



2025

Workforce Reimagined

Our Workforce Strategy

The Lancaster Chamber is committed to an employer-partnered approach to address existing workforce challenges, strengthen current initiatives, and anticipate future trends.



We Address Workforce Needs By:

- Delivering training relevant to current workforce challenges and evolving needs.
- Developing workplace strategies and resources for attracting, recruiting, and retaining talent to the Lancaster community.
- Facilitating partnerships and connections among educators and businesses to elevate local and in-demand career pathways for students.
- Identifying the business role in developing collaborative strategies to address barriers to workforce participation.
- Supporting policies at the local, state, and national levels that meet workforce demands, strengthen the future workforce, and expand workforce opportunities.



Attract and Retain Talent:

Position Lancaster County as a thriving talent hub, offering fulfilling careers and vibrant lifestyles, to retain and attract top-tier workforce to the community.

Collaborate with employers to develop services, resources, and tools to recruit talent to Lancaster County.

- Launch 'Land in Lancaster', powered by the Lancaster Chamber, the area's talent attraction resource that provides essential information to prospective talent considering a move to the area. Equipped with branded assets and promotional templates for both employers and postsecondary institutions, Land in Lancaster supports efforts to attract and retain talent to Lancaster County.
- Pilot 'Future in Focus' programming to create an environment that invites undergraduate students to launch careers – and lives – in Lancaster County following graduation.

Develop strategic programming and resources for employers to maximize talent attraction and retention.

- Connect new and current area talent to relevant networks and opportunities within the community.
 - Through the Chamber's NxtGen Mentoring Program and the Young Professionals Network, the Chamber aims to connect, empower, and retain young professionals in Lancaster County by fostering a sense of community, supporting professional growth, and promoting local networks and engagement.
 - Deploy an Executive Concierge service to facilitate the connection of executive-level employees relocating to the area to relevant networks, resources, and opportunities within the community.
- Share strategies to engage and retain talent through Chamber-facilitated peer groups and roundtables, such as the HR Roundtable series.
- Through the Wage & Policies Survey & Report, provide a localized resource for employers to analyze wage rates, policies, and compensation practices to remain competitive.



Empower and Upskill Current Employees:

Empower and upskill current employees by providing professional development, training opportunities, and connections to resources, ensuring businesses have the skilled workers they need to thrive.

Solve industry-specific talent challenges by working with employers, community organizations, and educational institutions to strengthen talent pipelines.

- Talent for Tomorrow convenes employers, education and training partners, and community organizations in a Healthcare Collaborative to address urgent and emergent workforce shortages.

Offer professional development and learning opportunities to upskill local talent while serving as a connector to existing incumbent worker resources.

- Tactical Skills Training, New Manager Academy, and Leadercast are part of a broader array of Professional Development opportunities at the Lancaster Chamber.
- Partnerships with educational institutions and community organizations create connections to resources such as Etown Edge and PA Careerlink® Lancaster County.
- Highlight best practices and solutions to workforce barriers through existing Chamber programs, such as Roundtables, Excellence Exchange, and Wake Up to the Issues.
- Collaborate with partner organizations to identify solutions to workforce entry barriers such as transportation, childcare, English-language learning, and criminal records.



Foster Future Talent:

Foster future talent by building strong partnerships between businesses and educational institutions to prepare the next generation for the workforce.

Strengthen partnerships between educational institutions and employers to elevate in-demand and local industries for students.

- The Chamber communicates business challenges and opportunities to local higher educational institutions through College Presidents meetings and ongoing communication with credentialing partners.

Offer career exploration programming and resources for students, employers, and educators.

- The Discovering Paths Mentoring Program, the Chamber's largest business and education partnership, brings together nearly 20 Lancaster County high schools to explore a variety of in-demand and local industries.
- Student Industry Tours expose high school students to local businesses, day-to-day operations, and career pathways.
- Career Readiness Workshops are tailored at the request of educational and community partners to prepare students for the future.

Collaborate with existing career readiness initiatives and partnerships to explore innovative programming for the next generation.

- Partnered with Pequea Valley High School, The Factory Ministries, and the Intercourse Merchants Association to develop PV First Choice Discovery, an in-school mentoring and career readiness program for the junior class.
- Continue to participate in the Lancaster County Workforce Development Board's Career Ready Lancaster! Steering Committee to advance workforce partnerships between employers, educational institutions, and community organizations.
- Co-facilitate the Workforce Alliance with the Lancaster County Workforce Development Board, Community Action Partnership of Lancaster County, and the Economic Development Company of Lancaster County, convening community organizations and industry associations engaged in workforce development to strengthen collaborative solutions for workforce opportunities that ensure business success.

Facilitate work-based learning connections between the business community and local K-12th educational institutions.

- Inspire Lancaster, a platform developed in partnership with the Lancaster County STEM Alliance, connects educators, students, and community members to work-based learning opportunities at area businesses.



For More of Lancaster Chamber's info on workforce, visit our website:

lanasterchamber.com/workforce