



Workforce Alliance

2021-2022 Annual Report

*The Community Education Council
of Wayne and Pike Counties*





SHINE After-school Program.

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

A message from Lucyann Vierling, Executive Director

Working Together The Power of Partnerships

Workforce Alliance, like many other employers, experienced the labor force churn this past year. The great resignation is more of the great reflection. Individuals seeking a change is not a bad thing! Our course of action was to drill down into the foundation of the organization. What can we improve? How can we better serve our community? Our answer was to enhance the partnerships. Collaborations have lifted us up. Establishing deeper partnerships, some new and some unique, have broadened the scope of impact. The continuum of services expands beyond education and training. Workforce Alliance will continue to serve as an engaged partner assisting residents in achieving their own positive reflection.



This Annual report represents our activities from July 1, 2021, through June 30, 2022.

Yours in Partnership,

Lucyann Vierling, Executive Director

A handwritten signature in black ink, appearing to read 'Lucyann Vierling', written in a cursive style.



The **WP SHINE After-School Program** is a Nita M. Lowery 21st Century Community Learning Center (21st cclc) 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.

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 including High School equivalency diplomas, English language and skills development.



123 SHINE Participants

Serving 388 Families

7,493 hot meals served addressing food insecurities as
90% of our students live below the poverty level.

Throughout the year we completed career projects and hands-on learning in Robotics, Computer programming and Coding, Communications, Animation, Biology, and Astronomy. Focusing on simple mechanics We introduced our students to the Physics principles of Force and Speed where they created mechanical prototypes using an engineering design process. Our students became scientists, learning about the significance of nature's food chain by dissecting owl pellets.



Using Vex robotics, we learned how to design, construct, control, and code robots to help solve problems. We learned how mechanics, electronics, computer science and innovation are used to automatic the way things are done and how products are made. We also explored storytelling and developed narratives as we worked in teams to write, direct, and shoot animated films using stop and clay animation.

SHINE Partners and Sponsors



In Partnership with  Lehigh Carbon
COMMUNITY COLLEGE



Essential Skills-Digital Literacy



Our **Essential Skills – Digital Literacy Training Program** is sponsored by the Pennsylvania Department of Labor & Industry and is in partnership with the Wayne Library Alliance, The Stourbridge Project – Business Incubator, and the local PA CareerLink® Affiliate Office in Wayne County. Through this grant we are trying to close the digital divide by providing high quality instruction to residents who need to learn how to use technology such as smartphones, tablets, the Internet and social media. We provide a wide range of classes in computer fundamentals, navigating the on-line job seeking process, cyber security and self-protection of digital information. We also connect our residents with available jobs for local employment opportunities and necessary services.

Internship Program

Through a **USDA Rural Business Development Grant** we offered community members and businesses an “Intern-to-Hire” and a “Train-to-Retain” program. The Intern-to-Hire program offered interns a chance to gain valuable work experience at local businesses. Our Train-to-Retain program offered businesses the opportunity to upskill their existing workforce in an effort to advance their employees skills and job prospects within their companies.

“The Dorflinger-Suydam Wildlife Sanctuary was fortunate to have participated in the USDA Intern-to-Hire Program during the summer of 2022. As a struggling nonprofit, our participation in the program was one of the best decisions we have ever made. Our intern helped our organization immensely, on many different levels and I believe that she learned a lot as well. Since the end of the eight-week program, our intern has remained on our payroll because we are able to see such value in her work and in her support of our mission.

It is our hope that the Wayne Pike Workforce Alliance will be able to secure other programs like the USDA Internship Program in the future. These sorts of programs truly benefit businesses and organizations of all kinds, as well as the interns that gain experience and knowledge from participating in them.”

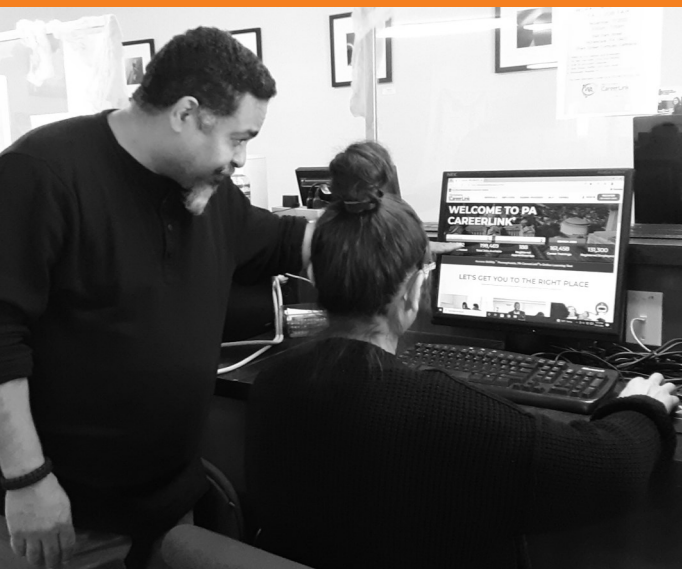
*-Barbara Gilpin, Executive Director
Dorflinger-Suydam Wildlife Sanctuary*



*Catherine working hard at her new job at
Dorflinger-Suydam Wildlife Sanctuary*

**91 Jobs Saved
46 Jobs Created
76 Internships Created**

Wayne County PA CareerLink® 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 PA 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

Our PA CareerLink affiliate office is the lifeline for Wayne County residents to connect with State programs for emergency benefits. As the pandemic continues, we help our residents navigate the complex system to get their needs met and act as a sounding board and buffer for their frustrations.

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.

3,717 Career Services Delivered

1,848 Phone Support Delivered

Wayne County PA CareerLink® Services

Working for Businesses

Our local businesses are still facing challenges that mirror the nation. The reopening of businesses and a return to normalcy created many opportunities for individuals seeking employment. Our PA CareerLink® affiliate office addresses business needs by listening to understand concerns and developing a plan to



address those concerns. By working in collaboration with community partners, we connect a wider range of programs and services locally. Some services for Businesses include **On-the-Job Training, Job Fairs** and **Recruitment Services**. We also offer **Incumbent Worker Training** for businesses to upskill their existing workforce. We serve as a connector to other business services offered

Guru and Dominick from the Summer Work Program help Honesdale Mayor Derek Williams with a community assessment project.

through the Pennsylvania Department of Labor & Industry.

Summer and Year Round Work Opportunities provide young people valuable work experiences at a variety of local nonprofit organizations and businesses. We create work based learning opportunities that assist in shaping the next generation of workers in our Community.

568 Employer Services Delivered

The Stourbridge Project



Wayne County 4H STEM team prototyping their invention with Stourbridge Project's Maker-in-Residence Lisa Glover.

The Stourbridge Project is the local Business Incubator which offers programming and support for businesses at any stage of their development.

Creating an environment where entrepreneurialism thrives is one of the keystones of the Stourbridge

Project's mission. Workforce Alliance

develops educational programming for the Stourbridge Project which focuses on business, technology and developing the entrepreneurial mindset. Our programs rely on a broad network of partners that span our local area and the region with the goal of building a community through education. The Stourbridge Project's educational programming is a combination of in-person training and online curriculum developed by local instructors and regional partners that includes live webinars, online self directed study, live remote support and in person hands-on experiences. As our programming develops so does our reach which now includes regular attendance from the local, regional and global community.



Courses and Trainings

1,049 Individuals trained

124 Educational programs developed

Individual Programs:

Glowforge Laser Cutter Course
Introduction to Model Based Systems Engineering with Capella
Reentry Workshops
Introduction to 3D Printing
Introduction to the Food Safety Modernization Act by the University of Scranton Small Business Development Center

Keystone College Programs: Adobe Photoshop, InDesign & Illustrator, Idea to Object Prototyping Course, Introduction to Social Media Marketing, Introduction to Social Media Metrics and Introduction to Search Engine Optimization.

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:

Career Technology Center of Lackawanna County: LPN
Johnson College: Metal Arc Welding
Lackawanna College: Administrative Medical Assistant, Bookkeeping, Massage Therapy, Medical Billing & Coding, Petroleum and Natural Gas Compressor/Engine Mechanic
New Horizons: Computer and Network Support Technician, Computerized Office Support
Northampton Community College: CDL A
Sage Technical Training: CDL A
Susquehanna County Career & Technology Center: Licensed Practical Nursing Training Program
Trans America Technical Institute : CDL A, Tractor Trailer Driver
Wilkes Barre Area Career and Tech Center: HVAC

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

U.S. Small Business Administration: Business Smart: Ready, Set & Go, Starting Your Own Home-Based Business, Money Smart for Small Business including modules on Banking Services, Time Management, Risk Management, Managing Cash Flow, Record-Keeping & Financial Management.

Additional Support Programs

23 people served

Our **Reentry & Recovery to Work** program model seeks to develop a strong recovery to work ecosystem. We work closely with Wayne County Drug and Alcohol Services and actively engage businesses. Our clients have an actively involved recovery specialist who focuses on short term training for immediate outcomes and employability and includes personalized support services. We use the Comprehensive Adult Student Assessment System (CASAS) testing and interest assessments to ensure educational success to determine the best career fit.

Through a **Pennsylvania Academic, Career and Technical Training** grant we help youth:

- Improve their chances of having a successful educational experience.
- Develop study and learning skills and basic reading, writing, and math skills.
- Catch up and advance in school to the highest possible level of academic achievement.
- Develop workforce skills.
- Help older youth improve their chances of being economically self-sufficient after high school.
- Develop competencies that will enable youth to become responsible and productive members of the community.

Certification Testing

155 tests delivered this year

100% Customer Satisfaction Rating

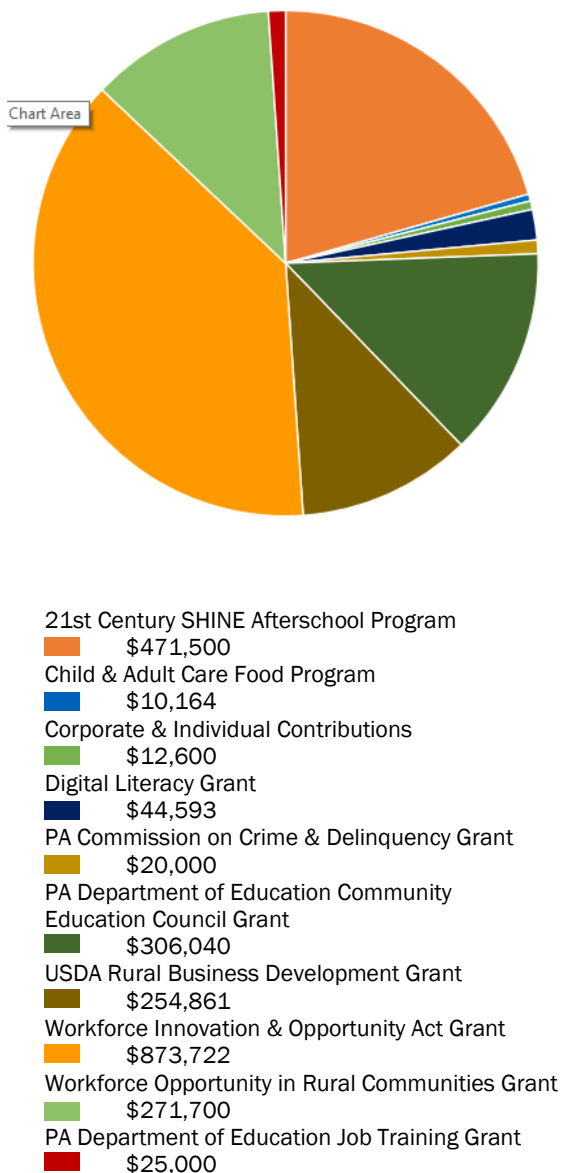
Our testing center reopened in 2022 after a two year closure during the COVID19 pandemic. Certifications serve an important role in upskilling the adult workforce and gives high school students an advantage by graduating with credentials.

The tests we offer are from Pearson VUE®, Certiport®, 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, Government, Medical and Business.

Available 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.



Board of Directors

Joe Adams, Wayne County Commissioner

Kelly Carney, Leeward Construction

Cindy DeFebo, Pike County Workforce Development Agency

*John Drake, Penn State Scranton

Bethany Fine, Wayne Memorial Health Systems

Courtney Eichensehr, Woodloch Pines / The Lodge at Woodloch

*Joann Hudak, Ed.D., Education Consultant

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

Cynthia LaRosa, Western Wayne School District

Karen Mander, Apple Day Spa

*Anthony Manzione, Blueprint Benefits Group/Manz1 Consulting

Timothy Morgan, Wayne Highlands School District

Kellyn Nolan, Ph.D, Johnson College

Jennifer Passenti, Lackawanna College, Lake Region Center

Tracy Schwartz, Wayne Library Alliance

Jay Starnes, Wallenpaupack Area School District

Marcy Swingle, The Honesdale National Bank

*Mary Beth Wood, Wayne Economic Development Corporation

Board Emeritus:

Dan Card, The Human Resources Foundation of NEPA

Barb Linde, Linde Enterprises

William Schweighofer, The Honesdale National Bank

**Executive Board*

Workforce Alliance Staff

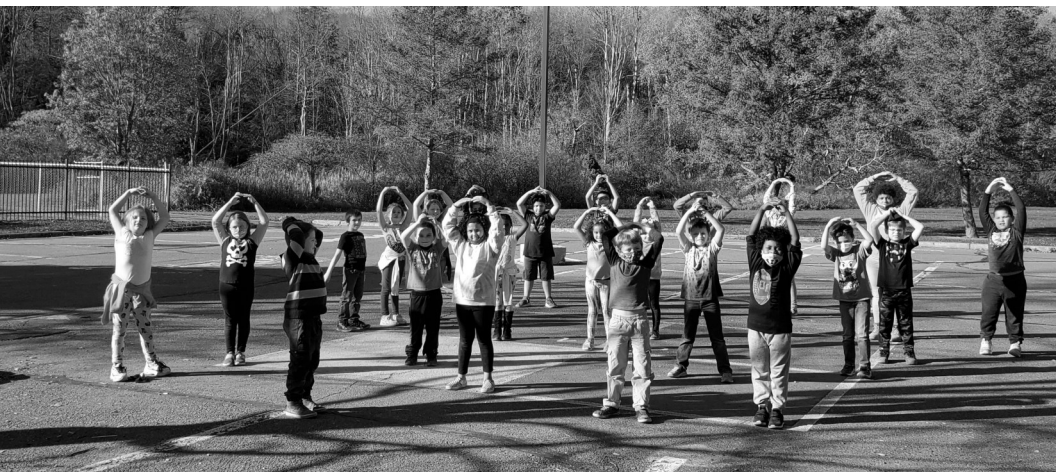
Staff

Cathy Rodriguez, Administrative Assistant
Melinda Judge, Workforce Development Assistant
Maria Kovaleski, Workforce Development Specialist
Victor Polanco, Workforce Development Specialist
Denise Moletto, CTE Teacher
Jo Ann Wetherington, Workforce Development Specialist
Jess Wolk, Programs Coordinator
Pantea Shademani, SHINE Director
Katheryne Hait, Chief Operating Officer
Lucyann Vierling, Executive Director

SHINE Staff

Marie Barattucci, Teacher Assistant
Marie Beals, Kindergarten Visitor
Victoria Billbe, Lead Teacher/Site Coordinator
Denise Caucci, Home Visitor
Nicola Church, Teacher Assistant
Lisa Conner, Teacher Assistant
Emily Cooper, Site Coordinator & Teacher
Chris Crossley, Site Coordinator
Eileen Demchuk, Teacher Assistant
Barbara Donegan, Teacher Assistant
Jalenna Gibbs, Lead Teacher
Tiffany Guzzo, Lead Teacher
Vanessa Halladay, Teacher Assistant
David Heckman, STEM Mentor
Jane Jarusik, Teacher

Polly Kelly, Teacher Assistant
Annette Kulick, Site Coordinator
Sally Langendoerfer, Teacher
Maria Lasaponara, Teacher
Deborah Leighton, Teacher Assistant
Daria McGinnis, Teacher Assistant
Roxanne Razny, Junior Teacher Assistant
Julie Stanton, Teacher Assistant
Myranda Strada, Teacher Assistant
Linda Sura, Teacher Assistant
Sarah Sweeley, Teacher Assistant
Shannon Thomas, Teacher
Kimberly Tipke, Home Visitor
Grace Vanderbeck, Teacher
Laurel Werner, Lead Teacher
Jo Ann Wetherington, Teacher



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