



**APRIL 2022**

# CONSORTIUM

**PRESENTED BY**



# Today's Agenda

Welcome & Introductions

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Overview: CRL! & Inspire

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Providing Perspective

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Group Discussion & Share Out

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# BIZCORP™

## BOTTOM LINE SAVINGS

FOR LANCASTER CHAMBER MEMBERS



**Presenting Sponsor**



STRATEGIC PRIORITY #1

# PUBLIC POLICY

We inform and advocate, on behalf of our members, for policies which support business, people, and places.

STRATEGIC PRIORITY #2

# WORKFORCE

We partner, support, and/or lead opportunities and solutions to address workforce challenges.

STRATEGIC PRIORITY #3

# BUSINESS SOLUTIONS

We analyze, assess, and navigate the business landscape to provide timely resources and forward-focused solutions.

STRATEGIC PRIORITY #4

# DIVERSITY, EQUITY & INCLUSION

We contribute to a more inclusive and equitable workplace, workforce, and community.

STRATEGIC PRIORITY #5

# CHAMBER EXCELLENCE

We foster a culture of continuous improvement to achieve operational excellence and long-term sustainability.

**For every one new job that becomes available in Lancaster County, our current growth rate will be able to fill.**

**For every one new job that becomes available, seven people will be retiring or leaving the workforce.**





# CAREER READY *LANCASTER!*

HOW THIS CAREER PATHWAYS MODEL CONTINUES TO IMPACT THE  
LANCASTER COUNTY COMMUNITY – SHARING THE PROGRESS

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# Agenda

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- What is Career Ready Lancaster! 
- How was CRL! formed?
- Achievements
- Inspire the tool
- What can you do? 
- External Perspective
- Discussion Questions/Facilitate Sharing
- Q&A

# What is Career Ready Lancaster!

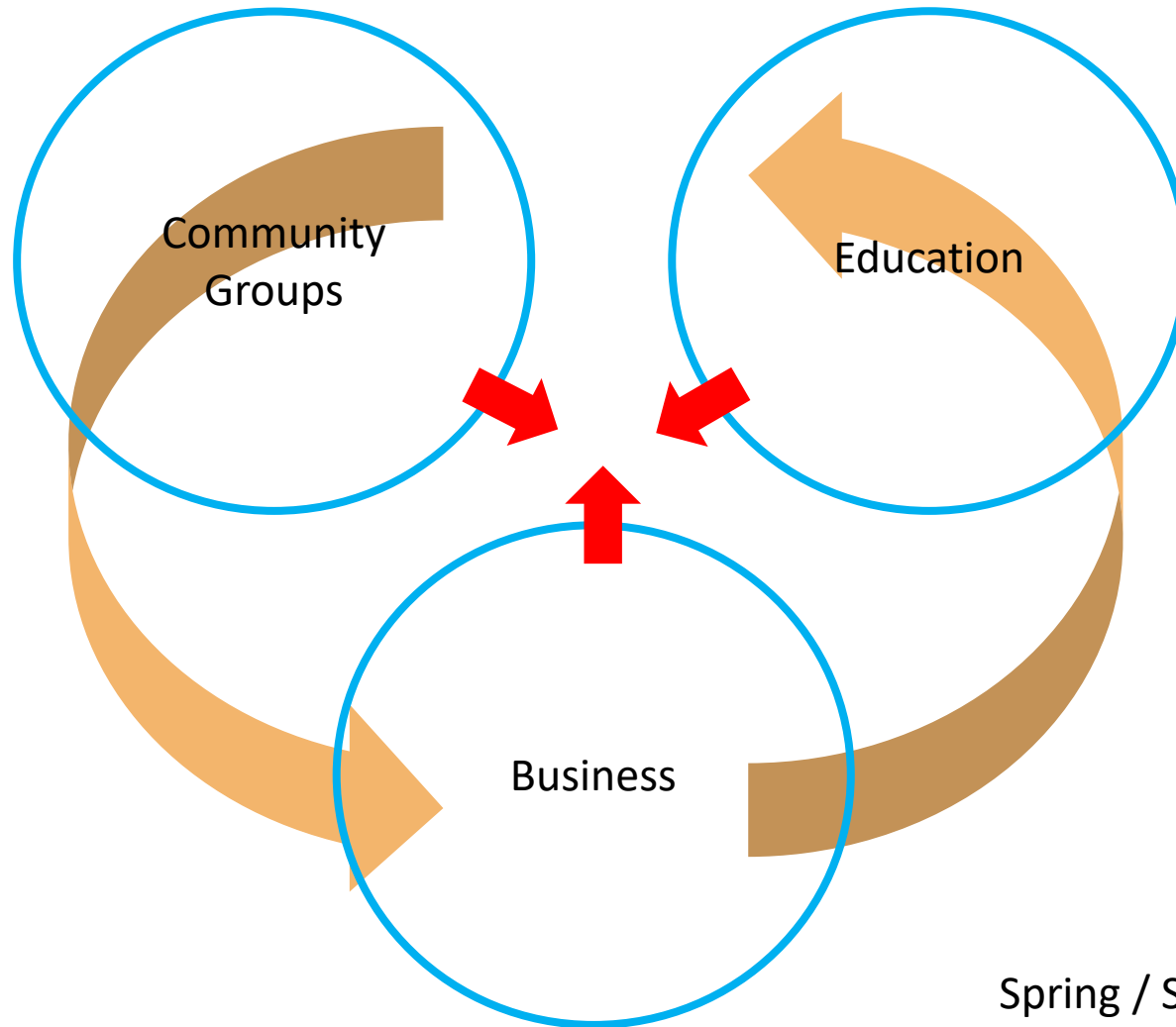
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- We are a career pathways partnership linking people with careers.
- Achieved through collaboration of education, business and community groups.
- We will develop a quality workforce for a strong local economy.

This is our 'elevator speech'



# How Did We Get Started?

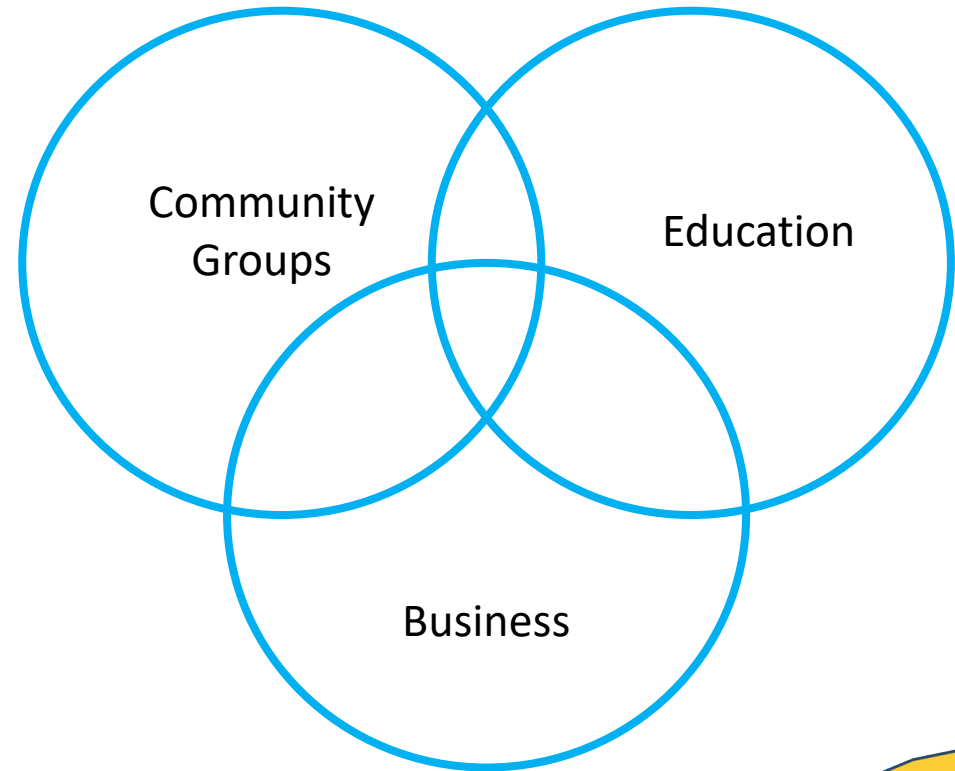


Spring / Summer 2019 – 'Storming'

# Defining Moment – October 2019

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- Stop the churn - stop trying to solve world hunger.
- Business is the customer of education.
- We need to stop talking and start achieving something.....
- Focus on results!



# Methodology

## Need - Passion - Structure

- **Accountability**
  - 90-day cadence – quick wins
  - Regular feedback – communicate results
  - Cross community involvement
  - Celebrate – remind people of achievements
- **Business Engagement**
- **Backbone - support**
- **Elevator Speech**

Action Plan – 1 for each team

Action	Name	Due Date
Describe what we are going to achieve	Owner of action	
Design CRLI logo	A.N.Other	15-Nov-20
Agree between education & business common 'soft skills'		
Publish agreed soft skills		
Implement virtual career talks		
Identify top 10 in-demand careers in the county	<ul style="list-style-type: none"><li>• Teams developed their own goals</li><li>• Tracked progress to the goals</li><li>• Reported progress to;<ul style="list-style-type: none"><li>• Council</li><li>• Sub-committees</li><li>• Steering Team</li></ul></li></ul>	
Confirm sub-committee contributors		
Identify repository for career pathway information		
Choose next goal to tackle		

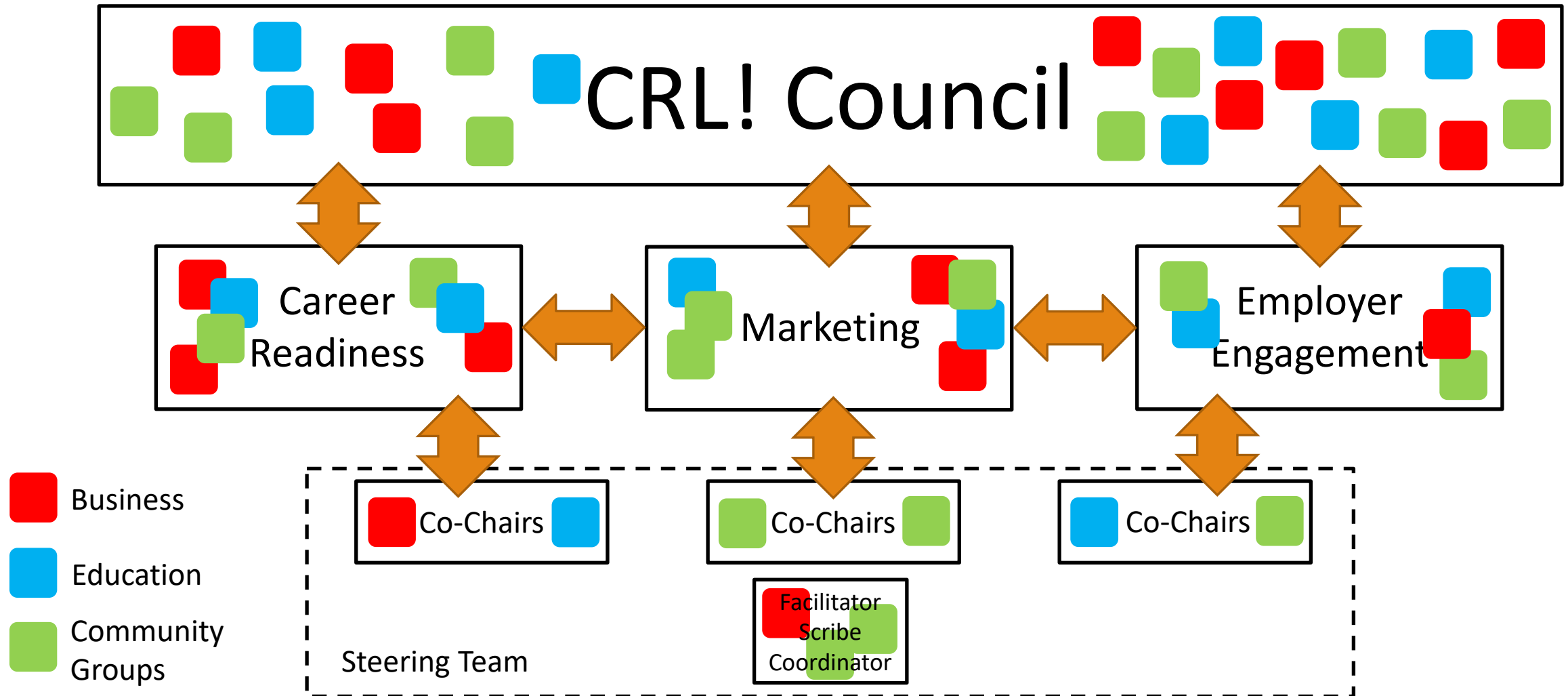
April 12, 2022

CAREER READY LANCASTER!

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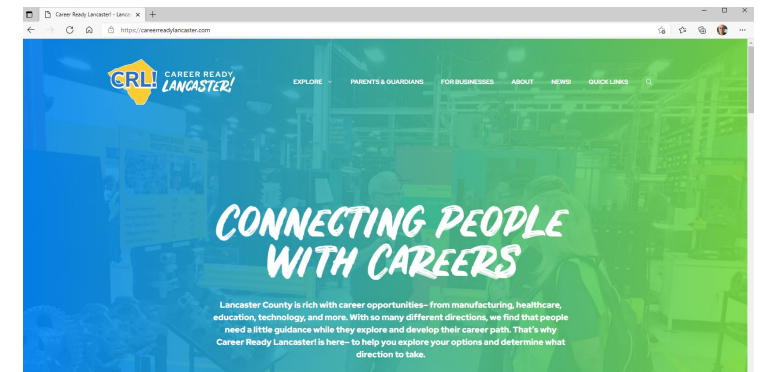


# Collaboration



# Accomplishments

- Common language
- People talking about CRL!
- More entities collaborating
- Network is expanding





# Career Stories

Multiple Pathways

Relatable

Concise

Continuous Learning

Various Stages



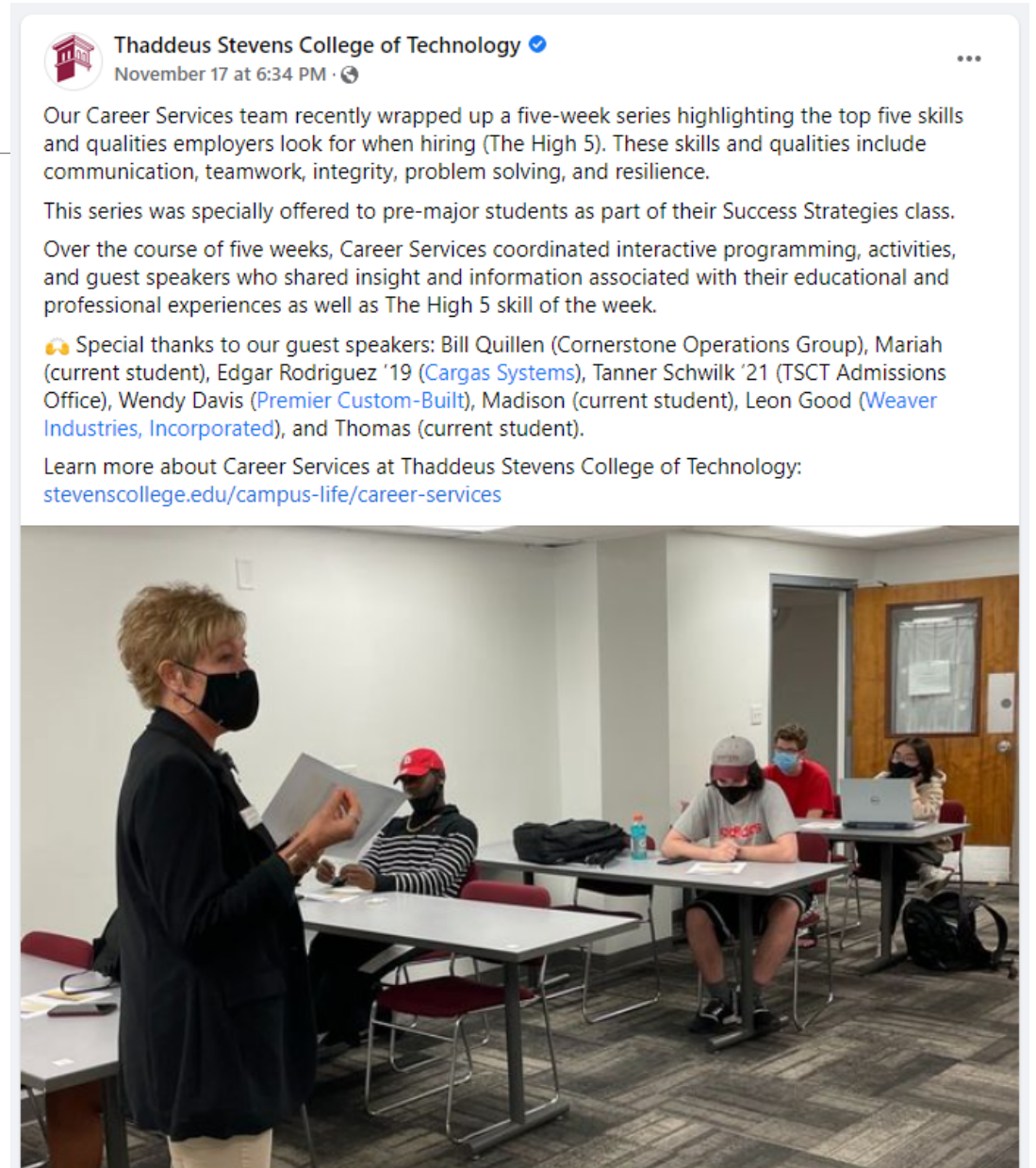
# HIGH 5

## Higher Education

- Success Strategies Class for Pre-Major Students at Thaddeus Stevens College of Technology
  - Pre & Post Test
  - Each week focused on one of High 5!
  - Guest speakers – employers
  - High 5! Reporting Guide

## Business & Industry

- Advanced Food Products
  - Incorporating High 5! within hiring process & initial on boarding







Connecting today's employers with the workforce of tomorrow



Welcome to  
INSPIRE  
LANCASTER

Log In

Sign Up

# INSPIRE LANCASTER



## INSPIRE LANCASTER:

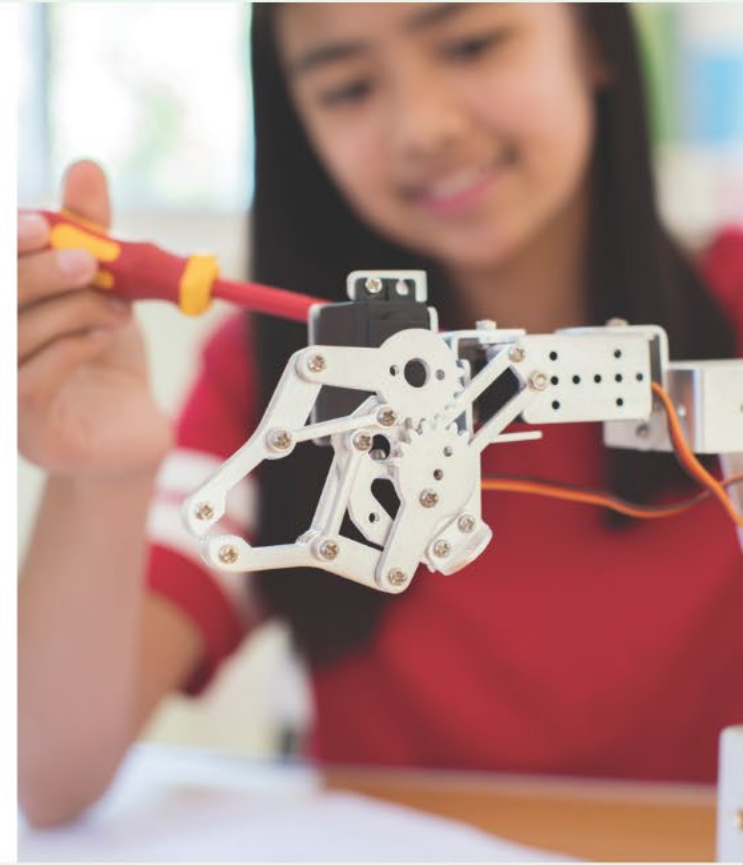
### CONNECTING BUSINESS AND EDUCATION

An initiative of the Lancaster County STEM Alliance & the Lancaster Chamber

With the current workforce challenges in Lancaster County, we are proud to provide this innovative resource for businesses to meet their emerging workforce needs.

**CREATE YOUR ACCOUNT HERE:**

**[HTTPS://WWW.INSPIRELANCASTER.ORG/](https://www.inspirelanaster.org/)**



[www.lancasterchamber.com/inspire](http://www.lancasterchamber.com/inspire)



# What Can You Do?

## Career Stories

- Multiple Pathways
- Relatable
- Concise
- Continuous Learning
- Various Stages



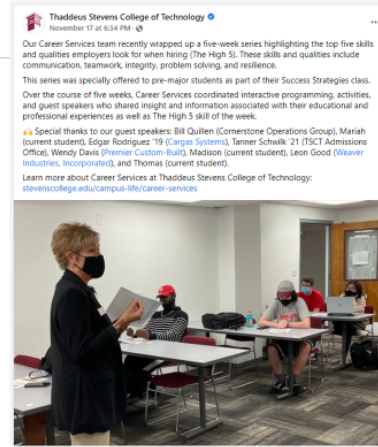
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## Certification

OSHA 10 Certification

State Pre-Apprenticeship Certification

Hours count towards a registered apprenticeship!

## 2022 EDUCATOR INDUSTRY TOURS

Educator Industry Tours are intended to enhance classroom instruction, student learning, and career readiness for the workplace by connecting educators with local business and industry leaders and technical and career training centers. Educators will have an opportunity to participate in full-day, in-person tours that will include two to three business stops and one technical or training facility. The tour days will focus on three high-demand occupation areas:



## Becoming A Mentor

FRONT LINE  
SUPERVISOR TRAINING

What Can You  
Do To Help?

Spread the word about CRL!

- Colleagues
- Parents

Encourage viable career plans for students

Share information

- HIGH 5
- Lesson plans

Connect with employers

- Tours
- Job shadowing
- Internships



# Partner Perspective

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Meshak – 2019 Grad



Cheyenne – 2022 Grad

## Business Tours



Tori – 2019 Grad



Emma – 2022 Grad



Job Fairs



## **Table Discussion & Share Out**

What was your journey to your career or company?

What would have been helpful to you as you were on that journey?

What types of career exploration have you engaged in?

What barriers exist to you engaging in more career exploration efforts?



# Questions?

[www.CareerReadyLancaster.com](http://www.CareerReadyLancaster.com)

