stigma of being an ex-offender. Our goal is to serve as the bridge as individuals go from incarceration to life in the community as productive, well-adjusted citizens. Through programs and partnerships with SCI-Waymart, Pike and Wayne County Correctional Facilities, and the Pike County Reentry Coalition, customized reentry services are created and can include preparation of cover letters and resumes, mock job interviews, conducting relevant workshops, and boosting low morale.

Certification Testing

295 tests delivered this year



Types of tests delivered.

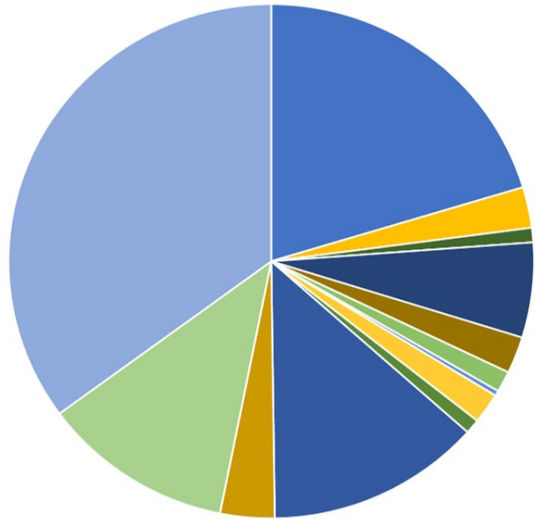
Certifications serve an important role in upskilling the adult workforce and give high school students an advantage by graduating with credentials.

The tests we offer are from Pearson VUE®, Certiport® and the Educational Testing Service (ETS®) including the Praxis®, College Level Examination Program (CLEP®) and the High School Equivalency Test (HiSET®). We are a Pennsylvania Department of Education approved GED® testing site and offer certifications for many industries including those in Education, Information Technology, Food Safety, State, Medical and Business.

Our testing center temporarily closed in March 2020 due to the pandemic.

Funding Sources

The United States, Pennsylvania Department of Education and the Pennsylvania Department of Labor & Industry through the Pocono Counties Workforce Development Board were the primary sources of available funding. Workforce Alliance supplements this base through additional revenue sources to maintain activities and broaden the scope of initiatives necessary to address lifelong learning.



21st Century SHINE Afterschool Program	\$471,500
Business Education Grant	\$59,310
Child & Adult Care Food Program	\$21,110
College Student Internship Program	\$138,324
Corporate & Individual Contributions	\$53,500
Events & Fundraising	\$30,500
Other	\$7,500
PA Commission on Crime & Delinquency Grant	\$44,294
PA Dairy Investment Program Grant	\$21,250
PA Department of Education Grant	\$306,040
Teacher in the Workplace Grant	\$77,500
USDA Rural Business Development Grant	\$272,828
Workforce Innovation & Opportunity Act Grant	\$812,874

Board of Directors

Joe Adams, Wayne County Commissioner

Matt Barrett, Ed.D., Western Wayne School District

Kelly Carney, Leeward Construction

Cindy DeFebo, Pike County Workforce Development Agency

*John Drake, Penn State Scranton

Bethany Fine, Wayne Memorial Health Systems

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*Joann Hudak, Ed.D., Education Consultant

Pete Ioppolo, Ed.D., Delaware Valley Middle School

Clayton LaCoe III, Ed.D., At Large, Wallenpaupack Area School District

Melissa Langone, Woodloch Pines, The Lodge at Woodloch

Gary Linton, Wayne Pike Adult Literacy Program

*Anthony Manzione, Blueprint Benefits Group/Manz1 Consulting

Timothy Morgan, Wayne Highlands School District

Jennifer Passenti, Lackawanna College, Lake Region Center

William Schaffer, Ph.D., Northampton Community College

Tracy Schwartz, Wayne Library Alliance

Marcy Swingle, The Honesdale National Bank

Kellyn Williams, Johnson College

*Mary Beth Wood, Wayne Economic Development Corporation

Board Emeritus:

Dan Card, Waste Management

Barb Linde, Linde Enterprises

William Schweighofer, The Honesdale National Bank

*Executive Board

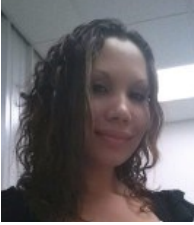
In memory of Marie McDonnell, an original organizing member of Workforce Wayne, Inc. who served on the Board of Directors through 2019.

Workforce Alliance Staff



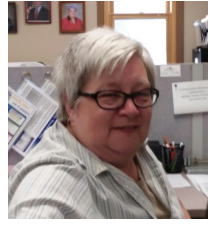
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