

A newsletter from the  
Northern Tier  
Youth Committee  
on behalf of the  
Northern Tier Workforce  
Development Board

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**NORTHERN TIER  
WORKFORCE  
DEVELOPMENT BOARD**

NTRPDC

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## Bradford County Action, Inc. Participant Spotlight: Kenneth

Kenneth began working with Bradford County Action, Inc., Young Adult Career Advisor Nicole Heyer as part of the Summer Employment Program in 2017. While in the program, he worked at Canton Area School District (CASD) for several summers as part of the custodial staff. He felt that he had great learning experience while working with the CASD staff.

After he graduated from high school in 2020, Kenneth entered the workforce for a short time but was unable to find the success he was seeking. He ended up with a sporadic part-time job that eventually was affected by the COVID-19 shutdown. He found himself out of a job. In March 2021, he talked to Nicole about the WIOA Out-of-School Youth Program. Kenneth was eligible for services and worked with Nicole to update his resume and improve his interviewing skills.

Once Kenneth felt confident, he decided to begin applying for jobs. His dedication paid off and he accepted a full-time position with Wal-Mart in the overnight maintenance department, making \$17.50 per hour with the potential for benefits. Kenneth works very hard and has been asked to do overtime shifts several times. He enjoys his paychecks and his ability to take care of himself!

Kenneth feels his experience in the Summer Employment Program helped him get his current job. He is very appreciative for the assistance the program provided to him and now sees success in his future.

Left to right: Amanda Arnold (worksite supervisor), Requel Craige (participant's mom), Lindsay Titus (TANF participant) and Stella Swingle (worksite supervisor)



## Summer Youth Update

Last fall, Summer Youth Program participant Lindsay Titus was highlighted after completing a 100-hour paid work experience with the Montrose VFW. While participating in the work experience, Lindsay not only gained vital work skills but also important networking contacts. When her

16<sup>th</sup> birthday came around this past January, the VFW happily accommodated her party. One of her former worksite supervisors even made her a Beetlejuice-themed birthday cake!

After turning 16, the VFW offered Lindsay a job and she picked up right where she left off

in September. Lindsay's worksite connections even led to her mom being offered a position when her previous worksite closed, making her paid work experience a family affair.

## 'Launch! Your Success'

The Northern Tier Youth Taskforce was formed several years ago in the Northern Tier Workforce Development Area to explore innovative ways to engage "opportunity youth"—young people between 16 and 24 years old who are disconnected from school and work. A subgroup was formed to develop a branded name to encompass all workforce programs available for youth in the region (i.e., WIOA, TANF, SLIP, etc.) At the first Zoom

meeting, staff from Trehab, Inc.; Bradford County Action, Inc.; and Northern Tier Regional Planning and Development Commission (NTRPDC) brainstormed ideas for the new campaign, including potential names.

The word "Launch" was suggested because it has a meaning that drives the purpose of the programs—giving a person a start or moving them in a positive direction, such as a solid start on a career path. As the meeting

progressed, the committee decided to add the words "Your Success" to communicate the intent of the youth programs.

The taskforce also delved deeper into planning, coming up with ideas for a logo design, website, social media pages, and press releases. The committee is enthused to continue developing ideas and bring this idea to life in the Northern Tier. Keep an eye out for the "Launch! Your Success" logo!

**"You don't have to be great to start, but you have to start to be great."**

**-Zig Ziglar**

# NTRPDC BEP STEM Outreach

The Northern Tier Business Education Partnership's (BEP) career coaches have been working diligently in their assigned schools to connect students to local businesses and assist with student career education. This year has been different than other school years, with some kids learning from home while others are still attending in-school instruction. Career coaches have been versatile with career education projects to impact as many Northern Tier students as possible. To date this school year, more than 3,500 career education projects have been completed by students with the help of NTRPDC's career coaches. Business engagement and connection to students has been more difficult. However, more than 30 local businesses have been connected to students as of the end of March 2021.

NTRPDC's BEP also worked to create Science, Technology, Engineering, and Math (STEM) materials for students to learn about in-demand STEM careers in our region, as well as the training/education involved in attaining them. These materials were distributed to all school districts within our five-county region in March 2021.

The "STEM Careers in the Northern Tier" flyer can also be found on NTRPDC's website at <https://www.northerntier.org/upload/NT%20STEM%20Flyer--2-23-2021-1.pdf>

For more information or questions about the Business Education Partnership feel free to e-mail Jody McCarty at [mccarty@northerntier.org](mailto:mccarty@northerntier.org).

Posters on STEM careers in the Northern Tier were distributed to all school districts in the five-county region.

**YOU CAN DO THIS!**

**STEM**

SCIENCE \* TECHNOLOGY \* ENGINEERING \* MATH

CAREERS IN STEM FIELDS ARE AVAILABLE RIGHT HERE IN THE NORTHERN TIER (OR WHEREVER ELSE YOU MAY WANT TO GO).

STEM JOBS CHECK ALL THE BOXES:

- GOOD PAY
- INTERESTING WORK
- HELP HUMANITY
- COLLEGE OPTIONAL

THESE ARE STEM CAREERS WITH PROJECTED JOB OPENINGS IN THE NORTHERN TIER, WITH AVERAGE ANNUAL WAGES

SURVEYING AND MAPPING TECHNICIAN \$44,361	SOFTWARE DEVELOPER \$89,530	CONSERVATION SCIENTIST \$37,135	CHEMICAL TECHNICIAN \$43,982	PETROLEUM ENGINEER \$86,662	
COMPUTER USER SUPPORT SPECIALIST \$42,859				INDUSTRIAL ENGINEERING TECHNOLOGIST \$48,885	
"NORTHERN TIER" MEANS THESE COUNTIES: BEARFORD SULLIVAN SUSQUEHANNA TIOGA WYOMING				COMPUTER SYSTEMS ANALYST \$66,804	
GEOLOGICAL TECHNICIAN \$47,702				HEALTH AND SAFETY ENGINEER \$66,874	
CIVIL ENGINEER \$79,969				THESE JOBS ARE JUST EXAMPLES—THERE ARE A LOT MORE CAREER PATHS OPEN TO YOU	
PSYCHOLOGIST \$84,314				ENVIRONMENTAL ENGINEER \$100,975	
IF YOU WANT TO WORK IN OTHER AREAS OF PA OR THE US, THERE ARE EVEN MORE OPTIONS!				WEB DEVELOPER \$67,115	
COMPUTER NETWORK ADMINISTRATOR \$63,447	GEOSCIENTIST \$97,558	COMPUTER NETWORKING SPECIALIST \$50,324	MECHANICAL DRAFTER \$42,533	SEE BACK PAGE FOR HOW TO WORK TOWARD A STEM CAREER	FORESTER \$62,451

## Student Artist Brightens Susquehanna County Trehab Office

When you walk into the Susquehanna County Trehab office in Susquehanna, PA, you'll be met with a new coat of paint and several creative murals throughout the building. Young Adult Program participant Chelsea Bush recently completed a paid work experience that included giving the office a fresh new look. Chelsea painted the entire office, designed and executed a new informational area in the entryway, redesigned the bathrooms, and turned some glass windows into a more functional area by painting them with dry erase paint. This area can now be used for displaying important messages or even used for projecting various workshops and trainings.

With a passion for both art and helping others, Chelsea was the perfect candidate for the job. Currently studying Human Services at Lackawanna College, Chelsea was the president of the art club at her high school and participated in PennDOT's "Paint the Plow" program. She is the president of both the Creative Art Student Organization and Human Services Student Organization at Lackawanna College. Chelsea has participated in the Summer Youth Employment program the past several years and even served as an intern for the

Summer Youth Program through a WIOA ISY-funded paid work experience. On track to earn her bachelor's degree in human services in 2023, Chelsea would like to become a career advisor, helping people enter the workforce or continue their education.



"The youth program taught me to be more responsible and work my way to be more successful in my life. Without it I would not have been in college nor would I have much knowledge about job experience. I chose Lackawanna College because of my career advisor, Brittany Miller. She helped me get connected to resources like a person from the Education Opportunity Center. She met with me to find affordable colleges and something that fit what I needed like housing and a degree in Human Services. Lackawanna was a perfect fit for me, and it was a dream come true. I chose this major for the sole purpose of helping others. Helping people get started in their lives is my dream and is something I have personally struggled with. I can't wait to be a career advisor. Trehab also taught me that being there for the community is very important."

Chelsea Bush



Casandra Massaro  
Tioga County Trehab Career Advisor

## Tioga County Trehab, Inc., Career Advisor Speaks at Virtual ‘Transition’ Conference

In March 2021, Casandra Massaro, Career Advisor at Trehab, Inc., in Tioga County, had the honor of teaching a "Strength Finder" workshop for the annual Transition Conference that was held virtually this year. The conference is hosted by Pennsylvania College of Technology and BLAST IU17, and is geared toward young adults who are transitioning into adulthood (and their parents). The highlight of the con-

ference was the keynote speaker, Miss Amber Logan, a local inspiration. She passionately explained how she overcame adversity related to her autism diagnosis. She explained how we are our best selves when we are ourselves. Identity was popular topic that day—it was also the topic of Casandra’s remarks. The presentation taught methods of finding out who we are based on the things we are

good at, and how we can better learn our identities, and most importantly how our differences play such an important role in society. The youth in attendance were engaged throughout the entirety of the workshop. The event closed with a student panel, and the whole audience left a little more prepared for their transition into the workforce.

Shyann came to Trehab, Inc., in Tioga County as a teen mom who had dropped out of high school with a young baby and another on the way. Shyann took advantage of everything Trehab’s programs have to offer and is making huge strides toward her goals. With the help and guidance of staff, this mom (now with two babies!), enrolled in a virtual high school and is expected to graduate in June 2021. She has also completed driver’s training and goes above and beyond to achieve all of her goals. Everyone at Trehab is incredibly proud of Shyann and ready to support her every step of the way.



# Susquehanna County Career and Technology Center Adjusting to Education During a Pandemic

This past year has presented unique challenges to the education community. The Susquehanna County Career and Technology Center (SCCTC) has additional challenges based on the decisions of their seven sending schools. Even if the SCCTC is open every day, their students generally follow sending-school schedules. With varying sending-school calendars, all Career Center programs have been set up with virtual capabilities for any student on any given day. In the event a student is quarantined or a sending school closes for COVID-related reasons, the instructor is notified and the virtual classroom is accessible that day for the students. This process is expected to continue to some degree even after the pandemic because it has proven to be very effective. By participating in virtual learning, students can always see what is going on and receive instruction even when they are unable to attend in person.

The Carpentry and Building Maintenance Programs build a house, which takes three school years from start to finish. Due to remote learning, the project was

behind schedule and there was concern that students would not receive the necessary hands-on building experience. With state funds available through a Continuity of Education COVID Relief Grant (GEERS), a lab assistant was hired to assist the worksite coordinator. Increasing the number of supervisors enabled SCCTC to accommodate more students at the worksite. As a result, this year's graduates will receive the experience necessary to enter the workforce or to continue their education in their desired field.

The Welding Program received a PA Department of Community and Economic Development (DCED) grant geared toward getting students practical work experience in manufacturing prior to graduation. Because COVID regulations forced the businesses to cancel the student work experiences, SCCTC applied to redirect those monies to purchase a welding simulator and career exploration software. This equipment provides additional welding education to the students that they would have received on the worksite. The

cooperative education instructor facilitates the program with small groups. The program has been well-received by the welding students.

SCCTC students are once again participating in SkillsUSA competitions—virtually this year. Judges watch students work via Zoom instead of in person. The virtual competitions went extremely well and there may be changes to future competitions based on these virtual experiences.

As challenges occur, they are addressed. While keeping the students safe and healthy during COVID is always the priority, adjustments to delivery methods have been necessary to meet program requirements. Dr. Alice M. Davis, SCCTC Executive Director, stated, "I have been absolutely amazed at the resilience of the students and the instructors during these past 12 months. They have risen to the challenges presented during this pandemic and exceeded my expectations."

**"Those who aren't  
committed find fault.  
Those who are  
committed find a way."**

**-Elisabeth Sanders-Park**



# Summer is Coming!

## Need Some Extra Cash? Interested in a Job?

Paid work experiences are available for eligible young adults ages 14-24. During a paid work experience, young adults get to explore job requirements and increase their employability skills while gaining real-world work experience.

**Contact your local PA CareerLink® or affiliate site today!**

**Bradford County: 570-265-4434**

**Sullivan County: 570-928-2127**

**Susquehanna County: 570-853-1103**

**Tioga County: 570-662-8110**

**Wyoming County: 570-996-2448**



## 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.

### Members

**Chair: Jackie Johnson**, 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

**Christine Martin**, Continuing Education Coordinator, Lackawanna College, Towanda 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 WIA Youth Participant

**Penne Watkins**, Executive Director, Bradford County Action

**Debra Wivell**, Administrator, UPMC Susquehanna

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

### Northern Tier Workforce Development Board

### Youth Service Providers

### PA CareerLink® and Affiliate Sites

#### Bradford County

##### **Bradford County Action**

500 William Street  
Towanda, PA 18848  
570-265-4434

[nhever@bradfordcountyaction.org](mailto:nhever@bradfordcountyaction.org)

[bradfordcountyaction.org](http://bradfordcountyaction.org)

#### Sullivan County

##### **Trehab, Inc.**

210 Center Street  
Dushore, PA 18614  
570-928-2127

[theess@trehab.org](mailto:theess@trehab.org)

#### Susquehanna County

##### **Trehab, Inc.**

1302 Main Street  
Susquehanna, PA 18847  
570-853-1103

14 Public Avenue  
Montrose, PA 18801  
570-278-5201

[bmiller@trehab.org](mailto:bmiller@trehab.org)

#### Tioga County

##### **Trehab, Inc.**

42 Plaza Lane,  
Wellsboro, PA 16901  
570-662-8110

[cmassaro@trehab.org](mailto:cmassaro@trehab.org)

#### Wyoming County

##### **Trehab, Inc.**

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

[ashaffer@trehab.org](mailto:ashaffer@trehab.org)

### 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](mailto:eoofficer@northerntier.org)  
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