

LAUNCH!

YOUR SUCCESS

Serving the Northern Tier of Pennsylvania

'LAUNCH! Your Success' Debuts in Northern Tier

Bradford County Action, Inc., (BCA); Trehab, Inc.; Northern Tier Regional Planning and Development Commission (NTRPDC); and the Northern Tier Workforce Development Board (NT WDB) are excited to announce a new website for all young adult programs in the Northern Tier

Region. The new "Launch! Your Success" logo and website are a collaboration between the NT WDB and youth program providers (BCA and Trehab).

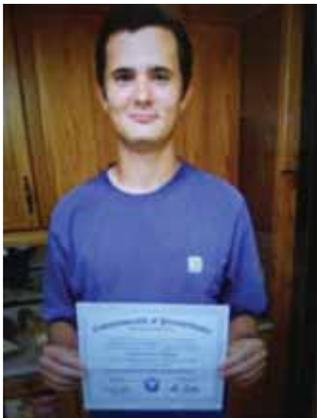
Outreach meetings will be held this fall, winter, and spring to promote the website, which provides information on training opportunities,

work experiences, GED® and HiSET® information, and much more.

Young adults can apply for more information through a simple Google form which initiates a referral to the appropriate county and office for follow-up with a career advisor.

Check out the new website and find more information at www.launchyoursuccessnt.org

One Step at a Time Leads to Success!



Taylor

Taylor came to Bradford County Action, Inc., in September 2020 looking to enroll in Pennsylvania Department of Education (PDE)-funded classes to work toward getting his GED.® The Young Adult Career Advisor met with him and Taylor decided to enroll in both the PDE classes and the Out-of-School Youth Program.

Taylor wanted to focus on getting his GED, but because he was interested in eventually getting a job in the automotive service industry, his Career Advisor discussed a paid work experience with Taylor. He thought it was a great idea. The Career Advisor contacted M&J Oil and Lube to see if they would be interested in providing a paid work experience for Taylor. Bradford County Action had worked with this business in the past, and they agreed to participate in another paid work experience.

Taylor started a month-long paid work experience in November 2020. His contract was extended another two weeks at the request of his employer,

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and it was a great experience for Taylor and for M&J Oil.

Taylor continued working toward completing his GED and passed his Science and Math sections in March 2021. He passed his Social Studies section in April 2021. He then focused on passing the Reasoning through Language Arts (RLA) section of his GED.

In April 2021, Taylor started at Robinson Contracting &

Landscaping through the SLIP internship program. Taylor's internship went very well and he continued working for Robinson's after he finished the SLIP program in July.

Throughout this time Taylor continued to focus on the GED RLA section and passed it in August 2021. Taylor, his family, and the staff at Bradford County Action are very proud of his achievement!

Taylor plans to continue working at Robinson's Contracting & Landscaping while he researches options for schooling in diesel mechanics and welding in preparation for an eventual job in that field.

Taylor is very grateful for the help he received from the GED Instructors and the Young Adult Program Career Advisor—he feels this assistance helped him succeed!

Business–Education Partnership Kicks off 7th Year of Student–Employer Engagement

Northern Tier Regional Planning and Development Commission's (NTRPDC) Business Education Partnership (BEP) kicked off its 7th year at the start of the 2021-22 school year.

Anita Drislane, Career Coach for Athens Area School District, retired during the summer. We would like to thank her for her dedication to providing excellent career education to her students. Metra Maynard will fulfill the role of career coach for Athens and she is motivated to continue services and develop new career activities.

Returning as career coaches this year are Pat Chappell (Troy,

Wellsboro, and Southern Tioga school districts), Rachel Selleck (Towanda and Northeast Bradford school districts and Susquehanna County Career and Technology Center), Barb Knapp (Sullivan County, Canton, and Tunkhannock school districts), Kathy Prichard (Sayre and Montrose school districts) and Karen Long (Wyalusing School District).

Each year, the career coaches work with teachers, administrators, and school counselors to provide career education activities to students to better prepare them for their futures. Last school year, despite pandemic restrictions, the BEP connected more than 65 employers

to local students. More than 5,000 career education activities were completed by the students of our region with assistance from career coaches. These activities vary from school to school and grade to grade. Examples of some projects completed with students during the 2020-21 school year include mock interviews, entrepreneurship scavenger hunts, virtual post-secondary education tours, job application and resume classes, time management and other soft skills lessons, job and career fairs, interest assessments, and many others.

The career coaches hope to have more opportunities to connect students to local employers this coming school year. In-person employer panels and presentations are being planned in the hopes that schools stay open and visitors are allowed in. We wish everyone a safe and productive school year with many opportunities for our students.

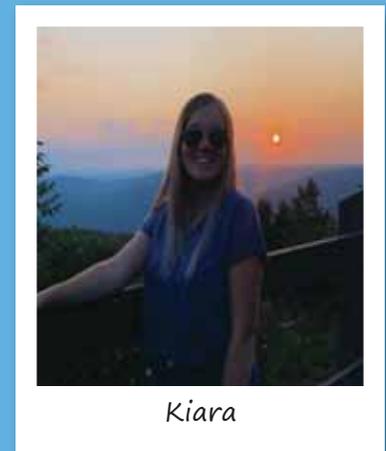
If you are an employer interested in connecting with a local school district, please contact Jody McCarty, Workforce Program Administrator, at mccarty@northerntier.org.

Summer Successes in Sullivan County

Sullivan County Trehab had seven youth participants ages 14-20 complete either paid work experiences or internship placements during Summer 2021. Four employers in different industries hosted participants throughout the county. Sullivan County staff highlighted that all participants successfully completed their paid work experiences over the summer. The employers were very thankful to have the extra help and are eagerly awaiting the program to begin in 2022!

Sullivan County Conservation District

Kiara reached out to Trehab just prior to graduating high school, inquiring about potential summer opportunities. Kiara was planning to attend college in the fall as a biology major. Sullivan County's Youth Career Advisor told her about the work experience program and a potential opportunity working as an office assistant at the Sullivan County Conservation District. Kiara jumped at the opportunity to gain valuable office and field experience. Kiara's duties included assisting the office manager, looking at potential county projects with the erosion and watershed specialists, and educating the community about conservation. The last week of her work experience ended on a high note, when a conservationist from Montour County visited the Sullivan County office and ultimately offered Kiara a summer internship at the Montour County Conservation Office for Summer 2022! Kiara commented that networking and the work experience program really helped align her for this exciting opportunity.



Kiara

Robin Real Estate

Robin Real Estate worked with Sullivan County Trehab for a second year in 2021, but this time with both a State-Local Internship Program (SLIP) placement and a work experience internship. Staff at Robin Real Estate provide invaluable work experiences for participants, as they learn the ins and outs of a busy real estate/vacation rental office.



Samantha (left) and Lilley (right)

Samantha worked as the SLIP intern, assisting in the busy vacation rental office. She helped coordinate cleaning and rental schedules and performed other office duties. Robin Real Estate was Sam's first job and she excelled and grew in knowledge and confidence in her work throughout the summer.

Lilley worked as an intern at Robin Real Estate as the Front Desk Receptionist. Lilley's vibrant personality shined in this position, as she was often the first person to answer the phones or greet visiting clients. Lilley also handled day-to-day tasks in the office.

Tina, at Robin Real Estate, wrote that "both girls are welcome back anytime" on their end-of-the-year survey. Tina has found great value hosting work experiences and the training/life lessons she teaches in return is invaluable for participants.



Kayla



Savannah



Mallory

Blasi's Beginnings, LLC

Blasi's Beginnings, LLC, a childcare provider, participated in the Sullivan County Trehab paid work experiences for the first time this summer. The business hosted three participants—two in their Dushore location and one at their Laporte location. Blasi's owner Rhonda was thrilled to learn about the program and the valuable experience provided to those entering the workforce, as well as the financial support to offset their wages. Rhonda stated that "the summer months can be very challenging as child enrollment drops and employees have time off, but the business needs

to remain open for the families that rely on childcare services." The program participants were a great asset to the childcare centers as they provided an extra set of hands, with the added perk of covered payroll costs.

Savannah completed an internship overseeing younger participant Kayla, and helping with the overall management of the Dushore childcare facility.

Kayla completed a work experience and enjoyed helping with basic childcare duties throughout the summer.

Mallory worked in the Laporte location. She assisted staff with childcare duties and plans to pursue a degree in early childhood education. Mallory gained valuable experience assisting in planning and implementing activities.

Eagles Mere Country Club

Sullivan County Trehab staff had the pleasure of working with our youngest participants, Bruno and Ethan. The participants, who happen to be best friends, both turned 14 in May and reached out to Trehab about a summer work experience. Staff were in the process of collaborating with the Eagles Mere Country Club about a potential dishwasher position. The boys were quite hesitant about giving dishwashing a try. However, after encouragement from staff (and their mothers), they were enrolled and completed a "meet-and-greet" style interview at the country club.

After a tour and reviewing job duties that expanded beyond kitchen work to some light maintenance, the boys decided that they could give anything a try for just five weeks.

Ethan and Bruno ended up excelling in their positions and enjoyed being dishwashers. Deb, the clubhouse manager, said that they were "always willing to work." Upon completion of their work experience, both participants were offered part-time positions at the country club on weekends throughout the school year.



Ethan



Bruno

Employer Perspectives on Work Experiences

Each year, Bradford County Action, Inc., (BCA) and Trehab, Inc., collaborate with local employers to provide work experiences for participants in their programs. BCA and Trehab are the contracted Title I providers for the Northern Tier Workforce Development Board (NTWDB) and Northern Tier Regional Planning and Development Commission (NTRPDC). Work experiences are an integral part of preparing participants for future careers. Some participants need work experiences as a first job to acclimate to the working world. Others seek to participate in work experiences to begin in a new industry or sector when changing career paths. No matter the reason for the work experiences, they wouldn't happen without employer participation.

Under WIOA, a work experience is a planned, structured learning experience that takes place in a workplace for a limited period of time. Work experiences may be paid or unpaid, as appropriate. A work experience may take place in the private (for-profit) sector, non-profit sector, or public sector.

Work experiences must include academic and occupational education. The types of work experiences include summer employment opportunities and other employment opportunities available throughout the year, pre-apprenticeship programs, internships and job shadowing, and on-the-job training (OJT) opportunities.

BCA and Trehab mentor, educate, and support participants during work experiences while employers provide supervision, training, and assistance. All of this is provided throughout the duration of the experience. Many employers feel that participating in the program helps the company, especially during a time like this when employees are hard to find. Paid work experiences are a benefit to employers because they are paid for with Title I provider funding and alleviate the financial burden of hiring a new employee. An employer has the opportunity to vet a potential employee while getting much-needed extra help.

Jenna Downs, Site Supervisor/Job Developer for Trehab, Inc., in Susquehanna County, recently worked with and interviewed Larry Lyne, Vice President of Ultracon, Inc. Ultracon participated in several different types of work experiences with Trehab. Mr. Lyne said, "A candidate was provided who would not have been found otherwise. The paid work experience was a perfect fit for us. We are a very specialized construction company and all of our new employees require training—the program cov-



ered the cost of that non-productive time investment. OJT provided us with a trained employee so it worked well." When asked whether Ultracon would participate in paid work experiences in the future, Mr. Lyne said, "Without hesitation I would do it again. The financial help is a plus for us and it gives us a chance to appraise the individual in our work environment."

For more information about participating in the work experience programming in your county, please contact Jody McCarty, Workforce Program Administrator, at mccarty@northerntier.org.

Susquehanna County Youth Gain Practical Work Experience

Of Trehab Susquehanna County's 12 summer youth placements, 10 have concluded their paid work experiences. This year's summer employers included the Elk Lake School District, Nicholson NAPA, Interfaith, My Cuppa Coffee, Schneider's Market, Erie & Main, Endless Mountains Recreation, and both the HiSet and Workforce departments within Trehab.

Each participant gained valuable work experience and developed essential work-based skills. Participants took part in a business scavenger hunt around Montrose, racing to solve clues and complete the hunt. Sixteen local businesses signed up to be a part of the scavenger hunt. The scavenger hunt provided participants the opportunity to learn about businesses, careers, and job opportunities within the community.

Participants also enjoyed a fun team-building trip to Endless Mountains Recreation (EMR). EMR

also hosted two summer paid work experiences and is looking forward to officially adding the participants to their team after their paid work experiences end.

HiSet Intern Brendan graduated from college with a teaching degree this past May and was looking for a position to add some valuable experience to his resume while he was job-searching this summer. He had this to share about his experience:

"Working at Trehab this summer has been a wonderful, insightful experience. Working with Cindy and the HiSET program allowed me to get into the idea behind the program itself. I found appreciation for alternative learning and tutoring as I witnessed many clients improve in their academic abilities as well as shift their outlooks to more optimistic views on their futures. Cindy Hessey is a thoughtful, caring, and hardworking woman who is all-in on her clients. She



Trehab Workforce and HiSet interns Lexus (left) and Brendan with LAUNCH! Career Advisor Brittany Miller

has done a great job sculpting the program and works diligently to find useful materials and strategies for all clients. She has her hands full with more than just HiSET, and yet she has the drive and willingness to give it 110% at all times.

"I am so grateful for the experience as it will help me in my future teaching career. Teaching in a normal classroom setting requires different strategies and concerns as the room is full of upwards of 25 students. This one-on-one tutoring experience really helped me work on my conferencing and individualized teaching strategies I will use in my own class. It was important for me to practice meeting clients where they were at in order to come up with a plan going forward. Being able to listen, learn, and bounce ideas off of Cindy also



Trehab Summer Youth Participants with LAUNCH! Career Advisor Brittany Miller (center)

helped me think about those plans and dig a little deeper into getting our clients where they wanted to go.

"Trehab, in total, does amazing work for our local community that,

most of the time, goes unnoticed and unappreciated. All those involved in investing, supporting, and caring about our great community have my highest respect. This was an experience that I won't soon forget."

Brendan accepted a long-term substitute position at Blue Ridge High School. We wish him the best of luck with his future as a teacher!

Susquehanna County HiSet High-Scorer

Krista enrolled in the LAUNCH! Program in August 2020 seeking to earn her HiSet® Certification. Having been out of school for some time, Krista was nervous. As she began working with HiSet instructor Cindy, it became apparent that she didn't have any reason to be nervous. Krista passed four out of the five HiSet exams between August 2020 and January 2021. On June 30, 2021, Krista's score for her final test was posted. She passed the test she had been most dreading with a score of 19/20! Next on Krista's agenda is finding a job placement and visiting colleges. She is interested in studying wildlife biology and had her first campus visit in September!



Krista (middle)

New Wyoming County Workforce Partnership for Summer 2021

Trehab Workforce Wyoming County welcomed a new employer partnership with Cozy Creek Campground this summer. Our annual summer work experience program offers local youth the opportunity to learn new employability skills and gain work experience. Local campground owners Lisa Zawadzki and Jill Price were thrilled to learn about our programs and services. Staff was pleased to hear them say that the greatest strength of the program is "the ability to give teens an opportunity to understand the difference between school and working, and to learn to appreciate and take advantage of the education they are being provided." They also said, "The program is a true asset to a business like ours and I hope it is available to us in the future. What the program offers is amazing and you have a great group of employees overseeing the program."



Workforce Development Intern Launches Career as LAUNCH! Career Advisor

Kascidee Shawver is a 22-year-old senior Social Work Major at Mansfield University (MU) in Mansfield, Pennsylvania. She loves working with children, and has spent the past four years strengthening her resume by working at a Montessori school, and then as a nanny for two children. It has inspired Kascidee to devote her life to making the world a better place for children of all ages. She plans on continuing with her education and eventually earning a Doctorate in Social Work in order to teach at the college level and share her knowledge with others.

Kascidee came to Trehab, Inc., in Tioga County looking for an internship in order to complete her last semester at MU, and was found to be a perfect candidate for Trehab's Workforce Development Intern position. She was set up almost immediately for a work experience, and began her internship in May 2021. When asked what Kascidee liked the most about her internship, she responded, "I really enjoyed my paid work experience, and not

just because I was being paid to complete my internship for school, although that was a nice bonus! I enjoyed it because I got to see the 'behind the scenes' of Trehab and I was involved in so much right from the beginning. I've made lifelong connections, and was able to gain experience that I can use throughout the rest of my life, wherever it takes me. My needs were always met with kindness, and every person here was willing to help and teach me. I loved being able to tell people about Trehab and how amazing this opportunity was. I am so grateful for everyone I got the chance to meet, talk to, and form a connection with. This was a wonderful learning experience and it's something I will never forget."

During her time with Trehab, it became clear that Kascidee's goals and experience aligned with Trehab's mission, so when an opportunity presented itself in the form of an open position as a LAUNCH! Career Advisor, Kascidee was offered the job and she accepted it! We are happy she

is a part of our team, and every day she brings her positive attitude and willingness to help others to work. We are excited that Kascidee has started her career here with us, and we will continue to encourage her to follow her dreams! Congratulations, Kascidee!



Kascidee

"I was able to gain experience that I can use throughout the rest of my life, wherever it takes me."

Northern Tier Workforce Development Board

Young Adult Service Providers

PA CareerLink® and Affiliate Sites

Bradford County

Bradford County Action
500 William St
Towanda, PA 18848
570-265-4434

estockwin@bradfordcountyaction.org

Susquehanna County

Trehab, Inc.
1302 Main Street
Susquehanna, PA 18847
570-853-1103
or
14 Public Ave.
Montrose, PA
570-278-5201

bmiller@trehab.org

Tioga County

Trehab, Inc.
42 Plaza Lane
Wellsboro, PA 16901
570-662-8110

kshawver@trehab.org



Sullivan County

Trehab, Inc.
210 Center Street
Dushore, PA 18614
570-928-2127

theess@trehab.org

Wyoming County

Trehab, Inc.
1 Kim Avenue, Suite 10
Tunkhannock, PA 18657
570-996-2448

cwagner@trehab.org

Start your LAUNCH! adventure today—
call or e-mail the service provider for the
county where you live.

Northern Tier Youth Committee

Mission

A system that provides all youth and young adults with the skills and opportunities to achieve self-sufficiency, encourages life-long learning, and ensures the region a skilled workforce.

As a subcommittee of the Northern Tier Workforce Development Board, the Youth Committee is comprised of members with a special interest or expertise in youth policy. The Youth Committee is responsible for:

- Recommending eligible providers of youth/young adult activities to the Workforce Development Board to be awarded grants or contracts on a competitive basis;
- Providing oversight to the eligible providers of young adult services in the Northern Tier;
- Coordinating activities and leveraging resources to effectively serve the young adult residents of the region;
- Developing portions of the local plan related to eligible participants, as determined by the Workforce Development Board;
- Coordinating activities in the Northern Tier; and
- Performing other duties determined to be appropriate by the Workforce Development Board.

The Northern Tier Youth Committee meets quarterly at the PA CareerLink®, 312 Main Street, Suite 1, Towanda.

Membership

Jackie Johnson, Chair
Business and Community Liaison
Red Rock Job Corps
Youth Committee Chair

Krista Abresch
Intellectual Disabilities
Quality Manager
Bradford County Human Services

Brooke Beiter
Coordinator of Design &
Development
BLaST IU17-Williamsport

Alice Davis, Ph.D.
Executive Director
Susquehanna County Career &
Technology Center

Annette Donovan
Former WIA Youth Participant

Jennifer Farley
Administrator of Educational
Services
Northern Tier Career Center

Charity Field
Branch Executive Director
Bradford County Branch YMCA

Christina Herman
Educational Consultant
BLaST IU17-Williamsport

Gary Martell
Director
Northern Tier Career Center

Lori Rahn
Juvenile Probation Officer
Bradford County

Brad Reid
Center Director
Lackawanna College, Towanda Center

Breanna Repard
Workforce Development Director
The Trehab Center

Theresa Steele
Parent of Youth Participant

Penne Watkins
Executive Director
Bradford County Action

Debra Wivell
Administrator
UPMC Susquehanna

TDD/TTY PA Relay 711

Equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

Bonnie Warner, Equal Opportunity Officer

eoofficer@northerntier.org

570-265-9103 or toll-free 888-868-8800 / TDD/TTY PA Relay 711

