



# OUTREACH

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*Economic Development News  
from Tioga County, Pennsylvania*

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*Special Edition 1998 Issue 12*

## ***SPECIAL EDITION***

### ***Work Force Development in Tioga County***

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One of the key concerns of business and industry throughout Tioga County is the availability of a quality work force to meet the needs of our employers. The **Tioga County Development Corporation (TCDC)**, working closely with industries, has actively encouraged and supported work force development since being formed in 1991. Employers continue to search for qualified employees to compliment their work force. As the countywide economic development organization striving to assist industries and businesses to create employment opportunity for our residents, TCDC has continued to connect employers with educators in order to prepare our youths for careers which will allow them to remain in our County and contribute to our economy and our community. TCDC's **Community Economic Recovery Program (CERP)** Survey conducted in 1993-94 raised the need for quality employees for our work force. Over thirty nine (39) major employers were interviewed and the resounding theme was the need for trainable employees coming out of our schools. In 1996, the **49 CORRIDOR Enterprise Zone Strategic Plan** Process interviewed eleven (11) industries in the Zone concerning thirty (30) need areas. Four (4) of the top six (6) needs related to a trained workforce.

Through the State's **School To Work** Initiative our three (3) school districts were presented with the opportunity to jointly pursue career development for our students. For the first time, school administrators, school directors, educators, business owners and leaders, economic development organizations, community leaders and parents are working together to prepare our students for challenging careers. Offering our students alternatives to four year college preparations has taken on a new awareness by both our education and our business communities.

TCDC believes in career development, and as evidence of the importance we give it, we are dedicating an entire issue of **OUTREACH** to **Work Force Development in Tioga County**. You will become informed of the **Tioga County School To Work Program (STW)**, **Northern Tier Industry Education Consortium (NTIEC)**, **Youth Apprenticeship Program (YAP)**, programs underway in the **Northern Tioga School District**, **Southern Tioga School District** and the **Wellsboro Area School District**. You will discover such state economic development tools as the **Customized Job Training Program (CJT)** and of the services available through the **Pennsylvania College of Technology (Penn College)** and **Mansfield University**. Many of the articles in our newsletter have been provided by the partners in the Tioga County School To Work Program.

It is evident from reviewing many of the regional and countywide School To Work Initiatives and the activities occurring in each of our three (3) School Districts highlighted in our newsletter, that Tioga County is indeed involved in preparing our youth for future careers to meet the needs of our employers. Our concept of the "traditional student" is forever changing. High school students interested in pursuing technical degrees require more high school education courses in math, science and computers than those pursuing many four year college degrees. Nearly one third of all students presently pursuing associate degrees have previously earned a bachelor's degree, but were unable to secure employment in their degreed field. Virtually every manufacturing job requires a knowledge of computers. Many of the jobs our youth will secure have not even been invented. As we enter the 21st Century, let us strive to have our youth prepared to meet the challenges which lie ahead.

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## Northern Tier Industry & Education Consortium

In August 1997, the **Tioga County School To Work (STW) Program** joined the **Northern Tier Industry & Education Consortium (NTIEC)**. NTIEC now serves Bradford, Sullivan, Susquehanna, Tioga and Wyoming Counties. With Tioga County joining, the entire Northern Tier Region of Pennsylvania is served by NTIEC. The Tioga County STW involves the **Northern Tioga, Southern Tioga and Wellsboro Area School Districts**; county businesses and industries; and several public entities including: **Tioga County Job Center, Northern Tier Regional Planning & Development Commission's JTPA Program, Laurel Health System, Penn College, Mansfield University and TCDC.**

The Consortium was formed to promote career preparation for students from kindergarten through 12th grade preparing them for future employment, through such experiences as: job shadowing, tech prep curriculum, post secondary curriculum, workforce enhancement, **U.S. First Robotics**, student career development plans and the **STW Leadership Institute**. The **Educators in the Work Place Program** involves the educators going into the work place to enhance their knowledge of the needs and environment of the private sector employers. NTIEC operates one of the premiere **Youth Apprenticeship Programs (YAP)** in Pennsylvania.

### Northern Tier Industry & Education Consortium Mission

*Create a highly skilled work force in the Northern Tier through integration of school, employment and training processes*

NTIEC, formed in 1995, consists of 23 school districts, 4 private schools and over 100 businesses and industries throughout the Northern Tier Region of Pennsylvania. NTIEC is based at the Susquehanna County AVTS in Dimock, Susquehanna County, Pennsylvania. The Northern Tier Industry Education Consortium and the Northern Tier **TEAM Pennsylvania!** is the only region in Pennsylvania covered by both programs. TCDC is the **TEAM Pennsylvania!** Agent for Tioga County.

NTIEC staff include: David Rice, Site Coordinator; Marty Kane, Site Coordinator; Eric Butler, Site Advisor; Kathy Butler, Site Advisor; Beth Hunsinger, Administrative Assistant; Brian Stahler, Tioga County Coordinator; Murph Fletcher, Site Advisor; Chuck Kennedy, Curriculum Coordinator; Pete Butler, Procter & Gamble; and Richard Serfass, Elk Lake School District.

Anyone interested in becoming involved in the **Tioga County School To Work Initiative** should contact: **Brian Stahler** (717) 662-3659. If you wish to get involved with the **Northern Tier Industry Education Consortium** contact: **David Rice** or **Erick Butler**, NTIEC at SCAVTS, PO Box 100, Dimock, PA 18816 (717) 278-5038, (717) 278-2731 Fax and eMail: [ntiec@epix.net](mailto:ntiec@epix.net).

### Tioga County School To Work Elects Executive Committee

On March 4, 1998, the **Tioga County School To Work Committee** elected an Executive Committee to serve as the executive leadership for Tioga County's School To Work and to represent Tioga County on the **Northern Tier Industry & Education Consortium**. An Executive Committee of six (6) persons, three (3) representing the School Districts and three (3) from the private business sector is consistent with the original STW Grant concept.

<b>James Hodson</b>	Plant Manager/ACP Division	<b>Ward Manufacturing, Inc.</b>
<b>Craig Horton</b>	Owner/President	<b>ABC Gaines, Inc.</b>
<b>Charlean Patterson</b>	Education Coordinator	<b>Laurel Health System</b>
<b>Bernadette Strong</b>	Coordinator/Instructional Services	<b>STSD</b>
<b>David Wishard</b>	Career Coordinator	<b>NTSD</b>
<b>Donald Wills</b>	Superintendent	<b>WASD</b>

The Executive Committee will meet each month and the Tioga County STW Committee meets bi-monthly with the Executive Committee. Meetings are held on the first Wednesday of each month at 2:00 PM at various locations. All meetings are open to the public and new members are welcome and encouraged. Contact: TCDC, 114 Main Street, Wellsboro, PA 16901 Voice: (717) 723-8232, Fax: (717) 723-8441, eMail: [tccl1@ptd.net](mailto:tccl1@ptd.net).

## Wellsboro Area School District: Preparing For The Future

The **Wellsboro Area School District** has begun a curriculum development project attempting to develop a curriculum that will prepare all students for the future. After an analysis of work force requirements and research, the following skills were identified as a guide for the development of all courses at all levels in the Wellsboro Area School District. Each course being taught would be taught instructionally so as to develop the following skills: communication, problem solving, decision making, inter/intra personal skills and citizenship. These are key work force readiness skills and skills needed to function successfully in an ever changing technological society. The development of these skills begins in kindergarten and continues through the senior year. In addition emphasis is being placed upon the development of courses that are relevant and meaningful to preparing students for careers or education beyond high school. As content is selected for courses and instructional methods are selected by the teacher, the connection to careers, work and life are to be made to help students see connections and relevance in learning. A review of the social studies curriculum has been completed at the elementary level. As textbooks and supplementary materials were selected, the materials and textbooks that connected content to careers and career preparation were selected.

In addition to the work being done with curriculum, the District is moving forward with the expansion of technology. By the conclusion of the 1997-98 School Year, every teacher will have a computer in the classroom and be trained in the use of the computer as an instructional tool and how to integrate computers into the curriculum. In addition, all staff members will be trained to utilize the Internet as an instructional tool. The Internet is a tremendous resource for relevant and career oriented materials. The goal is that if teachers are comfortable users of computers, computers will be used as an instructional tool and a resource in all areas of the curriculum.

The High School will be restructuring the opportunities for students starting in ninth grade to choose career pathways so as not to lock students into a specific track. What this means is that a student who wants to go to college would have the opportunity to select courses outside a traditional college preparatory track and the same would apply to a vocational student having the opportunity to select college preparatory courses. In addition, the Wellsboro Area School District is expanding the **Community Service Program**, increasing **Job Shadowing** opportunities and looking to have students entering **Apprenticeship** opportunities with the start of the 1998-99 School Year.

The District is also examining the possibility of converting one of the current Industrial Arts classrooms at the high school into a technology center that will better enhance the preparation of students to enter an ever changing technological work force. Keep watching as these projects expand. Should you have questions, please contact the building principal in our respective schools or the Superintendent.

Dr. Donald Wills,

WASD

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## GROUND HOG SHADOW DAY: NTSD STYLE

The **Northern Tioga School District** participated in **Junior Achievement's Ground Hog Job Shadow Day** on February 2nd. Junior Achievement, a national service organization, encouraged school districts across the nation to place students (100,000) out shadowing to coincide with Punxsutawney Phil's emergence to predict the remainder of winter.

The entire Junior Class from **Elkland Area High School** was given the opportunity to shadow a person doing a job that they might like to do upon graduation from high school and/or post secondary school. Forty-seven (47) of the forty-nine juniors were placed by their teachers and staff with two opting not to participate.

Students chose a variety of careers. Some of the most interesting choices along with the businesses that helped with the placements are listed below:

Mortuary Service	<b>Kenyon Funeral Home, Inc.</b>
Marine Biology	<b>USGS: Research &amp; Development Laboratory</b>
Computer Technician	<b>Computer Corner</b>
Nursing	<b>Arnot Ogden Medical Center</b>
Sports Information/Broadcasting	<b>Mansfield University</b>
Studio Technician	<b>WNBT Radio</b>
Accounting	<b>Martin Chevrolet</b>
Museum Restoration	<b>Corning, Inc.</b>
Dental Hygienist	<b>Dr. Schultz &amp; Dr. Fitzgerald Offices</b>
Auto Technician/Business Management	<b>Learn Ford</b>

David W. Wishard, NTSD

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## School To Work: A Retrospective Study in the STSD

**School To Work (STW) Partnerships** have been cited as one way of bridging the gap between the classroom and the work experience. Educators often feel limited by the fact that there is a great deal of talk about “work”, but little opportunity for students to actually explore and experience vocational options. People in business and industry are often frustrated with the fact that so few students are aware of the expectations in the work environment. Thus an obvious answer would seem to be to find a productive way to introduce students to vocational expectations within the job environment and still provide the important educational support within the school setting. These are in the needs and concerns that encouraged **Southern Tioga School District (STSD)** to investigate a number of School to Work options including partnerships, job shadowing, work adjustment training, and visitations as part of a student’s career exploration.

In November 1991, STSD began the study of an initiative that would link the health care profession and students in the STSD. A proposed partnership agreement with Laurel Health System would afford the opportunity for students to elect a two-year program that would be taught cooperatively between school district teachers and medical professionals from **Laurel Health System**. From the Spring of 1991 to Spring of 1993 various partnership designs were researched by educators and health care workers. It soon became apparent that there was no established model that would serve the needs of this partnership. Our school district is composed of three small high schools in a rural setting; Laurel Health System provides a continuum of care for the community. The very rural nature of our institutions would create concerns not addressed in existing urban partnership models.

It was the early recognition of the fact that we would need to create our own model based on the strengths and needs of both partners that led us into developing a program that would work for us. Both the health care professionals and the educators agreed upon the basic concept that a school to work health care program would serve multiple needs. There is an obvious need for more trained health care workers in Tioga County and students needed to be introduced to the training and employment opportunities within the field of health care. With this shared premise in place, **Bernadette Strong**, Coordinator of Instructional Services and Grants for Southern Tioga School District, and **Charlean Patterson**, Director of Quality Management of Laurel Health System, began to design the present partnership program. “It is the fact that both of us came into the planning sessions with a great deal of support and flexibility that made this partnership successful,” reports Strong. “We were able to overcome a number of obstacles by compromise and adaptability. We understood each other’s needs and strengths and we shared the same vision. Perhaps this is one of the aspects of partnerships that I have found to be most important in any planning.”

Another factor that has made the Health Careers Partnership so successful is the constant evaluation, revision, and retooling that takes place within the program. Concerns from either side of the partnership are immediately addressed. Open communication is imperative to the success of the program. STSD regards this partnership as a very important curricular option for our students. Students from all three high schools participate in the program and a number of our students have pursued careers in the health care field as a direct result of this educational opportunity.

Other career exploration activities also provide opportunities for students in STSD. As part of the **Community Based Personal Work and Adjustment Training for Disabled Students Program**, a number of students have experienced job placement within businesses and industries in the community. Students have worked at **Keystone North, Inc., First Citizens National Bank, the X-Trail Restaurant**, the former **Greco’s Market, Joyful Happenings Day Care** and **Partner’s in Progress** contracted with **Ward Manufacturing, Inc.** These employed students learned skills and developed new skills within the work setting under the direction and cooperation of the school and the employer. Job Shadowing is another career exploration option within our educational setting. **Job Shadowing** requires at least fifteen (15) hours of employment participation at the job site. Students in Southern Tioga have enjoyed experiences with local veterinarians, dentists, wellness therapists, professional photographers, the State Representative’s office staff, teachers, biologists, and journalists. These experiences provide a more intense experience than visitations and interviews because the student is expected to perform tasks in the work environment as well as discuss the concept and responsibilities of the shadowed employer. Still other students’ needs are met through visitations and interviews. Career exploration does not begin in eleventh or twelfth grade. Many of our students have no knowledge base upon which to consider a career. To develop an introduction to a vocation, visitation or interview may provide the appropriate introduction to a vocation or to career insight. Although a seventh grade student may benefit very little from 15 hours with a local pharmacist, a visitation for an afternoon may provide the background necessary to consider a career in pharmacology. Our STSD students have been fortunate to experience visitations/interviews with the District Magistrate, pharmacists, attorneys, television station managers, computer technicians, and physical therapists.

What we have discovered in STSD is that career exploration may have many forms. Partnerships occur in a number of ways. The partnership of a formal school to work program like our Laurel Health Partnership serves the needs of a number of students, but other students can be served through work training or job shadowing or visitation and interview. The employer may find that not all career exploration programs are suitable for every business or industry. A successful partnership is based on an appropriate program that has a common vision and can be adapted to fit the needs of each partner.

Susan Strassburg,

## YOUTH APPRENTICESHIP PROGRAM (YAP) DEVELOPS IN TIOGA COUNTY

The **Tioga County Youth Apprenticeship Program (YAP)** is off and running in Tioga County. In a few brief months the **Northern Tier Industry & Education Consortium (NTIEC)**, through the efforts of **Brian Stahler**, has enrolled twenty one (21) businesses in the YAP Program. In order to be enrolled in the Program a student must be at least 16 years old; have completed 10th grade; completed or enrolled in Algebra I or Applied Math I & II; be interested and chosen by the potential employer and have a strong commitment to continued workplace experience. The Youth Apprenticeship Program is a four (4) year educational program involving high school education, work place education and post-secondary degree education. Students are interviewed by the employer and are "hired" into the Program. Employers not only look at the grades of the students, but as in real hiring interviews, look at their extra curricular activities, absenteeism and tardiness in school.

In High School, the student attends three (3) days intensive school work weekly with an integrated curriculum, team taught by specially trained teachers dedicated to instilling the academic and social skills fundamental to work and teaching students how to continue learning both on and off the job throughout life. The student spends one (1) to two (2) days at the work site with an employer-provided mentor, a skilled technician, craftsperson or journeyman who is a role model for responsible behavior. After high school, the student continues training at the work site coordinated with a variety of post-secondary educational opportunities. Throughout the Program, students receive a training hourly wage; experience a real work situation with real tools and machinery; and the chance to learn a craft or skill and learn about work, oneself and others.

The first group of employers who have signed up for the first Youth Apprenticeship Program in Tioga County include the following. With the addition of each new employer the opportunity is opened for a student in the **Northern Tioga, Southern Tioga and Wellsboro Area School Districts** and private schools to become involved in the Youth Apprenticeship Program.

<b>ABC Gaines, Inc.</b>	Charleston Township
<b>Ackley &amp; Son, Inc.</b>	Westfield
<b>Citizens &amp; Northern Bank</b>	Wellsboro
<b>CNG Transmission</b>	Sabinsville
<b>Cole &amp; Burd Pontiac, GMC &amp; Subaru</b>	Richmond Township
<b>Cornell Brothers Inc. (Agway)</b>	Middlebury Center
<b>Dunham's, Inc.</b>	Wellsboro
<b>Electri-Cord Manufacturing, Inc.</b>	Westfield
<b>First Citizens National Bank</b>	Mansfield
<b>Laurel Cafe</b>	Wellsboro
<b>Keystone North, Inc.</b>	Mansfield
<b>Kingdom, Inc.</b>	Richmond Township
<b>MetalKraft, Inc.</b>	Charleston Township
<b>Patterson Lumber Company, Inc.</b>	Wellsboro
<b>Osram Sylvania</b>	Wellsboro
<b>Rock L. Butler Middle School</b>	Wellsboro
<b>The Gaines Company, Inc.</b>	Gaines Township
<b>USGS Research &amp; Development Lab</b>	Shippen Township (Asaph)
<b>Ward Manufacturing, Inc./ACP Division</b>	Lawrence Township
<b>WASD/Administrative Office</b>	Wellsboro
<b>Wegmans, Inc.</b>	Willamsport

The Youth Apprenticeship Program is the flagship of the **Northern Tier Industry Education Consortium** which has received state and national recognition. It is a premiere alternative to college prep and offers students the opportunity to pursue career development with actual on site education at area employers. With the completion of the four (4) year program, students are ready to enter the work force with experience and knowledge already gained in the workplace. Any employer or student interested in the Tioga County Youth Apprenticeship Program should contact **Brian Stahler** at (717) 662-3659.

## **NORTHERN TIOGA SCHOOL DISTRICT DEVELOPS K-12 CAREER AWARENESS CURRICULUM**

Fourteen (14) teachers from Kindergarten through Grade 12 have completed training provided by the **Northern Tier Industry Education Consortium (NTIEC)** on the development of a K-12 Career Awareness Curriculum.

After several days of training the NTSD staff formulated a career model that they hope will be implemented by the 1998-99 School Year. This career model has close ties with the Strategic Long-Range Plan developed by the District in 1996.

Highlights of the model are:

- ◆ **ABC Career Book** A book to be written by the third grade students using the ABC's. An example of this would be A-Architect, B-Bookkeeper, C-Chef.
- ◆ **Vehicular Career Day** A unique twist to the typical career day, this day will specialize on those careers which require a vehicle. Representatives from approximately 100 careers will be invited to Mansfield University in May to display their vehicle and share information about their job with all 3rd and 4th grades in Tioga County.
- ◆ **WEE Deliver** A U.S. Postal Service career oriented writing project for the elementary grades.
- ◆ **Youth Apprenticeship** Another NTIEC best practice that enables students to work one or two full days per week while doing their academics the other days.

The training for the staff was provided by a **Appalachian Regional Commission (ARC)** Grant received by the NTIEC and offered to all of its School To Work partners.

David W. Wishard, NTSD

## **Vehicular Career Day Planned for County's 3rd & 4th Graders**

The **1st Annual Tioga County School To Work Partnership Vehicular Career Day** for all third and fourth grade students from the **Northern Tioga School District, Southern Tioga School District** and **Wellsboro Area School District** and private schools will be held on Monday, **May 11, 1998**, at **Mansfield University**. Eleven hundred (1,100) students from 8:45 AM to 2:15 PM will experience nearly 100 different types of vehicles used in businesses throughout Tioga County. The purpose of the Vehicular Career Day is to introduce children at a young age to a wide variety of careers that they could pursue. Other goals are to increase self awareness, personal qualities and strengths, showing how they are presently learning and the skills they will need in the future.

More than ninety (90) invitations have been mailed to local businesses throughout Tioga County that use vehicles in their daily business activities. Small groups of students will have an opportunity to talk briefly with workers from several careers, finding out more about their jobs, what education is required for their jobs and how they use their vehicles in their work. Efforts are underway to attract everyday business vehicles, such as utility trucks to police cruisers to unique vehicles such as a helicopter and a military off road rescue amphibian.

If you or your company did not receive an invitation, but would like to participate please contact: David W. Wishard, NTSD at (814) 258-5646, 114 Coates Street, Elkland, PA 16920.

David W. Wishard,  
NTSD

## **NTIEC Honored by L & I Secretary Butler**

**Pennsylvania Department of Labor & Industry Secretary, Johnny J. Butler** recently honored the **Northern Tier Industry & Education Consortium** for their innovative and effective approach to Career Development. During his visit to the Northern Tier on September 25, 1997, Secretary Butler noted, "Of all the consortiums and School To Work groups in the State, NTIEC is the most unique and effective. You do it better than any other group in the State." The Secretary's tour included: Elk Lake High School, Susquehanna County AVTS, a tour of the Procter & Gamble Inc. Plant in Mehoopany, Wyoming County, Pennsylvania, **David W. Wishard**, Career Awareness Coordinator for the **Northern Tioga School District**, presented **Northern Tioga Job Shadowing Program**. The Secretary's visit culminated with an evening program attended by more than 400 members of the NTIEC community.

Secretary Butler stated, "School To Work is an innovative, educational program that combines what students learn in the classroom with experience that will prepare them for activities in the real working world." He cited **NTIEC Career Awareness Program**, which will bring a network of resources into one centralized program for kindergarten through post secondary, as having the innovation to prepare students to be the workers of tomorrow.

"A lot of us here probably remember the Three R's: Reading, 'Riting and 'Rithmetic as the core skills . . . through the School To Work Program we are going to develop the three E's: Education, Experience and Economic Stability," added Butler. "It is a matter of changing the mind set, values and attitudes of people to see that we need to change the way we do business. It is the only way we can impact on Pennsylvania's success in the global market place."

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## CJT: Customized Job Training Keeps Workforce Competitive

Businesses rely heavily on skilled employees to provide the advantage necessary to compete in today's demanding world market. **Governor Tom Ridge's** administration recognizes this fact and is attempting to secure Pennsylvania's place as "a leader among states and a competitor among nations" through investment in workforce development and job training.

One state program designed to assist companies meet their training needs is the **Customized Job Training (CJT) Program** administered by the **Department of Community and Economic Development's Office of Science, Technology and the Workforce**. The program received a state appropriation of \$18,050,000 for the 1997-98. Funds requested in the Governor's Budget for 1998-99 are \$25,000,000. Applications are now being developed for the new fiscal year which begins July 1, 1998.

Businesses and industries interested in exploring funding work with a **Local Educational Agency (LEA)** to develop a training plan and application. The LEA then implements and administers the training plan for their client company. Companies may be eligible for funding up to 100 percent of the costs of training depending on the intent of the training (job creation, upgrade, retention) and a range of other criteria.

CJT-eligible costs include instructor salaries, training materials, and equipment, tool, and facility rental. Trainers can be professional educators or experts from within the business or industry. Any business, professional service, or industry (except retail point-of-sale) is eligible for CJT funding. Funding consideration favors companies demonstrating a commitment to expansion as well as those committed to retaining jobs that would be lost without necessary training.

Tioga County employers who have participated in the CJT Program include: **Georgia Pacific; Kingdom, Inc.; Ward Manufacturing, Inc., and Osram Sylvania.**

Because of its extensive technical capacity and close historic ties with business and industry, Pennsylvania College of Technology — recognized widely as Pennsylvania's premier technical college — serves as the LEA for a number of Pennsylvania companies doing Customized Job Training. Whether the company is considering a state CJT grant application or not, Penn College staff are available to provide consultation and training solutions for your company. For more information, please contact **Heather B. McLean** at **Penn College/North Campus** (717) 724-7703 or **Steve Yokimishyn** of the **Governor's Action Team** at (717) 826-2206.

Pennsylvania College of Technology

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## Tioga County Labor Market Survey Underway

On November 12, 1997, the **Tioga County STW Committee** approved a contract with **Wilkes University** to conduct a countywide employer survey to determine the curriculum development needed to meet the work force needs of employers. The Project is being funded through the **Northern Tier Industry Education Consortium**. In December 1997, 565 surveys were mailed to businesses and industries in Tioga County and surrounding counties which are part of the Tioga County Labor Market. A twenty seven percent (27%) response was obtained from the 154 surveys returned.

The survey was developed to gain the knowledge of what employers do regarding employee training in the areas of communication skills, mathematics, critical thinking, computers, customer service skills and other relevant areas in which employees would need training to improve their skills within their job requirements. The second phase of the Study will be to interview various employees concerning the overall training process. The Results of the Survey will be presented to each School District through the NTIEC and the Tioga County STW Initiative. Each District will have the opportunity to utilize the findings to determine appropriate curriculum revisions. The Survey Project is expected to be completed by the Summer.

The main objective of the Survey is to have our school districts, **Northern Tioga, Southern Tioga and Wellsboro Area** be informed of what skills are required and what changes need to be made in the curriculum to provide the students with the best education needed so they can acquire the skills which are realistic to succeed in today's job market. With better knowledge of what skills need to be improved within our County we will be able to develop a better workforce through skills training and knowledge within our school system. By accomplishing this task we will be able to provide the job market with a better workforce.

The Tioga County School To Work Committee is a firm believer in the importance this Survey serves to our students, our community, our school districts and our employers.

## **Penn College/North Campus: Pennsylvania's Premier Technological College Active in the Northern Tier**

Across the United States people are becoming aware of the increasing need for—and value of—career-focused and technical education. While traditional four year colleges and universities are criticized for being out of touch with today's workplace, career-oriented and technical colleges are maximizing long-standing ties with business and industry to best serve their students.

Throughout Pennsylvania and nationally, **Pennsylvania College of Technology**, a Penn State affiliate, is recognized as a model of educational cooperation with business and industry: Pennsylvania's Premier Technical College! These business and industry connections keep educational programs on the cutting edge by providing essential feedback on curriculum, skills graduates need to be competitive, and new programs which keep pace with marketplace developments.

**Penn College** — along with its **North Campus** (located in **Tioga County**) which serves Tioga, Bradford and Potter Counties — embraces an educational philosophy called “applied academics.” To realize this ideal, Penn College maintains nearly 40 business and industry advisory councils providing direct input and feedback on nearly 120 programs of study! In addition, Penn College faculty are often drawn from business and industry with College incentives in place to encourage faculty to stay current with trends in business and industrial applications of their discipline.

Applied academics recognizes that students learn best by doing, by applying learning to solve problems, and by testing theories in the real world. Consistent with this belief, Penn College provides avenues for “non-traditional” credit including credit for life experience, competency based learning, credit by exam, internships, practice, and cooperative learning opportunities.

The College's commitment to applied academics also requires that faculty and staff be active in local and regional partnerships, educational reform, and otherwise assist in developing education and training solutions in response to identified workforce needs.

Examples of such involvement include participation in local and regional School-to-Work partnerships, **Tioga County Development Corporation**, *Tioga County Partnership For Community Health*, and state workforce development initiatives. In addition, the College actively delivers much-needed technical education across the state through its Technology Transfer Center and credit outreach ventures.

Business and industry linkages not only benefit the business or agency employing the student, but benefits accrue to the student (likely a current or future employee!) by ensuring that he or she can compete and remain competitive in the workplace. Penn College's graduate placement rate of 90% and graduates' high starting salaries attest to the success of this approach.

In addition to its regular credit and non-credit (continuing education) programs at its campus in Wellsboro, the North Campus is serving both Bradford and Potter Counties. The College has partnered with the Potter County Educational Council to offer business development, computer courses, and other continuing educational options. In addition, the College offers single parents, displaced workers, and homemakers opportunities for career exploration and development through its **New Choices/New Options Program**.

The North Campus offers two state of the art distant learning computer labs, as well as, a full service public access library, the latest in videoconferencing technology (**Pic-Tel**). The Pic-Tel allows corporate meetings, medical consults, legal depositions, and a host of other business applications to be held at similar locations anywhere in the world without the time and expense of travel.

Much of the business and industry training to date has focused on computer skill enhancements including introduction to computers, Windows training, Visual Basic (a programming language), computer-aided drafting, presentation software and the Internet. Other areas currently being delivered or in the planning stages include hydraulics and pneumatics, power-train, welding, lumber grading, rigging, technical math, team-building, supervision, communication, statistical process control (SPC), and computer controlled machining (programmable logic control). Training is conducted at the plant site, the North Campus, or one of Penn College's Lycoming County campuses depending on the client's needs and faculty and lab availability.

Pennsylvania College of Technology and its North Campus are strategically positioned to respond to the need for career oriented and technical education in the Northern Tier and throughout Pennsylvania. Indeed, Northern Tier residents, businesses and industries are fortunate to have a branch of Pennsylvania's Premier Technical College, providing these educational opportunities in their own back yard.



## ***NORTHERN TIOGA CONTINUES CO-OPERATIVE EDUCATION PROGRAM***

During the 1996-97 School Year, the **Northern Tioga School District** began a **Diversified Occupations Cooperative Education Program**. The Co-Op program is designed to prepare seniors for the world of work in their related chosen career field. A combination of classroom education, connecting activities and work-based training provides a realistic experience that is mutually beneficial for the student, community, and employer.

The objectives of the Cooperative Education Program are:

To expose and nurture the youth of the Northern Tioga School District to diverse career opportunities;

To prepare young people academically, technically, and socially for post-secondary education and high skilled employment that promotes life-long learning and fostering success;

To provide each student with information, experience, and support to make informed decisions about career goals and life choices;

To provide employers early access to the work force by investing in training the youth of today for the jobs of tomorrow.

For the 1997/98 School Year, seventeen (17) young men and women thus far have had the opportunity to gain valuable work experience while completing their high school graduation requirements. A job title, the supporting business and location for several of the students are listed below:

Marketing  
Engineering  
Butchering/Meat Processing  
Auto Technician  
Construction  
Laborer/Truck Driver

**Kingdom Inc.**  
**CNG Transmission, Inc.**  
**Painter's Meat Products**  
**Ralph's Service Center, Inc.**  
**Elmira Structures, Inc.**  
**Cornell's Agway, Inc.**

Mansfield  
Sabinsville  
Elkland  
Mansfield  
Elmira, NY  
Middlebury Center

David W. Wishard, NTSD

## **NTIEC Hires Tioga County School To Work Program Coordinator**

**Brian Stahler** began a new career in January 1998, as the first **Tioga County School To Work** Coordinator. His first career was a Senior High English Teacher at the **Wellsboro Senior High School**, which lasted thirty three (33) years. He is a graduate of Mansfield University with a Bachelors Degree in Education and received his Master Degree in English Education from Penn State University. In his new career Mr. Stahler will again assist youth in preparing for their future careers through the development of the Tioga County School To Work Program. His job includes meeting with regional employers to negotiate school-based and work-based training opportunities to encourage students and community business leaders ensuring a successful transition from the classroom to the job market after graduation. In a brief time Brian has excelled in his efforts in creating a Youth Apprenticeship in Tioga County (see story above). During his first several weeks at his new career, Brian commented, "I didn't know there was another life outside the classroom. I wish I had discovered this thirty years ago."

## **NEPIRC Data Bank of Businesses & Organizations Available**

The **Northeast Pennsylvania Industrial Resources Center (NEPIRC)** has established a one-stop data bank with lists of all organizations and businesses involved and/or willing to become involved in the School To Work movement in its fifteen (15) county North East Pennsylvania (NEPA) Region, including Tioga County.

NEPIRC is the Fiscal Agent for the **Northern Tier Industry Education Consortium**.

The data bank was developed and operated by **Joseph Kolesar**, NEPIRC /School To Work Coordinator. If you are interested in the data bank you can contact Joe at (717) 819-8966 or eMail him at [joe@nepirc.org](mailto:joe@nepirc.org).

Northern Tier Industry & Education Consortium

## Career Exploration Experience: Southern Tioga School District

The **Secondary Gifted/Enrichment Program** of the **Southern Tioga School District (STSD)** has been actively involved in career exploration for the past two years. Students in this program have many opportunities to interact with members of the business community through visitation and interviews (usually single event activities) or through job-shadowing experiences which involve approximately fifteen (15) hours of on-site participation.

For a number of students from **Liberty, Mansfield, and North Penn High Schools**, this is the first “real life” introduction to the work environment. Students have had the opportunity to shadow veterinarians, dentists, teachers and journalists. One of our students even had the unique opportunity of shadowing Representative Matthew Baker’s assistant. Visitations have been conducted with pharmacists, attorneys, the District Magistrate, members of the health & medical fields, and workers in food services.

Each experience has provided a thought provoking opportunity for the student involved. The business and professional world is a very complex world. It is a world of which students have very limited insight. Our schools teach many of the skills needed in this world of work, but students need to be aware of the practical application of what they’ve learned. It is only through job shadowing and visitation that students make the connection between the classroom and a career.

North Penn High School sophomore Jared Dahlgren had the opportunity to make this connection in his visit at the **Tioga County Courthouse** and in his interview with **Assistant Public Defender Thomas Walrath**. The report he submitted as part of a follow-up activity is a good reflection of how much students gain through these opportunities.

STSD

Susan Strassburg,

### Career Exploration: Law Jared Dahlgren Sophomore, North Penn High School

For the past four years, I have contemplated a career in law. I am currently a sophomore in high school and my legal experience has been limited to movie and television courtroom dramas that have taken away from reality that is the American judicial system. As would any aspiring young person searching for a more definitive view of the criminal justice system, I jumped at the invitation to attend the court proceedings in Wellsboro and to speak with the assistant public defender.

I was enthralled by what took place before my eyes. The most outstanding thing that I learned was that it was life. Those people were not actors, but criminals who would ultimately pay the consequences for their actions. Varying from DUI charges to accusations of murder, I was able to see how issues such as bail and guilty pleas are handled in an actual courtroom environment. I was also educated as to certain Latin legal terms and the fact that even someone charged with murder can request bail.

The public defender discussed the education needed to become a lawyer and the salary made by members of the legal profession. I was also informed of legal maneuvers that some attorneys use in trials and I learned of various laws and consequences as well. Another important lesson was how much time an attorney may be required to spend on just one case.

This career exploration experience has definitely helped to heighten my interest in a legal career. I don’t think anyone can get a true sense of the working environment until a person actually goes there. This method of examine possible job choices goes far beyond the traditional concept of education. I can only compare this experience to a life-size aptitude test and I am thankful to have had the opportunity to participate.

Jared Dahlgren, STSD

## School To Work Update in the NEPA

A few years ago as the site training director at Procter & Gamble paper Products Plant, Mehoopany, I was troubled by the fact that almost no one being hired was under 30 years of age. It seemed to take people several years of 'experience' after high school to gain the maturity, initiative and skills which are so important in our team-based work system. This creates two problems, the first is that we are losing their contribution, and second, the \$100,000 per technician that we invest in their initial training can't ever be fully recovered. By starting employment at age 20, with solid workplace skills, we can reduce career training costs by over \$30,000 per employee. That savings goes right to the bottom line, lowers product cost, increases market share and funds new equipment for expansion and new jobs. I refer to this as the 'upward spiral of success' and this is what the School To Work initiatives in NEPA (Northeast Pennsylvania) are striving to achieve. By working together, through local School To Work partnerships, we are giving young people new options for careers with family-sustaining income levels.

The **Northern Tier Industry & Education Consortium**, the first-of-its-kind organization dedicated to promoting School-to-Work in the region, was started in 1993 with a pilot youth apprenticeship program, three schools sending 10 students to five area companies. This year, we have over one hundred students at 40 companies. As volunteer stakeholders started working on the YAP program, we quickly learned that we needed to help change the mind-set of an entire education system, which for many years had been focusing on college preparatory classes. One result was the formation of a regional NEPA School-to-Work Leadership Council, organized in 1996, designed to help share school-to-work best practices between the nine participating counties, from the Northern Tier to the Poconos.

We found that teachers who visit worksites and see the technology and skill requirements, first hand, quickly adapt their approach in the classroom, and lead their peers in making needed changes to align curriculum with today's job market. To date, over 300 teachers and administrators have completed 'Educator-in-the-Workplace' programs across the region. Wrap-up discussions at the end of the one and three-week sessions yielded new insights and classroom strategies. We know this approach is working. The challenge is to do more. Another initiative in 1997 was local student participation in the U.S. First Robotics competition, held at Rutgers University, NJ. Twenty-five students from six local schools teamed with engineers and educators to build a robot from scratch and then enter it into a competition against other robots. Placing 11th out of 35 teams in the Mid-Atlantic States Regionals, our rookie team bested veteran teams sponsored by NASA, Eastman Kodak and other top companies. Heats involved three robots at a time, using both offensive and defensive tactics to place inner tubes over a goal post, with competition as exciting and intense as the Super bowl.

The young people involved in the six-week robot project learned the essence of teamwork, the creative process, planning and budgeting, and the application of technology to solve problems. Based on this experience, many of these students are now planning careers in technology areas. The volunteers who organized this year's team are clearly fired-up and have fielded two teams from NEPA in 1998. Corporate sponsors include GPU Energy, Osram Sylvania, Procter & Gamble, Masonite, Lockheed Martin and Northrup Grumman. The teams will compete in regional competition at Rutgers University on March 21 and 22. Our most regional School To Work initiative is a career education project. In September 1996, a team of educators and business representatives from NEPA made a benchmarking trip to Germany, Austria and Switzerland to look at their School To Work systems. The one thing which impressed us most was their systematic approach to helping young people learn about careers so they could make informed choices by the end of middle school or early high school. Their students know more about career options at age 15 than most college seniors.

Since that trip, 50 educators from Tunkhannock Area, Lackawanna Trail and Elk Lake School Districts have been working with the PA Department of Labor and Industry to develop a model career education program for kindergarten through 12th grade. The design work was completed this past June, then during the summer more than 150 teachers were trained in the new approach. **Secretary of Labor & Industry, Johnny J. Butler**, formally unveiled the new system in September. The project includes a CD-ROM based curriculum that allows students to explore a virtual company, testing their decision making and problem solving skills, while introducing them to communication and technical skill needs.

We have also compiled a series of how-to workshops for communities interested in developing a School-to-Work system. We have found out that we are only limited by our imagination and that there is room for every one of us in the business community to open our doors, even if for only one or two days in the summer, to students who need to explore career options. The result is critical if we expect our region to be able to compete in the rapidly changing global economy.

Note: Peter R. Butler, an engineering manager at Procter & Gamble Paper Products Plant, Mehoopany, is co-chairman of the Northern Tier Education Consortium and chairman of the NE PA School-to-Work Leadership Council. He is a member of the PA State Job Training Coordinating Council, the PA Literacy Education Council, chairs the PA STW Employer Leadership Council, and serves on the National Alliance of Business STW Employer Advisory Board. This Article originally appeared in the *Northeast Business Journal*.

## Work Force Development News from Tioga County



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### *From the Executive Director . . .*

**Our greatest natural resource is our youth.** Our greatest responsibility, as a countywide economic development organization, is to assure our youth have the opportunity for gainful employment if they choose to live and work in Tioga County. It is the responsibility of parents to assure their children are raised with good standards and high moral ethics. It is the responsibility of our education system to provide our youth with a quality education and prepare them to be good citizens. It is the responsibility of our employers to share with education the workforce skills they expect of their employees and to take full advantage of our educated young people, giving them the opportunity to work in our County if they choose. It is the responsibility of our youth to strive to maximize every opportunity they are blessed with and to become productive contributing citizens of our communities . . . and thus the cycle of life begins again.

With all of us working together . . . parents, schools, businesses, community and civic leaders . . . we can indeed raise our children. The Tioga County School To Work Program brings all of us together with the primary objective of creating high quality educational opportunities as the foundation for our children's careers.

Yes, indeed, it does take a Village to raise a child.

It is the very nature of being young to leave the nest and go out into the world. We all need to be assured our children have a quality education to pursue their dream . . . and to assure our County has employment opportunities to allow our youth a choice in choosing if they wish to venture forth or remain and work and live and indeed make **Tioga County . . . a place to call home.**

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## Teacher In The Work Force: A Local Perspective

The concept of **Teachers in the Workforce** has received a great deal of attention by industry and by educators. It proposes a natural partnership that draws on the practical applications employed in industry teamed with the theory taught in the classroom. Although most would agree that this is the ideal “marriage”, the missing piece has often been that qualified person who has a foot in both arenas. In **Southern Tioga School District** that missing piece has been provided in **John Aument**, the technology education teacher at **North Penn High School**.

John, a 1996 graduate of Millersville University with a B.S. in technology education, began his teaching career at North Penn in January 1997. He teaches grades 7-12 and focuses on production, communication, manufacturing, energy, power and transportation. His course content varies from the introduction and simple applications of technology to graphic arts, mechanical drafting, and architecture.

In the summer months and two or three nights a week during the school year, John assumes a very different working role. He is a CAD operator (Computer Aided Drafting) at **Ward Manufacturing, Inc.**, in **Blossburg**. John, an exuberant 20 something, uses words like “cool” and “the coolest thing I’ve ever done” to describe his work at Ward. “I’d do this even if I never got paid,” said John, hastily adding “but the pay is a real nice bonus, too.”

“I’ve learned more in my six months here than in all my four years at the university,” he adds. “At college I’d been introduced to a lot of ideas, but here I can see how these ideas really work.”

In his classroom John is now able to give concrete examples to his classes. He has answers for the question of “When would anybody ever use this ‘stuff’?” “The examples are always present in my mind because I see people working at the foundry using the same kind of concepts and skills I’m teaching,” observes the teacher/CAD operator.

There are many other benefits Mr. Aument brings to his classroom. Ward has been extremely generous in the sharing of equipment for special projects. They have donated over 2,000 board feet of lumber which has been used for student projects as well as used in construction of facilities in the school shop. There is now a welding booth built basically by student construction and donated materials. Scrap metal is also delivered to the school by the foundry on a regular basis. The high school students have the opportunity to cut this metal up and work it down for their metal shop projects thus affording an experience that would be cost prohibitive otherwise.

“It’s not the concrete examples of the donated materials that provides the greatest benefit to education,” says John, in response to the question of specific advantages enjoyed by this relationship. “It’s the people; I work with geniuses at the foundry. These people know their stuff; they’re tops in their field. I can go to them with any question a student asks and there is always someone who has the expertise to provide the answer. Just when we’re stuck on how to do something or what would be the best material to use in a project or what equipment should we purchase, all I have to do is ask. Someone I work with at the foundry knows all the answers. I have an extraordinary knowledge base to draw on.”

A partnership should work both ways and this one does. John is “giving” as much as he’s “getting”. **Stan Lisowski**, Maintenance Supervisor at Ward Manufacturing, Inc., believes that having John at the foundry has given everyone a more complete insight into the training needs of students as they come out of school. “For me, personally,” reports Mr. Lisowski, “this has brought me more fully in touch with the young people looking for employment. I have a better understanding of what the schools can and cannot provide in the area of skilled trades people. It is obvious to me that industry must be more actively involved in vocational education because the bottom line is we’re going to run out of a skilled work force if we don’t start working together to provide this education.”

Because we have a “Teacher in the Work Force”, students will leave Mr. Aument’s class with a whole new perspective on what Ward Manufacturing, Inc., is all about. They’ll begin to understand that with well developed skills, good employment is available in their own community. Our children have always been our community’s greatest asset, and with each graduation, we have seen that asset dwindle. With suitable skills and a better understanding of local employment opportunities, young men and women may realize that remaining in our local communities is a very viable option for them.

In John Aument’s words, “This is one of the ‘coolest’ things that has ever happened!”