

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
- Career Fairs
- Summer Career Experience Programs

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Northern Tier Industry & Education Consortium (NTIEC) News



Winter/Spring 2020

NTIEC Long-time Board Member Shares His Thoughts

When I was a high school student, I did not have the opportunity to have a formal, structured work experience. But I did have an English teacher who, as part of his curriculum, required each student to find a job shadowing opportunity with an employer of our choice and go to work for one week instead of coming to school. It was a tremendous learning opportunity. I wish all students could have that experience.

I am excited to be a part of NTIEC. This organization is the go-to partner for high school students to get quality, relevant work experience, during school, after school and on weekends. NTIEC staff work

with schools, students, families and employers to ensure the work that students are exposed to, and get paid for, is legitimate employment that is approved by their school.

NTIEC educational coordinators, Colin Furneaux and Carrie Bradley are currently enrolling paid internships in many businesses across the northern tier. Last year, the program placed 120 students in the workforce in areas such as environmental consulting, diesel mechanics, manufacturing, retail services, accounting and many more. I encourage students that would like to “earn while they learn” to speak with their guidance de-



Brian Zeidner, Co-Chair NTIEC

partments today about the NTIEC school-to-work program.

Brian has been an NTIEC board member for 20 years and has worked at Claverack Rural Electric for over 15 years.

New PDE Policies and Accountability Bring Renewed Interest to NTIEC School-to-Work Programming

Act 158, approved in 2018, created four pathways for PA students to demonstrate qualifications for graduation from high school. Option #4 Local Grade Requirement and Tiered Career Readiness Options, allows students to combine an industry recognized certificate with community service projects, internships externships or co-op program. This has generated increased interest and many questions from school districts as they strive to increase student

access to quality work-based learning activities.

Industry-based learning indicators for the PA Future Ready Index (formerly known as the PA School Report Card) have generated a renewed interest in how schools deliver career fairs, job shadowing, career speakers, externships, internships and other career education programming.

NTIEC and our *northern tier school-to-work services*, are uniquely positioned to assist

schools with this new work. As a non-profit, operating since 1993, NTIEC maintains first contact relationships with many local employers and is Act 158 compliant, including PDE certified personnel.

NTIEC will be restructuring the names of our programs to be better aligned with the Commonwealth.

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



New Naming Conventions... Same Great Programs

NTIEC will begin to rename their career programs to better align with the naming conventions that the Commonwealth of PA uses.

The staff at NTIEC is eager to continue developing more programs to meet our student's needs.

Externships = unpaid, multi-week opportunities in a hospital, dental or veterinary setting

Job Shadowing = limited duration opportunities to shadow a professional

Internships = paid or unpaid job placements at a variety of local businesses that earns school credit

Youth Apprenticeship = a paid worksite learning placement aligned with an industry recognized apprentice program



A junior at Abington Heights High School, Maya Sullum participated in one of NTIEC's hospital internship programs at Wayne Memorial Hospital (WMH) in Honesdale, PA in the fall of 2019.

Maya traveled one day a week for six weeks to WMH as part of the program where she rotated through six different departments. Maya stated, "Going into the in-

ternship I was already very interested in the medical field and had a good idea of what I wanted to do in the future." However, touring different departments and observing the many roles that have a hand in making a hospital function, opened her eyes to all the possibilities within the medical field. She gained knowledge and interest in areas that she had not previously considered, as

well as having the opportunity to appreciate all that goes into running a hospital.

NTIEC is uniquely positioned to offer so many opportunities to our students. With this in mind, Maya has asked if there is anything else she can participate in. We were able to connect her with a primary care physician where she will be able to shadow him and his nurse for a day.

Student Validates Her Interest in a Career in Healthcare

Barnes-Kasson Hospital Joins as Our Newest Hospital Site

NTIEC extends a warm welcome to the newest hospital to join our hospital externship program—Barnes-Kasson Hospital in Susquehanna, PA. During a career event hosted by a local school district, NTIEC had the pleasure to speak with members of Barnes-Kasson about the programs we offer students who are interested in a career in healthcare. After working very closely with CEO Sara Adornato and her team, NTIEC is excited to bring another hospital opportunity to our students which began on March 10. Students will be spending one day a week for three hours over the course of six-weeks during the fall and spring semesters at Barnes-Kasson learning about healthcare career opportunities offered at this rural hospital. Barnes-Kasson offers medical, surgical, diagnostic and referral services, coronary/intensive care, PT, OT, speech therapy, a skilled-nursing facility and 24-hour emergency care.



Partnering with Kitson Arts Alliance

NTIEC is proud to have formed a partnership with the Kitson Arts Alliance (KAA). In July 2019, Deb Tierney, educational coordinator at NTIEC, was presented with a challenge to help Northeast Bradford School District implement an arts segment to their summer camp. After reaching out to friends in the industry, Deb finally connected with Patrick Robinson

(pictured right), president of KAA and the partnership was formed.

Artists associated with KAA worked hand-in-hand with Northeast Bradford to bring an awareness of the arts to students at their summer camp. The relationship continued into the school year where artists are now participating in their after-school



Members of Kitson Arts Alliance speak with campers at Northeast Bradford

program. Artists are also working with NTIEC by attending a variety of other career events.



Featured Employer—Smarkusky Busing

Bill and Mary Smarkusky started Smarkusky Busing in 1996. Mary is the owner of the company, and Bill, a retired PennDOT employee, is the manager and lead mechanic. Together, they run seven school buses in the Tunkhannock and Lackawanna Trail school districts. The company employs 12 people, including substitute bus drivers.

In the Fall of 2019, Bill and Mary agreed to hire Dominic Lenz, part time, as a paid intern and mechanic’s helper. Dominic is a junior at Lackawanna Trail and is participating in a structured work-based learning experience, supervised by NTIEC.

Dominic is not just another employee to Bill and Mary.

Both see this as an important growth and educational experience for Dominic. Bill is a former school-to-work participant and he has mentored many aspiring mechanics. Bill requires Dominic to keep a mechanics notebook with details regarding each repair, dates and supervisors signatures. Bill and Dominic

toured the Bluebird Bus Manufacturing and Repair Center in Lebanon, PA. Bill also takes Dominic to equipment auctions and includes him in the process required to order parts and supplies.

On the day of our most recent site visit, Bill and Dominic were running all new

brake lines on a bus. Dominic works on a fleet of school buses and other company equipment.



Bill Smarkusky and Dominic Lenz repair brake lines on a school bus at Smarkusky Busing in West Nicholson.

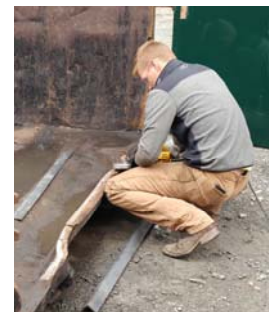
“Day-to-day, I am never bored, fixing something different all the time.” - Dominic Lenz

Student Spotlight—Brock Robinson

Brock Robinson, a senior at Williamson High School and was employed by Wolverine Enterprises and American Truck Stop for a few months. He was learning the mechanic operations side of the business as well as basic welding techniques. In the photo, Brock was

grinding the edge of a large rollback dumpster as part of his task to repair it. He also assisted in the shop with truck maintenance for the large fleet that Wolverine employs. As stated by his supervisor Lou, “His attention to detail tops all

others.” He was a hard worker and was dedicated to learning through hands-on tasks. Brock’s future plans include attending a technical school certification program where he can continue in the field of mechanics.



Veterinary Externship Formed

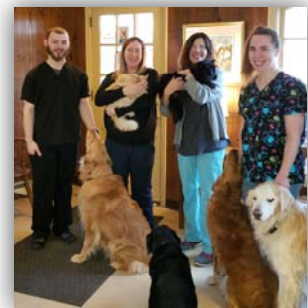
NTIEC is dedicated to bringing new programs to our students and we are continuously establishing partnerships with professionals across the northern tier.

Rachel Saxton, a junior at Lackawanna Trail, sat in on a lecture series that NTIEC hosted where the speaker of the month was Dr. Jessica Freda from Dalton Veterinary Associ-

ates. Rachel was so intrigued by Dr. Freda that she requested a job shadow opportunity with the veterinarian.

NTIEC arranged for Rachael to spend a couple of hours with Dr. Freda and the staff at Dalton Veterinary Associates. She got to experience first hand what it is like to work in a veterinary hospital.

Rachel enjoyed the experience so much that she requested a second job shadow. NTIEC did one better! We approached Dr. Freda and asked if the animal hospital would be willing to engage in a six-week externship program to benefit Rachael and other students like her. The veterinary externship program started the end of February.





NTIEC Brings the Marcellus Shale to Life with Guest Speaker

Back in October, NTIEC presented students in Lackawanna, Susquehanna and Wyoming Counties with a very unique opportunity. Scott McKinney, Global Oil & Gas Accounts Leader at Golder, visited with over 200 high school students from three area school districts (Lackawanna Trail, Mountain View and Abington Heights) in Northeastern Pennsylvania.

The students were enlightened about the history and unique qualities of their hometown oil and gas reserves. They explored the geological history of the Marcellus Shale Play and how it's unique amongst the natural gas plays around the world.

Scott then discussed the educational opportunities and career opportunities that exist in their

own backyard or across the globe within the oil and gas industry. He concluded by fielding questions from the students about his own educational and career pathway and encouraged them to be open minded to considering post-secondary educational training, in oil and gas or any career path of their choosing.

“It is so very important that our students understand the needs of our healthcare workforce here in the northern tier. There will be plenty of job openings that will need to be fulfilled and with successful events such as this, we are confident we will be able to help fill these openings.” - Shealynn Shave, NTIEC Executive Director

Medical Careers of the Future Focus of Healthcare Career Day

Students who attended NTIEC's annual Healthcare Career Day held at Elk Lake High School/ Susquehanna County Career & Technology Center (SCCTC) on November 14, 2019 were given a window to a wide range of options for both training and employment in the healthcare industry. Exhibitors that ran the gamut from educators and EMTs to employers in general and specialized areas provided pathways to careers in healthcare fields that included

on-the-job training and certifications and internships. Deb Tierney, educational coordinator at NTIEC encouraged over 170 students from eight school districts to ask as many questions as possible as they moved through their choice of at least six of the 18 stations available.

Representatives of the industry included veterinarians, physical therapists, counselors, massage therapists, nurses, EMES and county 911 professionals.

In her welcoming remarks, SCCTC executive director and school counselor Dr. Alice Davis, noted that, with PA's aging population ranking third in the nation, there will always be jobs available in health-related fields. “That's why our nursing program has 100 percent placement,” she stated. “The medical field is so important and needs people like you.”



Student Spotlight—Ethan Slettler

Ethan Slettler is a senior at Mansfield-North Penn High School. He 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!

A Day in the Life of a Zookeeper

Abby Brock, a junior at Abington Heights job shadowed Zookeeper Sara Welge from the Binghamton Ross Park Zoo in Binghamton, NY. Zookeepers are responsible for managing the daily lives of animals in their care, whom are animal ambassadors for education and conservation for their counterparts in the wild.

Abby is interested in pursuing a career in wildlife conservation and this opportunity provided her with a first-hand look at what it would like to be a zookeeper, as she followed Sara around several of the animal enclosures. Sara is responsible for the daily care of a pair of Spotted-necked Otters and a colony of African Penguins. This includes feeding, administering

medication, training, providing behavioral enrichment, cleaning/maintaining their enclosures and keeping very detailed records.

Abby watched as Sara conducted a training session with the otters that involved teaching them to stay in one position which will allow them to be examined by a veterinarian without having to sedate them. Abby was also introduced to a family of Prehenile-tailed Porcupines (which she got to feed by hand), a Two-toed Sloth, a snake and a variety of turtles.

The highlight of Abby's visit was getting to see a Snow Leopard named Tushar and spotting an elusive Amur Leopard named Avanti, as she has a



Zookeeper Sara Welge and Abby Brock with Tushar, a Snow Leopard, perched on a platform in the background.

passion for the big cats. Abby stated "Having the opportunity to shadow and experience first-hand a career I'm interested in was a huge benefit. I got to see what the job was really like and what they do in a regular day." This experience solidified Abby's career choice.

NTIEC would like to thank the Binghamton Ross Park Zoo and Zookeeper Sara Welge for offering this amazing opportunity to our student Abby and we look forward to partnering with them in the future.

Summer Opportunities Will be Offered Again

Summertime is just around the corner and NTIEC is hard at work planning several summer career experience programs . Our summer programs are open to all students in the northern tier who are interested in exploring careers in

healthcare, the natural gas industry and agriculture.

Healthcare

Our long-standing **Healthcare Career Experience Summer Program** will be offered again to 15 students who will be entering grades 8-12 in collabo-

ration with the Susquehanna County Career & Technology Center (SCCTC) in Springville, PA.

This program is geared towards students who are interested in exploring a career in healthcare. The program is



Please see **Summer** on page 8

Girls in Science

Recently, nine of our girls in grades 7-8 from Abington Heights, Northeast Bradford and Wyalusing school districts participated in "Girls in Science" hosted by Geisinger Commonwealth's American Medical Women's Association chapter, Regional Education Academy for Careers in Health – Higher Education Initiative (REACH-HEI) and Center of Excellence, funded by HRSA. The girls participated in a fun, science-filled day created specifically to provide visibility and engagement with women in the fields of medicine, healthcare, public health and the sciences. The girls can continue to participate virtually via on-line classrooms during select evenings through July. We have lined up women speakers to talk to the girls and have prepared several STEM career preparedness activities to enrich them.



Kayah Frasier—NEB

Susquehanna Community School District Joins Consortium

NTIEC would like to welcome its newest consortium member—Susquehanna Community School District. "We are excited that the students will be able to take full advantage of all of

our career preparedness programs." states Shealynn Shave, NTIEC's Executive Director. Students are already signed up to participate in our newest hospital externship program at

Barnes-Kasson County Hospital in Susquehanna. Several students will also have the opportunity to participate in job shadowing opportunities throughout the community.





Student Spotlight—Mikey Nickels

Mikey Nickels is a senior through Athens Area School District's online program. He works 40+ hours a week for his father's business, Nickels Auto Repair in Nichols, NY.

Mikey has been employed by the family-operated business for a couple of years now, focusing on learning the basics of

mechanics, while also gaining an understanding of the operations of the business.

He performs basic mechanical tasks such as oil changes, tire rotations, and inspections on a daily basis, while also learning more complex mechanical skills. As seen in the picture, Mikey is working on wiring

electronic components. He has also rebuilt engines, replaced transmissions, and more! "This work-based learning experience has been a positive one for him", father and owner Michael Nickels says. "His work ethics are getting much better."



NTIEC Receives Grant from the Weinberg Foundation

NTIEC recently received a \$70,000 grant over a two-year period from The Harry and Jeanette Weinberg Foundation, Inc. to support our current mentored-based career preparedness programs.

This grant will allow NTIEC to continue to implement career preparedness programs to not only school districts who are in

our consortium, but to other school districts highlighted as poverty stricken districts.

NTIEC intends to provide sector-based career events in healthcare, manufacturing, energy and transportation and in-depth career experiences such as paid/unpaid internships, healthcare externships, worksite tours and summer

career experience programs to our local youth.

NTIEC strives to build a skilled-workforce in our northern tier counties that we serve to help alleviate poverty that affects our area.

We are grateful to the Weinberg Foundation for their generous grant and believing in our mission.



A New Partner on the Block

What do you get when you mix a former product designer and a former public relations manager from The LEGO Group with lots of stories and creative energy? You get Mijiative AB-Stracts! Mijiative is the brain child of Megan Rothrock and Jim Foulds. This professional engagements company, focuses on creating STEM related activities for schools, libraries and anyone who is interested in spurring their imagination. Both Megan and Jim are what they call "Event Veterans" as between the two of them they have more than 30 years of experience, traveling around the world to LEGO shows, toy and comic conventions as well as giving keynote addresses.

NTIEC is excited to now be partnering with Mijiative AB-

Stracts. Along with varied LEGO-based activities, these two have also published a book—Construct-a-Venture: Building with Syd and Friends. This LEGO-based children's book has some fun short stories and also building instructions for the reader to get into.

We asked Megan and Jim about their new book. "LEGO Bricks are such a wonderful building toy! We wanted to encourage our readers' imaginations as well as inspiring them to build and create their own worlds." Jim then added, "We spent a lot of time researching what was already out there, not only with LEGO books, but children's books in general. We spoke to educational professionals about ideas and inspiration and then we

got to work!" Megan added, "I also had an extra challenge of creating a LEGO book that was not in the same line as my LEGO Adventure Books, which was how we ended up building our own characters and building scale."

Megan has spoken at Blue Ridge High School's Career Day, about becoming a toy designer and a children's book author. She is quite happy to share information about these unique professions and the education and skill sets one needs to navigate those waters.

We are looking forward to having Megan and Jim speak at more schools and explore more opportunities with them.

Worksite Tour—Gibbons Ford

On February 21, eight Lackawanna Trail High School students toured the Gibbons Ford Dealership in Dickson City, PA. The students visited every department: auto detailing, sales, parts, tires, large fleet repairs, mechanics... they got a top to bottom tour.

The tour culminated with a round robin presentation from department supervisors and Gibbons executives. Each presenter stressed the various auto/transportation career

pathways at Gibbons. How to interview, how you can advance in the field and how employees can advance based on initiative.

The Gibbons employees were all very open with the students and encouraged questions. The students have all declared an interest in this field and left the tour with guiding tips and useful information. The day ended with the close inspection of a new F-250 and a group photo.



Students from Lackawanna Trail learn the business from employees at Gibbons Ford

NTIEC Graduates its First Dental Externship Student

Alec Jones, a senior at Lackawanna Trail High School, became NTIEC's first student to graduate from our new dental externship program at Progressive Dental in Montrose, PA.

After attending our healthcare career experience summer program and one of our hospital externship programs, Alec expressed his interest in a career in dentistry. With this in mind, we reached out to Progressive Dental and formed NTIEC's very first dental externship program. Progressive Dental has four offices in NY and one office conveniently located in Montrose, PA. Dr. Sonny Spera, lead dentist at Progressive Dental, took Alec under his

wing and mentored him for six weeks.

The dental externship program was modeled after NTIEC's long-standing hospital externship where students participate for three hours a day, once a week for approximately five-seven weeks during the fall and spring semesters. This unique opportunity provide students with an up front and close look at the various jobs available in dentistry. They will observe and shadow dentists, dental assistants, dental hygienists, lab technicians and office staff.

Dr. Spera reflected on Alec's internship experience... "Alec was so energetic and enthusi-

astic about the profession he was a dream come true to work with.. eager to learn and poised and ready with great questions. I may have learned more from him than he did from us!!"

It is always a pleasure working with our next generation of students and contributors to society. They are very bright and hopefully be very impactful in their chosen walks of life. Alec is a shining star!!!

Alec will be graduating from high school in a few short months and plans to continue his studies... now majoring in chemistry, thanks to Dr. Spera.



Alec Jones and Dr. Sonny Spera

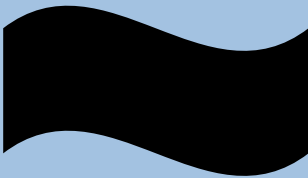
Safety City Goes on the Road Again

Each year during the months of February and March, NTIEC partners with Claverack Rural Electric Cooperative, Inc. (Claverack) to bring an electrical safety program to over 500 local 4th graders. Claverack developed this one-hour electrical safety program which includes an age appropriate video and an energized table top model that simulates several electrical scenarios that can occur in an electrical distribution system along with a question and answer period.

Brian Zeidner, Director of Member Services and Karen Evangelisti, Member Service Quality Specialist, emphasized one very important topic in their presentation—**What should you do if you are involved in a vehicle accident that involves downed wires?** Students learned the safest thing to do is to stay in the vehicle and do not attempt to get out of the vehicle unless there is smoke or fire. They were told that if they do need to exit the vehicle, they need to make sure that they do not touch the vehicle and the ground at the same time. To accomplish this, students were instructed to cross their arms, stand on the edge of the vehicle frame, jump away from the vehicle (making sure to land on both feet) and shuffle to safety. Students were encouraged to share what they have learned when they go home with their families and friends. It may very well save someone's life!

**NORTHERN TIER
INDUSTRY &
EDUCATION
CONSORTIUM**

PO Box 200
Dimock, PA 18816
Phone: 570-278-5038
Fax: 570-278-2731
General Email: info@ntiec.com
www.ntiec.com



Shealynn Shave
Executive Director
sshove@ntiec.com

Deb Tierney
Educational Coordinator (Career Programs)/Administrative Systems Leader
dtierney@ntiec.com

Carrie Bradley
Educational Coordinator/School-to-Work Internships (West Region)
cbradley@ntiec.com

Colin Furneaux
Educational Coordinator/School-to-Work Internships (East Region)
cfurneaux@ntiec.com

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.

Summer (Continued from page 5)

currently scheduled to take place the week of July 13, 2020 at the SCCTC. Students will be exposed to a variety of hands-on instruction and learn about careers available to them in the healthcare industry. We will be traveling throughout the week to several healthcare facilities in both Susquehanna and Wyoming Counties and the Geisinger Commonwealth School of Medicine in Scranton. In addition, we are working with other partners to bring some new and exciting healthcare related activities to the students.

Agriculture

Last year, Mr. William Clark, Superintendent of Northeast Bradford School District, asked NTIEC to look at developing a new summer experience program for students interested in exploring the different careers available to them in the agriculture industry in his school district.

NTIEC is happy to announce that we will be hosting such a program, **Agriculture Career Experience Summer Program** for students in the Northeast

Bradford School district the week of July 20, 2020 at North-east Bradford School District in Rome, PA.

We are in the process of working with local organizations and industries to bring an agricultural educational opportunity like no other for these students. With prominent speakers, field trips and hands-on activities to engage the students, we are confident this program will be a success and the start of another annual program.

Energy & Oilfield

Last year NTIEC piloted a three-day **Energy & Oilfield Career Experience Summer Program** in collaboration with Cabot Oil & Gas and the Lackawanna College School of Petroleum & Natural Gas and Cabot for students in grades 9-12. Due to the overwhelming success of this program, we are pleased to announce that we will again bring this program to our local youth.

Bill desRosiers, External Affairs Manager at Cabot, asked us to consider expanding the program to cover a full week. Sev-

eral students expressed an interest to expand the program as well. We heard our students and we are pleased to announce that this year's program will be expanded to a full week and we will increase the number of participants to 15. The program is scheduled for the week of August 3 and will begin at Cabot Oil & Gas's facility located in Montrose, PA.

We are working very closely with Cabot Oil & Gas, Williams and Lackawanna College School of Petroleum & Natural Gas, to bring a wide variety of opportunities to our students, which will include several field trips and learning about the latest technologies being used in the industry.

Scott McKinney, Global Oil & Gas Accounts Leader at Golder, stated the following... "Having spent time in the classroom with these students back in October, the summer program being offered by NTIEC will provide an invaluable weeklong learning experience. The students will hear directly from industry professionals and will gain additional benefits from visiting various facilities."

Upcoming Program Dates

Sep-Jun — Paid/Un-paid Internships and Youth Apprenticeship Opportunities

Feb-May — Hospital Externships for grades 10-12 at Barnes-Kasson, EMHS and Tyler Memorial

Week of Jul 13 — Healthcare Career Experience Summer Program

Week of Jul 20 — Agriculture Career Experience Summer Program

Week of Aug 3 — Energy & Oilfield Career Experience Summer Program

For more information on our upcoming programs, please contact Deb Tierney.