

YoCo CONNECT

A publication of the York County Economic Alliance SEPT / OCT 19



**TOMORROW'S WORKFORCE,
TODAY'S CLASSROOM**
Bridging Business & Education in YoCo

- › Business is Brewing
- › YCEA Launches Pathways to Prosperity
- › Entrepreneurial Guide



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Featured on the front cover:
Photography by Eric Forberger, YRK Creative

The Edgar Fahs STEAM Academy is building relationships between students and businesses to meet YoCo's future workforce demands. Pictured on the front cover are Craig Linn, the STEAM Academy's principal, and Seth Bray, CEO of PennAir, with STEAM Academy students. See story on page 08.

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Moving Pathways to Prosperity Into Action

BY KEVIN J. SCHREIBER
PRESIDENT & CEO,
YORK COUNTY ECONOMIC ALLIANCE

One of the best things about my role is the opportunity to meet with business leaders throughout York County. Although their companies range in size, operate in different sectors, and have a variety of specific needs, the one recurring challenge I hear repeated again and again is “workforce, workforce, workforce.” How, they ask, can we better position York County’s residents to gain the skills and connect with the resources that will allow them to secure the jobs of today and—perhaps even more importantly—the future?

One year ago, the York County Economic Alliance launched “Pathways to Prosperity,” our county’s first-ever workforce action plan, to help address that challenge. We brought together a committee of employers from manufacturing, healthcare, government and education, business and professional services, construction, and nonprofits. They joined the table alongside educators and community partners, and with over 40 leaders all committed to progressive change, we dove into the task of enhancing economic efforts and workforce services for our community.

The committee launched an Employer Needs Survey to identify how well the existing workforce matches their current and anticipated needs. We found that with an unemployment rate hovering at 3.8%, employers have been forced to think creatively about transportation, child care, and the other obstacles that hinder would-be employees from finding jobs. In the coming months, we’ll launch a Job Seeker Survey to further consider the needs and challenges for employees (more details can be found on pages 16–17). This data will drive our next steps as a community, as we identify a path for a solution.

Although we are still in the first year of bringing “Pathways to Prosperity” to action, we have already made some tangible, high-impact progress. For example, we have worked with the Federal Reserve of Philadelphia to study how access to transportation affects access to jobs in York County and convened a study group to identify some first steps in addressing these barriers, such as partnerships between rabbittransit and large employers. We also worked together with partners HACC, Central Pennsylvania’s Community College, York Campus; Crispus Attucks; and the Small Business Development Center (SBDC) to launch a Small Business Curriculum engaging over 70 members of our community, with an additional track for contractor-specific education happening at this very moment. Courses such as this example empower entrepreneurs to create new job opportunities for county residents. All of these were immediate needs identified and ones that we were able to move on quickly as we also plan the long-term vision for YoCo.

The work on this effort is only just beginning and will truly never be complete. Currently, manufacturing, healthcare, and retail are York County’s top three industries. They will shift to health, construction, and accommodations and food service industries over the next 10 years. We know that the economy ebbs and flows, and the job market will rise and fall with it. The Pathways to Prosperity plan will launch us on a track to solve our current workforce issues, such as attracting and retaining a talented workforce. Ultimately, we will continue to be nimble, to adapt to the ever-changing needs, and work collaboratively with you, YoCo, on creating sustainable prosperity for all.

Kevin J. Schreiber

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TOMORROW'S WORKFORCE, TODAY'S CLASSROOM



Businesses and educators are collaborating on partnerships that introduce students to career opportunities and help them gain the knowledge and skills necessary to meet future workforce needs. In this issue, we profile the stories of this work to bridge business and education for workforce development in YoCo.

COLLABORATORS FOR WORKFORCE DEVELOPMENT:

Bridging Business & Education in YoCo

BY MICHAEL VYSKOCIL
YRK CREATIVE
PHOTOGRAPHY BY ERIC FORBERGER



Tomorrow's workforce can be found in today's classrooms. This talent pool exists among students in school districts across YoCo, but enabling these students to acquire the knowledge and skills employers need takes creativity and collaborators working to bridge business and education. Within the School District of the City of York, an innovative collaboration is building relationships aimed at meeting YoCo's future workforce demands.

STEAM Academy

The Edgar Fahs Smith STEAM Academy opened its doors within the School District of the City of York two years ago. Emphasizing problem solving, project-based learning, and critical thinking, the STEAM Academy's mission is to "empower students to be inspired, lifelong learners who are innovative problem solvers," according to Craig Linn, the STEAM Academy's principal.

The Academy opened its doors on August 21, 2017, with 300 students enrolled in the third through eighth grades. Since 2017, the school district has been adding one grade level each year until the Academy supports third through 12th-grade students.

School district administrators, led by former superintendent Dr. Eric Holmes, developed the STEAM Academy after visits to comparable schools in Philadelphia and Pittsburgh. Prior to the STEAM Academy's opening, the district's Ferguson K-8 school offered a STEAM program in partnership with Penn State York.

COLLABORATORS FOR WORKFORCE DEVELOPMENT



PennAir CEO Seth Bray And Craig Linn,
Principal, Edgar Fahs Smith STEAM Academy

Linn explains that one of the early objectives of the STEAM Academy was creating a Business Advisory Council, with support from the York County Economic Alliance (YCEA), that is comprised of business leaders throughout York and greater York County. "Last year, we began asking them to more fully get involved with what we're doing here. One of them was 'Champion a Classroom' that invited them to talk with students about who they were and what they did in their jobs. The other was a more in-depth STEAM MATES (Meet a Talented Exceptional Student)—a true partnership between our older students and the business world," he says.

"We had students visit a company, see and experience what a day in the life of an employee was like there, and then come back and report on their observations. They had to explain that business to the rest of their peers using newsletters, commercials, and presentations that detailed why it was a viable business and why it's something we need in our community. It's an exciting way to bring the business world in our building, and the students loved it," Linn notes.

Recently, the STEAM Academy partnered with York Exponential, Freelance York, Asbury United Methodist Church, the YCEA, the City of York, and the YMCA on a four-week-long York Robothon. The event brought together a diverse group of students from area schools and challenged them to use collaborative robotic applications to develop solutions for real-world problems faced by businesses.

As the STEAM Academy prepares for its third year of academic instruction, Linn believes the environment is primed for greater partnerships with businesses in YoCo that turn partnerships into internships or entrepreneurship.



STEAM CUP Challenge

"We're struggling to engage employers, but we want to gear our studies to meet their demands."

Seth Bray, CEO of PennAir, recalls those words from a conversation that former York City School District superintendent Dr. Eric Holmes had with him about getting involved with the STEAM Academy. As a business owner, Bray recognized the significance of generating relationship building between the newly formed STEAM Academy and YoCo businesses like his own. From that effort, the STEAM CUP Challenge arose.

"It was intended to be an opportunity for classrooms to compete, with companies, against each other. We wanted an environment that fostered competition and felt more like a sporting event with cheering fans, etc.," he says. The resulting experience was an "egg drop" challenge that paired businesses and students together to craft egg carriers for the egg drop. The event culminated with a fire department ladder truck dropping eggs 40 to 50 feet to the ground, where participants gathered to see whose egg survived the fall. "At the conclusion of the event, we felt it provided the businesses and students the experience we hoped for," he says.

Bray, who was appointed CEO of PennAir in June, comments that bridging business and education is vital to supporting YoCo's workforce demands. "How you find people has changed. How you develop people has changed. College has changed. Technical degrees have changed. To continue approaching workforce development the same way seems like missed opportunity. The STEAM Academy is one example of creating unique opportunities for employers to build a relationship with a school that is looking to meet their workforce demands."



PennAir
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York, PA 17402

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PennAir



PennAir



PennAir.com



Edgar Fahs Smith STEAM Academy
701 Texas Ave.
York, PA 17404

717.849.1240



ycs.k12.pa.us/steam-academy

HACC YORK CAMPUS INTRODUCES BREWING SCIENCE CERTIFICATE PROGRAM

STORY BY MICHAEL VYSKOCIL
YRK CREATIVE

York County's growing craft beer industry continues to welcome new faces to the brewing scene. Beginning with the 2019–2020 academic year, HACC, Central Pennsylvania's Community College, will be one of those new faces when it introduces its Brewing Science Certificate Program to the York campus. Vic Rodgers, associate provost for workforce development and continuing education at HACC, describes the program's goals and the foundational skills it aims to give students to prepare them for careers in the brewing industry workforce.

Q: What were some of the economic and workforce development factors that prompted the creation of the HACC Brewing Science Certificate Program?

A: The mission of the Workforce Development and Continuing Education Division at HACC, Central Pennsylvania's Community College, is to support the businesses and economic drivers in our 11-county region.

The craft beer industry is a growing and highly regarded part of the Pennsylvania economy. When HACC heard the need for a skilled workforce to sustain it, we worked with the Brewers of Pennsylvania (BOP), the trade association that brings together leaders of Pennsylvania-based brewing and businesses that support brewing, to create a pathway into the craft-brewing field. The BOP helped HACC build a curriculum, which focuses on building the necessary talents for the industry. Local breweries partner with us to utilize their space and equipment.

For the 2019-2020 program, we felt we could support the growing number of brewers in the York area by having a Brewing Science Certificate Program in York.

Q: Students at the HACC Harrisburg campus collaborated on a "Smash No. 55" beer at Zeroday Brewing Company. How does this creation represent the type of real-world applications this program hopes to impart upon students?

A: In HACC's Brewing Science Certificate Program, students build a beer from recipe to creation as the capstone of the program. The hands-on work, under the guidance of industry experts, has a tremendous real-life application as our students prepare to enter the workforce in the beer industry.





Q: An 80-hour internship is listed as one of the requirements for completion of the program. What would an internship entail?

A: HACC has multiple local partnerships within the brewing industry throughout Central Pennsylvania. Through our relationship with the BOP, our students can select an internship with their members or they are welcome to secure an internship on their own. This unpaid internship allows the students to experience all of the components of working in a brewery.

Q: Describe the industry professionals, the brewers and brewery owners, that HACC is working with to present course offerings in the program.

A: For the upcoming cohort of students, HACC is working with Free Will Brewing Co. (Perkasie), Collusion Tap Works (York), Something Wicked Brewing Co. (Hanover), and S & P Artisan Butcher Shop (Mechanicsburg). HACC also is working with other local industry professionals to learn how we can integrate their expertise into the program.

Q: York County's rich history with craft beer is getting recognition through offerings such as the York County Ale Trail. How do you think the Brewing Science Certificate Program complements York County's growing craft beer industry?

A: As with any industry, having the skilled personnel necessary to grow is a constant challenge. HACC's Brewing Science Certificate Program is designed to mitigate that challenge by working in partnership with the industry. Together, we have designed the curriculum, partnered in student instruction, and given students hands-on experiences that make them a great fit in the craft-brewing world and a wonderful complement to the York County craft-brewing scene.



HACC York Campus
2010 Pennsylvania Ave.
York, PA 17404

717.718.0328



hacc.edu/Campuses/YorkCampus/



Haccyork



HACCYork



HACC_info

MEET THE NEW LEADERS IN EDUCATION

A Q&A With The Superintendents Of Four York County School Districts

Four school districts across York County have new superintendents beginning this school year. YoCo Connect introduces you to the following new faces of administration.



Nathan Van Deusen, Ed.D.
Superintendent of the South Eastern School District

Q: What made you decide to pursue a career in education?

A: As a student, I had a number of very influential educators and coaches in my life (including my father). Seeing the impact that these individuals had on me and the lives of my peers helped drive me into the field of education.

Q: What is a favorite moment, memory, success, or event of your career?

A: I cannot think of one distinct recollection that would constitute a favorite memory in my career. As a building principal, I was blessed to walk alongside staff, parents, and students on a daily basis. In this role, I could help set direction and help create the flow necessary for students and staff to realize their potential. Those periods of flow where staff and students worked collectively toward a common goal were very exciting times.

Q: What is your advice to the next generation of leaders?

A: Choose to be positive regardless of the circumstance. Stephen Covey's first habit of highly effective people is to be proactive. To underscore Covey's first habit, he shared the life of Viktor Frankl, Austrian psychiatrist and Holocaust survivor. Frankl believed that our highest human value was choosing our attitude and that our choice in attitude was our final human freedom. Frankl believed that our freedom lies between the stimulus and our response to the stimulus, which was the basis for his book *Man's Search for Meaning*. For the next generation of leaders, understand that your attitude is your choice and that focusing only on what is in your locus of control can create freedom and positivity.

Q: What's your favorite book, movie, or concert?

A: I don't have one favorite book or movie. Some of the pivotal books that have shaped me professionally are as follows: *Brainstorm: The Teenage Brain from the Inside Out*, by Daniel J. Siegel; *The 21 Irrefutable Laws of Leadership*, by John Maxwell; *Start with Why: How Great Leaders Inspire Everyone to Take Action*, by Simon Sinek; *Visible Learning for Teachers*, by John Hattie; and *Mindset: The New Psychology of Success*, by Carol Dweck.



George W. Ioannidis, Ed.D., PCSBA
Superintendent of Spring Grove Area School District

Q: What made you decide to pursue a career in education?

A: Serendipity brought me to my career in education. What has kept me is the satisfaction of supporting the institution of public education because of the opportunities it represents for all of our students and their families.

Q: What is a favorite moment, memory, success, or event of your career?

A: The opening day of school is among my favorite days of the year. It represents a new beginning for each student and our staff. I especially enjoy seeing the new kindergarten students reflect the excitement and enthusiasm of their youth.



South Eastern School District
377 Main Street
Fawn Grove, PA 17321
717.382.4843
 sesdweb.net

Q: What is your advice to the next generation of leaders?

A: Focus on your mission and follow one of my favorite quotes of President Theodore Roosevelt: "Do what you can, with what you have, where you are."

Q: What's your favorite book, movie, or concert?

A: *Casablanca* is the penultimate story of courage and defiance, and the redemption of Rick Blaine.



Spring Grove Area School District
100 E. College Ave.
Spring Grove, PA 17362
717.225.4731

 sgasd.org

MEET THE NEW LEADERS IN EDUCATION



Joshua A. Doll, Ed.D.
Superintendent of Dallastown
Area School District

Q: What made you decide to pursue a career in education?

A: My parents, at an early age, imparted a love and appreciation of our nation's history. This influence, in combination with many amazing teachers and mentors, convinced me to enter the field of public education as a secondary social studies teacher and, later, administration. A career in education is what I believe to be the noblest of professions since all individuals undergo education and it is our work to prepare the next generation of learners and citizens.



Dallastown Area School District
700 New School Lane
Dallastown, PA 17313
717.244.4021



dallastown.net

Q: What is a favorite moment, memory, success, or event of your career?

A: I have been blessed to work alongside many amazing professionals and mentors throughout my career in an effort to positively impact the lives of students. My greatest success stems in watching our students launch into adulthood and being successful in the workforce, raising families, and becoming contributing citizens in our great democracy.

Q: What is your advice to the next generation of leaders?

A: Know thyself! It is essential that a leader has a clear picture of one's inherent strengths and weaknesses, which serve as one's assets or liabilities.

Q. What's your favorite book, movie, or concert?

A: I have been a longtime Grateful Dead fan and concertgoer—keep on truckin'.



Dr. Andrea Berry
Superintendent of the School
District of the City of York

Q: What made you decide to pursue a career in education?

A: My family has a long string of successful educators. We enjoy the work of helping others. My decision to pursue a career in education was based on my experience as a student. I was fed by many successful and passionate educators. Their presentation and seriousness about the profession coupled with my deep family roots in education made the decision an easy one.

Q: What is a favorite moment, memory, success, or event of your career?

A: One of the most memorable moments in my career was the day I became an elementary school principal. I was told, "Here are the keys to your building. Now go change lives." At the same moment, my mom said to me, "You did it, little girl. You reached the point where you can help kids and their families. Great job!"

Q: What is your advice to the next generation of leaders?

A: My best advice to the next generation of leaders is summed up in the poem titled "Perseverance":

*If a task has once begun,
never leave it till it's done,
be the labor great or small,
do it well or not at all.*

As leaders, we must be servants, trailblazers, professional, and personable all at the same time.

Q. What's your favorite book, movie, or concert?

A: My favorite book is *Becoming* by Michelle Obama. I love her message of positivity and hope for all. My all-time favorite movie is *Shawshank Redemption*. It is heartwarming to see how integrity always matters. My favorite concert was Earth, Wind, and Fire. Their music is soulful, moving, and makes you want to dance.



School District of the City of York
31 N. Pershing Ave.
York, PA 17401
717.845.3571



ycs.k12.pa.us

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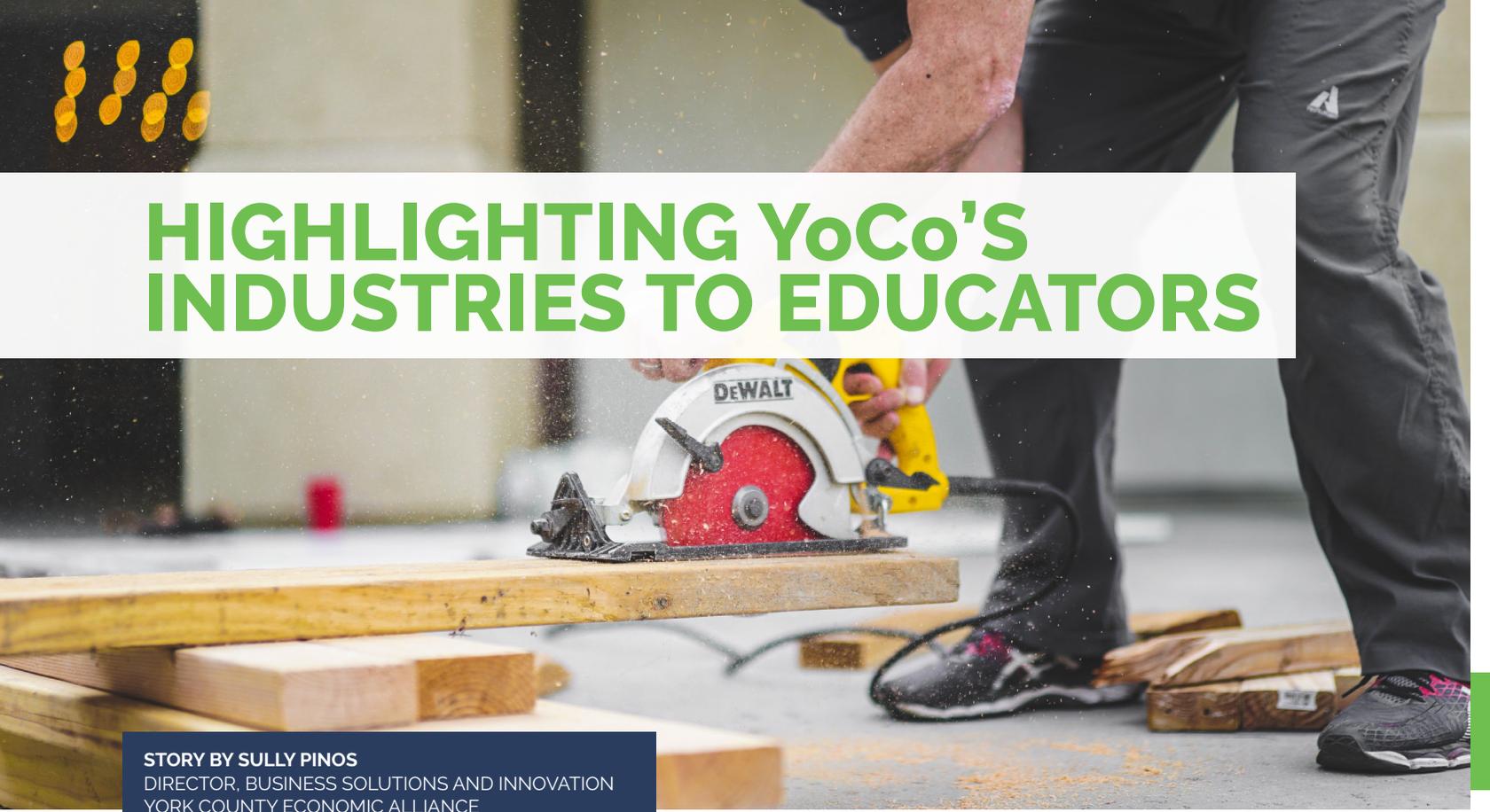
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HIGHLIGHTING YoCo'S INDUSTRIES TO EDUCATORS

STORY BY SULLY PINOS
DIRECTOR, BUSINESS SOLUTIONS AND INNOVATION
YORK COUNTY ECONOMIC ALLIANCE

Over the summer, through our workforce development efforts, the York County Economic Alliance (YCEA) facilitated a tour for more than 70 educators from Dover Area High School to connect with York County's leading industries. A goal of the Pathways to Prosperity plan is to align career readiness opportunities for students, employers, and educators, and this tour gave educators a firsthand connection to the varying skills needed to fulfill the current demands of our workforce.

With the assistance of Chuck Benton, director of Dover's Career and Technical Education Center, these Dover "Eagle" educators spent their day touring manufacturing sites, healthcare facilities, architecture and engineering firms, and construction sites all within our YoCo footprint. A crucial component of this tour was providing the connection between labor (businesses) and educators to engage in follow-up assistance in guiding students to find their careers.

Over the past several years, Dover Area School District established the Academy of Career and Technical Education within Dover Area High School. The academy offers pathways in skills building for business management, audio and visual technology communications, agricultural natural resources, information technology, and STEM.

DID YOU KNOW?

In York County, manufacturing, healthcare, and retail are among the top three industries represented in our workforce. Over the next 10 years, healthcare, construction, and the accommodations and food services industries will offer the greatest opportunities for occupations, according to the *Long-Term Industry Employment Projections for the York-Hanover MSA*.

Pathways **TO PROSPERITY**

York County's Workforce Action Plan

In November 2018, the YCEA launched its Pathways to Prosperity Action Plan. This plan has been meticulously crafted to strengthen ties among employers, educators, and the community in an effort to enhance economic development and workforce services. YCEA, alongside its partners, has been tirelessly working on attracting, strengthening, and retaining a diverse and skilled workforce in order to achieve countywide economic prosperity.

Over the past six months, the Pathways to Prosperity Action Plan has been underway with over 40 partners representing industry, community, and education.

As the initial accomplishment of this plan, the Employer Needs Survey was launched with the purpose of gaining valuable insights into the needs of employers throughout York County. Industries surveyed included manufacturing, healthcare, government and education, business and professional services, construction, and nonprofits.

We've Identified the Following Key Data:

Top Skills Needed by Employers in York County

- **Soft Skills – 26%**
- **Computer Proficiency – 14%**
- **Medical Certification – 6%**

Top Minimum Qualifications for Entry-Level Positions for Companies in York County

- **High School and GED – 52%**
- **Four-Year Degree – 14%**
- **Driver's License – 13%**

Top Ways Companies Provide Training and Advancement Opportunities

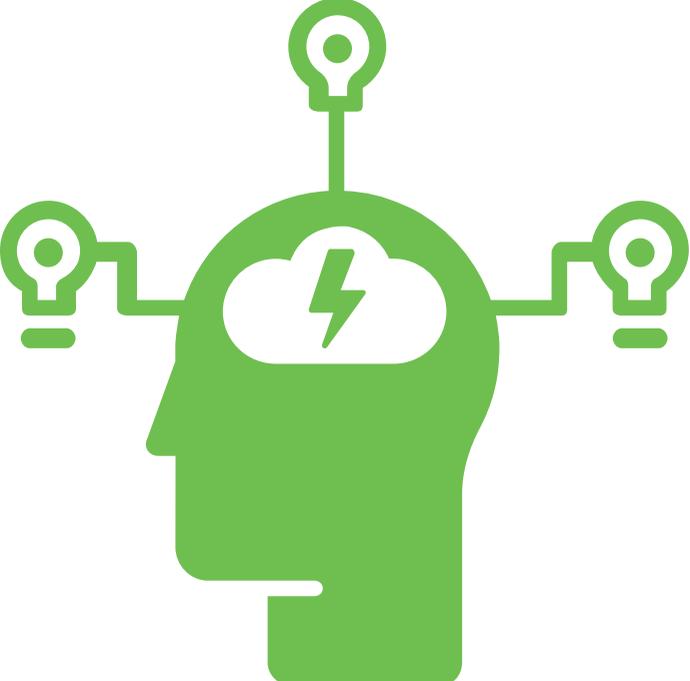
- **In-House Training Program – 37%**
- **Company Tuition Reimbursement – 23%**
- **Outsourced Training Program – 14%**

Top Challenges Affecting Employee Retention

- **Lack of Soft Skills – 27%**
- **Growth Opportunities – 23%**
- **Transportation – 12%**
- **Child Care – 12%**

Over the coming months, a Job Seeker Survey will be released to collect information that parallels the Employer Needs Survey. With both surveys, the data will lead to driving efforts to bridge the employer and job seeker gaps. This effort will be crucial to establishing industry specific forums that will allow the Pathways to Prosperity partners to use their knowledge and resources to YoCo's benefit.

The Pathways to Prosperity Action Plan is committed to making workforce solutions happen. If you are an employer interested in learning more about the Pathways to Prosperity Action Plan, connect with us!



YoCo ENTREPRENEURIAL RESOURCES

Below is a snapshot of local, regional, state, and federal resources available to York County's entrepreneurs and businesses. For information on additional resources, visit our Entrepreneur's Guide available at YCEApa.org.

Ben Franklin Technology Partners

Provides direct funding, business assistance, and networking opportunities to early-stage and established technology firms in Pennsylvania

benfranklin.org

Buy Local Coalition

Educates the public about the benefits of buying from local, independent businesses, as well as promoting local businesses

buylocalcoalition.com

Catamaran

Provides resources to advance early-stage startup businesses and guides them along the business planning and execution process

catamaran.cc/community

Central Pennsylvania Technology Council

Trade association dedicated to promoting the advancement and development of technology in Central Pennsylvania

tccp.org

Community First Fund

Provides financing to startup and growing businesses through small business loans and microenterprise loans

communityfirstfund.org

Downtown Inc

Organization dedicated to enhancing and encouraging investment in York, Pennsylvania's central business district

downtownyorkpa.com

Freelance York

Technology-based coworking space geared toward providing meeting, event, or personal workspace

freelanceyork.com

Hanover Chamber of Commerce

Membership-based organization that prospers through its partnerships with area schools, businesses, and organizations

hanoverchamber.com

J.D. Brown Center for Entrepreneurship at York College of Pennsylvania

Local space to connect the region's entrepreneurial community with the resources of York College as an early-stage incubator

ycp.edu/about-us/offices-and-departments/jd-brown-center-for-entrepreneurship/

Keystone Merge

Offers regional, monthly meetings to connect entrepreneurs with stakeholders in an informal and welcoming space

ycp.edu/about-us/offices-and-departments/jd-brown-center-for-entrepreneurship/keystonemerge/

Local Municipalities

Lend support in developing local economy and encouraging innovation and entrepreneurialism within each municipality

yorkcountypa.gov/about-york-county/boroughs-townships.html

Main Street Hanover

Expand the economic capacity of downtown Hanover, thus improving the business environment, enhancing the quality of place, and increasing community synergy

mainstreethanover.org



ENTREPRENEURIAL RESOURCES

MANTEC

Full-service manufacturing consulting firm providing training and certifications needed to stay ahead of the industry

mantec.org

Pennsylvania Business One Stop Shop

Statewide government office equipped with knowledge, information, and resources for businesses both large and small

business.pa.gov

Penn State Cooperative Extension

Modern educational organization dedicated to delivering science-based information to people, businesses, and communities

extension.psu.edu

Small Business Development Center

Pennsylvania government agency that provides support to entrepreneurs and small businesses

pasbdc.org

Susquehanna SCORE

Partnership with York County Economic Alliance that provides free mentoring, workshops, and resources to existing and future business owners through a volunteer arm of retired business owners

susquehanna.score.org

The Grotto

Organization focused on promoting the development of the arts and small businesses by providing coworking, artist studios, and private offices in York, Pennsylvania

grottoyork.com

U.S. Small Business Administration

U.S. government agency that serves to connect entrepreneurs with lenders and funding to help them plan, start, and grow their businesses

sba.gov

WEDnetPA

A state funding program dedicated to advancing the training and education needs of workers and employers in Pennsylvania

wednetpa.com

Women's Business Center Organization (WBCO)

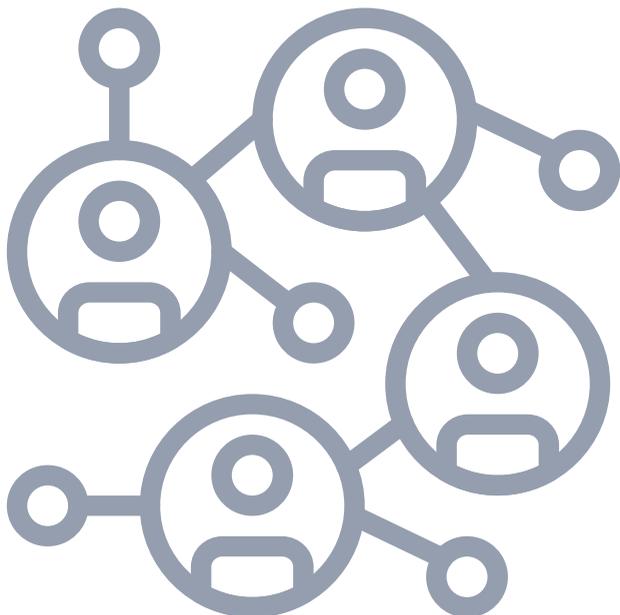
Provides opportunities for professional development, education, advocacy, and mentorship to women in business across York County

yceapa.org/resources/professional-womens-alliance/wbco/

York County Economic Alliance

Serves as a business resource for facilitating expansion, funding, redevelopment, networking, business-to-business promotion, advocacy, and workforce development across York County

yceapa.org



THIS SEASON IN THE LEGISLATURE

STORY BY DAVID GONZALEZ JR.
MANAGER, ADVOCACY
YORK COUNTY ECONOMIC ALLIANCE



The Pennsylvania Legislature will return to voting on September 17 when the House is back in session and September 23 when the Senate is back in session.

The Legislature and State departments will have a range of issues to focus on for the fall and leading into 2020. Below is a snapshot of what could receive high attention in Harrisburg:

Minimum Wage: The Legislature couldn't reach an agreement on how to proceed with the state's minimum wage before the budget passed, and the majority leadership opted to push the issue to the fall.

- The Independent Fiscal Office (IFO) published a report that predicted a near \$170 million net positive for the state, due to an expected gain of \$50 million in annual tax revenues and a decrease of \$119 million in human services spending with Gov. Tom Wolf's proposal of raising the state minimum wage to \$12 per hour with 50 cent increases each year until 2025.
- The challenge is the potential loss of 34,000 jobs that the IFO report also notes and the unpredictability or uncertainty about how the increase would be implemented.

Infrastructure: Gov. Wolf proposed the Restore PA plan as an answer to the critical infrastructure needs across the state. The project met criticism as it would be funded by a severance tax on natural gas extraction to pay for the \$4.5 billion that would be borrowed upfront to fund such projects.

- Energize PA is an alternative to Restore PA. Supporters have highlighted it as a way to create jobs, drive investment by manufacturers, and redevelop Pennsylvania's infrastructure with no additional taxes or fees. The main driver of Energize PA are expanded state grants and tax credits.
- There is a no-tax alternative to Restore PA that would open state forest land to gas drilling, but it has lacked traction.

WIOA State's 2020–2024 Workforce Development Strategies: Every four years, states work to create new plans as required by the Workforce Innovation and Opportunity Act (WIOA). This initiative is an opportunity for the state, as the act emphasizes sector partnerships, career pathways, cross-program data and measurement, and job-driven investments.

- In short, Pennsylvania has the chance to shape the workforce development playbook the state wants and explain how government funds will be used to achieve that vision.

Introducing WellSpan on Market

Lab Services and The Meeting Place



As part of WellSpan Health's continued commitment to the City of York, we've added laboratory collection services and a community meeting space in Downtown York.

Located one block west of the center of Downtown York and housed in the former F.W. Woolworth Department Store building, this new 2,910 square foot WellSpan facility offers:

- **Blood and urine specimen collection**
- **Glucose tolerance testing**
- **Community meeting space**

46 W. Market St. – Downtown York
(Parking in rear)

Open: Mon.- Fri., 7 a.m. to 4 p.m.
Sat., 7 to 11 a.m

Learn more at WellSpan.org



5930 PR&M 8/19

Stop by during First Fridays in Downtown York for our fun fall events!

2019 BUSINESS SEMINAR SERIES

Please join us on

WEDNESDAY, OCTOBER 23

2:30 PM - 6:30 PM

Series Focus: Embracing Change & Preparing for the Future

Heritage Hills Golf Resort | 2700 Mt Rose Ave, York, PA 17402

Please visit barley.com/2019-business-seminar-series to register and for more information about our other series stops in Lancaster, Harrisburg & Reading!

**KEYNOTE
SPEAKER**



Roxanna L. Gapstur

President & CEO of
Wellspan Health

Barley Snyder

ATTORNEYS AT LAW

WWW.BARLEY.COM

YORK • LANCASTER • READING
HARRISBURG • HANOVER • GETTYSBURG • MALVERN
SCHUYLKILL HAVEN • HUNT VALLEY, MD • COLUMBIA, MD



YCEA EVENTS

SEPT

13

SCORE Success Breakfast | 7:00 a.m.

Wyndham Garden York, 2000 Loucks Road, York

SEPT

18

Democracy Challenge sponsored by Comcast | 5 p.m.

*York College of Pennsylvania, Waldner Performing Arts Center,
441 Country Club Road, York*

SEPT

24

Small Business Owners Roundtable | 11:30 a.m.

*York County Economic Alliance, YCEA Board Room, 144 Roosevelt
Ave., Ste 100, York*

SEPT

25

Spirit of YoCo Awards Breakfast | 7:30 a.m.

Wyndham Garden York, 2000 Loucks Road, York

OCT

03

YCEA Powerlink Informational Meeting | 8 a.m.

Collusion Tap Works, 105 S. Howard St., York

OCT

08

WBCO Luncheon: Women in Manufacturing | 11:30 a.m.

Heritage Hills Golf Resort, 2700 Mount Rose Ave., York

OCT

22

Small Business Owners Roundtable | 11:30 a.m.

*York County Economic Alliance, YCEA Board Room,
144 Roosevelt Ave., Ste 100, York*

OCT

23

**Economics Club Breakfast: Political Update with Dr. Terry
Madonna | 7:30 a.m.**

Wyndham Garden York, 2000 Loucks Road, York



Brush up on business strategy and bond with community this season in Downtown York.

Events

SEPT

18

Business Series Presented by PNC | 8:30–9:30 a.m.
York College Center for Community Engagement, 59 E. Market St., York

OCT

04

First Friday/First Friday Latino | 5–9 p.m.
Locations Throughout Downtown York

OCT

16

Business Series Presented by PNC | 8:30–9:30 a.m.
York College Center for Community Engagement, 59 E. Market St., York

OCT

26

Masquerade Ball: Dancing Through the Decades, Presented by UPMC | 6 p.m.
Valencia Ballroom, 142 N. George St., York

SEPT

17

York Story Slam: Family Feud | 7 p.m.
Holy Hound Taproom, 57 W. Market St., York

OCT

7-11

SkillSwap 2019 (times vary)
Most sessions at the York College Center for Community Engagement 59 E. Market St., York

OCT

15

York Story Slam: Trick or Treat | 7 p.m.
Holy Hound Taproom, 57 W. Market St., York

NOV

07

York: Crafted | 6 p.m.
Warehaus, 320 N. George St., York



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York County
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144 Roosevelt Avenue
York, PA 17401

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