

At a Glance...

- 501(c)(3) organization
- Dedicated to promoting School-to-Work Initiatives
- Serving Counties in NEPA

Our Programs

- Job Shadowing
- Paid/Unpaid Internships
- Externships (Hospital, Dental, Veterinary)
- In-school Lecture Series
- Virtual Programs
- Career Fairs
- Summer Career Experience Programs

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Northern Tier Industry & Education Consortium (NTIEC) News



Summer 2020

from the desk of the Executive Director

Although the upcoming school year will offer us all a unique set of challenges, we here at NTIEC pride ourselves on being a great resource as you navigate the uncertainties. Schools, parents and students are well aware of the likelihood for disruptions to the traditional school calendar but please know we are eager and willing to help you facilitate career education programming for your students. You will find that we are very flexible and responsive to the individual needs of our schools.

NTIEC offers supervised work-based learning and high-quality career education content to regional schools that have joined our

consortium. In addition, we will continue to offer alternative content and the virtual delivery of career education. We anticipate internships (paid and unpaid) to grow in popularity as students face hybrid high school schedules. For example, an internship is a productive choice for high school students facing reduced or every other day attendance. Also, if schools should close again, NTIEC can continue the supervision of many internship jobs. Interns who encounter job stoppage can count on alternative content and the ability to continue to earn academic credit. During the pandemic stay-at-home order, NTIEC continued to offer



Shealynn Shave, Exec. Director

programming and alternative content to all students. About 50% of our interns continued to work in "essential jobs." All interns were offered OSHA 10 courses and a career pathway

Please see *from the desk* on page 4

Career Pathways Rarely Follow a Straight Line

Dante Majone recently graduated from the Hazelton Area Academy of Science. During his senior year, Dante applied to participate in the NTIEC internship program. During a screening interview, he declared that he was prepared for college, but he also wanted to explore options. When pressed about college majors, his answer slid from engineering to science and swerved into business. He wanted to be sure about his choices because college can be

so expensive. Frankly, he saw himself working outdoors in his own business. He wasn't exactly sure what kind of business, maybe landscaping, equipment operation or construction.

Dante came to the interview with a job lead. He wanted to work with a local excavator contractor. NTIEC facilitated the employer contact and helped Dante secure the internship and part-time job.



Michael Bereznak and Dante Majone

Please see **Career Pathways** on page 5



New Covenant Academy Joins Consortium

Our newest school to join NTIEC is a private, Christian school – New Covenant Academy in Mansfield, PA. This is the first private school in our western region to link arms through our work-based learning programs. New Covenant focuses on “guiding children on a journey of

discovery” through individualized instruction, empowerment, and experiences. They are focused on preparing well-rounded students through a variety of opportunities. They understand that our partnership with the community and local employers will aid in providing

vocational training as well as strengthening their real-world learning. We are excited to start offering internships and job shadow experiences to the students of New Covenant Academy starting this fall.

Working in the Pandemic Age

March came in like a lamb, and as we began the second week, a pandemic lion forced all PA schools to close. I learned this fact while on the phone with a student intern, stated Colin Furneaux, NTIEC educational coordinator. He had called asking how this would affect his job and internship credits.

Completely caught off guard, I responded with, “that is a great question.” After recovering, I told the student to discuss his work safety with the employer and his parents and we would talk later that afternoon. I didn’t realize it then, but what we did over the next week would create a path forward for our student interns and provide clues on how NTIEC would prepare for fall interns.

We began by contacting each individual student and asking if they were still working. What we found out surprised us; approximately 50% of our students were continuing to work in “essential jobs,” during the pandemic stay at home order. We had farm workers, mechanics and grocery store clerks that were still working with permission from their parents. We also asked these

“essential workers” if they felt safe, were their employers doing things to keep them safe and had their hours increased? These students were firm in their commitment to keep working.

How do you supervise approximately 65 working students remotely? How will the schools react to students still working? Can the other students, who were now experiencing at least a temporary work stoppage, engage in alternative content and continue to earn academic credit for their work-based learning?

Not one school contacted us to pull interns from their jobs. A deeper understanding here reminds us all that the terms of employment are between the student (with parents input) and the employer. Many of these students work these jobs outside of school hours and are very committed to the work.

Supervision of interns became a challenge requiring regular contact with students via text messaging and phone calls. Employers now began to exchange documents with us via text messages and the

internet and schools relied heavily on processing grades and evaluations from NTIEC electronically along with submittal of site visit forms. All of these students continued to earn academic credit for their internships.

NTIEC found and implemented ways to keep students working or gaining work-based learning experience during employment interruptions. This also transformed program planning as we prepare to serve schools and students returning for the fall. We are ready to help students extend their internships and engage in work-based learning, even if they encounter a temporary work stoppage. -

We would be amiss if we did not recognize the Scranton Area Community Foundation, Cabot Oil & Gas and Williams for awarding us COVID-19 relief funding, which helped to fund salary costs for NTIEC educational coordinators to develop, offer and monitor these alternative learning concepts for our student interns.

Northern Tier School-to-Work— Helping regional high school students add stepping stones to their “Career Pathways”.

Employer Spotlight—Sheetz (Mansfield)

Sheetz in Mansfield, PA has been a continuous supporter of our school-to-work program in our western region. The past several years, we have placed students in the Sheetz convenience store to learn and devel-

op their workforce skills. Stacey McCarrier, the store manager in Mansfield, has created a work environment where students not only develop skills, but also learn while doing the job duties. She is a support for

the students and our local community. We appreciate our partnership with Sheetz and look forward to working with them in the future years as well.



NTIEC Goes Virtual

The past several months have been challenging for all of us and the start of the school year has been no different, but we are here to help you! The staff at NTIEC has been committed to developing new programs that we could bring to you and your students virtually via Zoom. NTIEC will coordinate the event and will be present on each Zoom presentation to help break the ice and will help moderate the conversations to ensure they stay on track and on time. NTIEC would provide prep questions for students ahead of time so that the students are well prepared. At the conclusion of each event, students will be required to complete a reflective survey which I will provide to you.

Below is a description of the three new programs we are currently offering to our schools and their students.

Personalized Career Conversation – a one-on-one conversation with a student and a professional/employer in an area that they are interested in learning more about via a Zoom meeting. A main focus point for NTIEC would be the scheduling as well as having thought out prep questions for both professionals/employers and students. (Duration - 1 hr)

Career Exploration Panel Discussion – a discussion with 2-4 professionals of same or similar careers with a small intimate group of students via a Zoom meeting. We can even pair a professional/employer with a higher education institute that offers certifications/degrees in that particular industry. Students would sign up in advance. (Duration – 1-1 ½ hrs)

Career Cluster Presentation – a virtual gathering of 3-5 professionals; each giving a 10-15 minute presentation on their specific career with a Q&A period via a Zoom meeting. Professionals would be selected based on student surveys that highlight their area of interest. These can be geared towards specific grades. (Duration – 1 - 1 ½ hrs)

In addition to the programs outlined above, NTIEC is continuing to provide our traditional school-to-work paid/unpaid internships. This program has expanded tremendously since the outbreak of COVID-19. More and more schools/students are taking advantage of this program. During the pandemic stay at home order, approximately 50% our students continued to work in “essential jobs”, with the permission of their parents.

Employer Spotlight—Jenny Leigh’s Country Cookin’ (Kingsley)

Jenny Leigh, the owner of Jenny Leigh’s Country Cookin’, hosted a Mountain View senior, Heather Johnson for a paid internship, during the 2019-2020 school year. Jenny

treats her employees like family. She always made time to meet with NTIEC and provided positive feedback and structure for the student intern. Jenny Leigh is a small

business owner who believes in helping students to transition into the workforce. Great food, great place and a great mentor for work-based learning!



Employer Spotlight—Dunkin Donuts (Wellsboro)

Dunkin Donuts in Wellsboro, PA has continued to accept students in our Internship program, providing them with the learning and skill development needed to succeed in the workforce. This facility is a large

operation with a continuous flow of customers. Our students are learning what it takes to operate at a fast pace, while fulfilling the requests of customers. We appreciate the “power skills” that are being

taught, the support that students are given, and also our continued partnership with this employer. We appreciate Nicole York, owner and manager, and what she is able to provide for our local students.



from the desk... (Continued from page 1)

reflection as alternative content, allowing them to earn academic credit while their employment was paused. We were also able to offer virtual career education sessions via Zoom, upon district request.

NTIEC currently provides the following programs:

Work-Based Learning for High School Students

- Paid and Unpaid Internships (grades 11 and 12)
- Youth Apprenticeship placements (e.g., Procter & Gamble)
- Volunteer/Community Service Internships (grades 11 and 12)
- Pre-Internship Job Shadowing—linked to

- prospective employers (grades 11 and 12)
- Externships (e.g., healthcare, dentistry, veterinary medicine, etc.)
- Interview a Professional
- Online OSHA 10 Training (typically for grades 10-12 for students engaged in internships)
- Online Career Pathway Reflection Activity (grades 11 and 12)

Career Education Programming

- Job Shadowing—career exploration (grades 9-12)
- Career Lecture Series (typically grades 8-11)
- Career Expos and Job Fairs (regional and individual schools)
- Job Specific Career Days

- Career Pathway Classroom Presentations (in person or via Zoom; typically grades 10-11)
- Virtual Mock Interviews
- Custom Career Education Programming – designed to fit the needs of individual schools

Whether you are a participating school district in our consortium, a new school, student or parent wanting more information, please reach out to us to discuss opportunities that we can provide. Since 1993, NTIEC has been the preferred school-to-work connection in our area and we will continue to help our students find suitable placements as they decide the future career opportunities. For more information, please contact us at 570-278-5038.

Outstanding Youth Apprentices of 2020



Scott Draper

At the end of each academic year, NTIEC honors several students who participate in the youth apprenticeship program with the **Outstanding Youth Apprentice Award**. These students have gone above and beyond during the year while working in their local communities. Each of these students have dedicated themselves to learning beyond the classroom, while developing skills needed for their future endeavors. Their commitment to learning and growing has been evident as they have all received top-notch reviews from their employers. This year, four students were selected to

receive a certificate and a scholarship from NTIEC. Congratulations to all four recipients on a job well done!

As a senior at Williamson High School, **Scott Draper**, just completed his second year in the school-to-work internship program. He worked for a family-owned business, Draper Supply in Millerton, as well as for Williams Construction. Scott is a hard working student who realized that he could learn so much out in the community through work-based learning opportunities. He agrees that learning beyond the classroom is what has allowed him to propel into his future. Scott plans to

continue working for both businesses upon graduation.

Heather Johnson is not your average senior. She recently graduated from Mountain View Jr/Sr High School and is pursuing a degree in nursing at Lackawanna Community College. To enhance her last academic year, Heather choose to complete a work-based learning placement with NTIEC. She turned her job as a waitress at Jenny Leigh's Country Cookin into a paid internship. This allowed her to gain work-based experience and earn academic credit. Heather used this experience to build confidence and display a



Heather Johnson

Cabot Makes Donation for 3D Printer for Hazelton Students

While practical uses for a 3D printer have been expanding for years, their value increased exponentially with the onset of the COVID-19 health crisis when those most familiar with the units began churning out respirator parts and other medical elements needed by area hospitals.

Students at the Hazleton Area Academy of Sciences (HAAS) are the recipients of a new 3D printer thanks to Cabot, which donated \$2,500 toward the purchase of the new machine.

HAAS computer science instructor Mr. John Berta models “ear savers” constructed by his students with 3D printers and donated

to area hospitals that help prevent irritation from long-term PPE mask use.

Though classes were over for this school year, the new 3D printer will be ready to go with their STEM curriculum when classes resume.

HAAS principal Ms. Marie Ernst credits Cabot, Deb Tierney of the NTIEC and Ms. Melissa Turlip of Commonwealth Charitable Management (CCM) for helping her identify a critical necessity to which Cabot’s donation could be applied.

With a student body of about 530, ranging from grades 9 to 12, as many as 30 students in a

class often found themselves backed up at the existing printer with projects that can easily take up to 24 hours to complete. “I saw such a need and frustrated kids,” Ernst related. “A second one is going to make such a big difference.”

A HAAS student displays a robotic arm she created with the 3D printer.

Mr. Berta explains how the printer will be used for making basic robot parts in conjunction with anatomy and physiology classes. “They’ve already done things like creating hands and joints and adding hydraulic tubing to make the fingers



Please see **Cabot** on page 6

Career Pathways (Continued from page 1)

Dante was hired by Berezna Inc. as a laborer and construction assistant and his internship mentor and employer was owner/operator Mr. Michael Berezna.

On the job, Dante learned site preparation, site excavation, drainage installation, equipment maintenance, basic job-site surveying and safe work habits. Mr. Berezna turned out to be an enthusiastic mentor and fostered Dante’s interest in the business side of the work. Dante got a full picture of what it takes to run your own business.

If the story stopped with Dante’s successful internship, NTIEC would say mission accomplished and proudly talk about his accomplishments, but this motivated student was just warming up. About half way through Dante’s

internship, the pandemic interrupted his job placement. Dante contacted NTIEC and asked if there was any way to complete his internship. He wanted to do a business plan for his own business. We agreed that NTIEC would advocate for the alternative content and work with his school so he could complete his internship. Dante completed a Career Pathway Reflection activity, obtained OSHA 10 certification in construction and started his own business. All of these activities were used to document his continued work-based learning and the Hazelton Area School District awarded his academic credit for the 4th marking period.

We checked back in with Dante for background for this article, and we learned even more. The business went well for the months of May and June. In early July, Dante was offered a

full-time construction job on a large municipal project. He could not pass up the experience. Running his own business made Dante realize he wanted to do more. The construction job allowed Dante to work closely with civil engineers and construction managers. Based on his body of experience, Dante then decided to change his college major to civil engineering and will be attending Penn State University in the fall.

Dante’s story reminds us of two things... First, exposure to working adults helps NTIEC interns gain invaluable experience. Second, career pathways require students to take many steps and they rarely follow a straight line.

NTIEC wishes Dante Manjone continued success with his career plans and good luck at college.

Outstanding (Continued from page 4)



Jeremiah Schwartz



Ethan Slettler

commanding posture when interacting with customers. All of this fits nicely into her stated career pathway in healthcare. Heather will be attending Luzerne Community College for nursing in the fall.

One Internship was not enough for **Jeremiah Schwartz**, a senior from Mountain View Jr/Sr High School. To leverage his work experience, Jeremiah chose to complete a work-based learning placement with NTIEC. He combined his love of the outdoors, working with

animals and an interest in environmental education to create a career exploration experience. He turned his job at the Ransomed Ransom Farms into a paid internship. Two afternoons per week, Jeremiah also worked at an unpaid internship at the Susquehanna County Conservation Office on soil management plans for local farmers. Jeremiah plans to go to college, in the future, for environmental studies.

Ethan Slettler is a senior at Mansfield-North Penn High School and is working at

Sheetz in Mansfield, PA. Ethan is described by the store manager as a “dependable, hard-working young man who we are thankful to have here in our store.” Ethan works as much as possible, all while having a smile on his face. He is learning skills in customer service, food preparation, safety and more! He is dedicated to his work and learning as much as possible. Ethan’s future plans include attending Mansfield University and continuing to work for Sheetz.

Cabot (Continued from page 5)

move,” Ernst explained. “Scientists are making artificial limbs, and that’s a real world application that can be so helpful to the kids.”

The school is fortunate to have Berta, Ernst noted. “This teacher is amazing – very hands-on,” she stated. “He’s

good at fixing things too, and you do run into problems with the printers. He and the students get in there and troubleshoot. Problem solving is part of their work.”

HAAS is part of the Hazleton Area School District and one of four high schools. Student

applicants must exhibit strong STEM skills for acceptance. “They have to show me what they know, and they have to really have an interest,” said Ernst, who expressed her gratitude to Cabot.

NTIEC Receives Several Grants



Over the past several months, NTIEC has been awarded several grants to help our students with career preparedness programs. As our schools try to reopen for the 2020-2021 academic school year, this additional funding will help us meet their needs through job placement and educational events.

NTIEC is committed to helping our students as we adjust to the restrictions placed on all of us due to COVID-19. We have been working throughout the summer to develop programs

that can be delivered virtually to our students.

Wyoming County United Way awarded NTIEC \$8,500 for students in Wyoming County.

The **United Way of Susquehanna County** awarded us \$4,500 to benefit students in Susquehanna County.

AllOne Charities with the Wyoming County Community Health Foundation awarded NTIEC a \$10,000 grant for all students in our NEPA region.

United Way of Bradford County awarded us \$3,000 to help our students in Bradford County.

These grants focus on enriching students with opportunities to learn about careers in healthcare, energy, manufacturing and the trades.

NTIEC would like to thank these organizations for their continued support as we try to serve as many students as we possibly can.

School District Highlight—Northern Tioga

The Northern Tioga School District has participated in our school-to-work programs for many years. During the 2019-2020 school year, we had over 20 students placed with employers around the local communities, and for the 2020-2021 school district we will work with even more.

This partnership is greatly influenced by the strong administrative and counselor teams at the two high schools –

Cowanesque Valley and Williamson. We appreciate the effort put into this program by these schools and look forward to working with their students again this year.

We often get asked where our students are working and how it impacts the local communities. Currently, within the Northern Tioga School District, 75% of our students are working in the agriculture or construction fields. Students

are learning the skills needed to do daily chores on family farms, work in meat processing facilities, harvest maple syrup and help in construction or mechanical facilities.

Our students are hard-working individuals who are learning trades to carry throughout their lifetime. We look forward to watching them all learn and grow this school year!



Promoting and Representing the Needs of Local Employers

The Mission within our Mission

Our first priority is to provide high-quality work-based learning (WBL) experiences for students and schools across the northern tier of Pennsylvania. As part of this important work, we also maintain a network of willing employers who participate as partners in NTIEC WBL activities.

If we want to insure a vibrant regional workforce, we need to provide high-quality WBL placements for regional students. We do this by maintaining a close relationship with regional employers. Our work takes us into the regional community to work with schools, agencies and other non-profit groups. Through our outreach to students we are able to represent the priorities, needs and concerns of regional employers.

Just a few themes to consider:

Regional employers want student interns to bring strong “work foundations.” This priority seems to rise above all other employer concerns. This

takes priority over skills specific to the trade, job, career or field. We can all name items from what is commonly known as “soft skills” but our employers often use colorful terminology to clarify: “Show up consistently, show up on time, communicate the need for time off, eye contact, people skills, ask questions that don’t waste our time, ask questions that can prevent problems or demonstrate initiative, bring me only workers, need team members, need problem solvers, prove you can live without a cell phone in your hand and a **STRONG WORK ETHIC IS A MUST!**”

We see a strong need for entry-level employees in the construction field. Local contractors, large commercial construction firms, oil and natural gas production and regional electric providers all tell us that it is hard to find new employees or fill the pipeline to traditional trades. These employers consistently

describe workers who like to work outdoors, who appreciate the life style of a job and enjoy self-guided hard work. They also know that the jobs available can provide family sustaining wages, locally.

Healthcare is driving the biggest need for new employees in our region. WBL can encourage students to join the healthcare field and make financially sound educational decisions. Healthcare employers echo that approach, but recently NTIEC finds it harder and harder to get high school age students into healthcare facilities for job shadowing and externships. This trend seems to deepen as local healthcare providers consolidate into larger, regional providers. From the perspective of an undecided high school student, 18 is often too late of an age to provide WBL experiences. NTIEC continues to encourage regional healthcare facilities to open their doors to some form of WBL.

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Contact us for more information regarding our career preparedness programs for students located in the northern tier of Pennsylvania.

NTIEC

Your School-to-Work Connection in the Northern Tier

NTIEC is a 501(c)(3) organization dedicated to creating a highly-skilled work force in Northeastern Pennsylvania through integration of school, employment and training processes.

SAVE THE DATE!!!

Tuesday, December 1, 2020 has been designated as Giving Tuesday, a global day of giving. Following Black Friday and Cyber Monday, Giving Tuesday kicks off the charitable giving season.

This year, AllOne® Charities is hosting its third matching gift fundraiser for non-profits across Northeastern Pennsylvania. NTIEC is honored to be one of this year's partnering organizations.

Beginning Thanksgiving Day (Thursday, November 26, 2020), the link below will be open to accept donations online. The link will remain open until Wednesday, December 2, 2020.

To donate online follow the link below and look for "NTIEC" and click on it. Scroll down to the bottom of our organization description and click on the "DONATE NOW" button.

<https://formstack.io/8DCDB>

If you would prefer to send a check, make it payable to **AllOne Charities** and in the subject line put "NTIEC". Mail your check to the address below and we will deliver it to AllOne Charities.

**NTIEC
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Help us to help our students across the northern tier by donating. No amount is too small and it is very easy to do. Contact Deb Tierney at 570-278-5038 or via e-mail at dtierney@ntiec.com if you have any questions.

NTIEC would like to thank you in advance for your donation. We can not do what we do for our local students without the support of all of you!



Promoting (Continued from page 7)

Mechanics to truck drivers, the transportation field demonstrates a very strong demand in our area. We consistently have mechanic related openings for high school students but often lack students able to fill those opportunities.

NTIEC is able to promote the needs of local businesses as we continually meet with high school guidance counselors, school administrators, local employers, partner agencies

and other regional non-profit organizations. We believe that working regionally is the best way to provide opportunity to our students and remain responsive to local employers.

Our clients are the students and school districts but our partners reside in a strong network of regional employers. Those employers gladly donate their time, facilities and resources to provide jobs, job shadowing, externships, internships, youth

apprenticeships and professional mentorships to our students. If you are interested in joining our network of WBL partners, or if you are interested in hearing more about the programs, contact us at 570-278-5038 or info@ntiec.com.

This article is based on a qualitative analysis of data gathered by NTIEC, during our many interactions with local employers and WBL partners across the region.