

At a Glance...

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

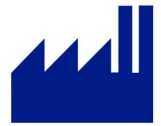
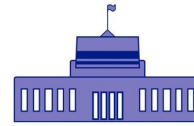
Our Programs

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

Inside this issue:

Former Student Shares	1
WBL	1
Mfg Careers	2
PA AHEC & NTIEC HC Career Event	2
Student Spotlight – Ethan West	2
Health Intern Program	2
Hospital Externships	3
Dream Job	3
UPMC	3
Grants	4
Partnership – PIVOT	4
Student Spotlight – Meg Russell	4
Summer Success	5
Career Pathway Presentations	5
Former Student – Maisie Neuber	5
Wilkes-Barre ASD	6
LC PNG Open House	6
STW Scholarships Awarded	7
Meet Our Board	7
Giving Tuesday	8

Northern Tier Industry & Education Consortium (NTIEC) News



Summer/Fall 2022

Former Student Intern Shares Her Thoughts

Three years ago I was a junior in high school and I knew I wanted to be a writer. I had spent my sophomore year writing for my school's newspaper and writing scripts for our morning announcements and absolutely fell in love with it.

Writing was my passion and I knew I wanted to pursue it as a career. I began to research colleges for journalism, thinking that this was the best thing I could be doing while I was still in school. What I didn't realize yet was I could be doing something much more beneficial for my resume, my portfolio, and my future, which was seeking out an internship.

I saw on our morning announcements that a nonprofit called NTIEC was looking for a high school student to help increase their social media presence, and while it wasn't exactly a reporting position for the New York Times, I immediately knew it could be a fantastic opportunity for me to build my resume, increase the amount of

pieces in my portfolio, and allow me to gain some experience working in an office.

Working for NTIEC has been, by far, the best educational experience of my life. As an intern, my writing skills and my confidence in my own skills improved drastically. My internship also allowed me to increase my knowledge about marketing, social media management and outreach, as well as so many different career pathways and opportunities that I had never considered.

Unexpectedly, one of my favorite parts of my job is the connections I get to make with all the amazing and inspiring people I work with. Through NTIEC, I've had the opportunity to meet people who work in similar fields and who went to school for similar things I'm hoping to study in the future. Through an internship, you get to make so many connections with professionals, young and old, who are super willing to share their stories and provide



Lilly Harvey, NTIEC Social Media/Comm Specialist

some insight and advice, which is extremely encouraging.

Through my internship, I was not only able to develop the skills I'll need for my future, but I've been able to foster so many valuable connections with the people around me that'll last a lifetime. Internships, externships, job shadowing, and work-based learning opportunities are helpful because they can solidify in your mind exactly what you want to do in the future, but it can also help you figure out exactly what you don't want to do before you dedicate time and money to a

Please see [Intern](#) on page 7

Work-Based Learning

NTIEC is a proud supporter of work-based learning (WBL) across the seven counties in which we partner with schools, students, teachers, parents, and community members. WBL has become increasingly popular over the past several years as

the PA Department of Education (PDE) has relaunched Career Pathway initiatives. As we know, not all students are planning to attend a post-secondary institution to further their education after high

Please see [WBL](#) on page 6



Students Explore Manufacturing Careers in Wellsboro



Wellsboro Area School District hosted the first annual Manufacturing Career Day for schools in our western region (Tioga, Bradford counties). Local manufacturing companies set up tables and interactive

displays for students to learn more about careers in this field. Our very own Carrie Bradley sat on the panel to discuss how our partnership with these companies can aide students in finding a successful career

locally. They were encouraged to look into internships and job shadowing through our School-to-Work program. We look forward to partnering with more businesses and students within this pathway.

PA AHEC and NTIEC Partner on a Healthcare Career Event



On Friday, October 14, 2022, NTIEC was able to help host PA AHEC's First Annual Career Exploration Event at the Viewmont Mall in Dickson City.

There were over 25 exhibitors who participated in the event and over 200 local high school students in attendance!

PA AHEC and NTIEC would like to thank all the exhibitors and everyone who came to explore future careers in healthcare.

As always, our educational coordinators love speaking to students and parents about finding their career pathway!



Student Spotlight—Ethan West Father and Son Work Side-by-Side

It's always great to see our students out working and learning! Ethan West is a student at Wellsboro High School and is currently learning about the lumber industry, as

he works alongside his dad, Jacob West at West Branch Lumber.

Check out the tree they removed recently! Keep up the great work Ethan!



Health Intern Program Offered to Future Medical Workers

The Geisinger Commonwealth School of Medicine (GCSOM) recently launched a "REACH-HEI" (Regional Education Academy for Careers in Health – Higher Education Initiative) Health Interns Initiative to bring healthcare exploration opportunities to first generation college bound or economically disadvantaged students in NEPA.

Maureen Murtha, Executive Director, Pathway Programs, extended an invitation to NTIEC to offer the program to our students in the northern tier. NTIEC was able to enroll 22 students into this amazing

program from the school districts we work with. The program focuses on three career pathways—physician/physician assistant, nursing, and occupational therapy. Each student was able to pick the pathway they were most interested in.

The students will meet at GCSOM once a month and virtually twice a month to learn from medical and graduate students, healthcare educators, healthcare professionals, and to learn more about their desired careers. During each month, the students will gain a new perspective on how

different healthcare professionals tackle the same illnesses and conditions. During the month of October, students focused on diseases and illnesses of the respiratory system. They were able to engage virtually with a critical care nurse and a pulmonologist based on the career pathway they chose.

NTIEC is proud to work with GCSOM to bring our kids additional healthcare education and we're excited to watch these students grow and learn more about their desired careers!

Local Hospitals Welcome Students Back This Fall

Barnes-Kasson County Hospital welcomed students from Blue Ridge and Susquehanna Community that are participating in a six-week externship program. Barnes-Kasson is a non-profit critical access hospital located in Susquehanna, PA.

Students are able to experience the life in the day at a local rural hospital. The students are all aspiring to be future doctors, nurses, physical therapists, and radiologists. After a brief orientation and tour of the hospital, students were able to immediately begin shadowing professionals to gain an experience of a life-time.

Endless Mountains Health Systems (EMHS) opened its doors to students after a two-year absence due to COVID restrictions. Students were ecstatic when they found out they would be able to return to EMHS to gain valuable experience. EMHS is a non-profit 25 bed acute care hospital located in Montrose, PA.

Students from Blue Ridge, Lackawanna Trail, and Montrose school districts are scheduled to rotate in their ER, clinic, radiology, and the OR. These students are beyond excited about what they are going to be learning.

Wayne Memorial Hospital, a non-profit, community-controlled hospital based in Honesdale, PA once again opened its doors to our students for an eight-week hospital externship program.

Students from Blue Ridge and Forest City spent two days going through an orientation program prior to beginning their rotations. Students were surveyed at the start of the program as to what areas they are interested in. Based on those results, students will be rotating through the OR, radiology, med/surg, and obstetrics. They will be gaining valuable experience.



There is no better way to decide if a career in healthcare is right for you without being able to see and experience it first-hand. We value the partnerships we have with our local hospitals and are so grateful to them for helping expose our future generation of healthcare workers!

Student Achieves His Dream Job with Hard Work

Earlier this year, Seth Bullock, a senior at Endless Mountains Christian Academy, was able to participate in a four-week externship at Meshoppen Stone. Recently, Seth was offered a full-time position at his dream job at Meshoppen Stone with the help of his externship!

Regarding his externship, Seth had this to say: "Since I was a little kid I had always dreamt about driving heavy equipment and working in a quarry. Everything they do in quarries

has always interested me, from how the crusher works and creates the different stone sizes, how they blow the rock up, and how the heavy equipment works. I always thought it'd be cool if I worked in a quarry when I grew up, and when I met Mr. Bob Clark and found out he worked in a quarry, I immediately knew I wanted to go work with him. NTIEC helped me secure an externship at Meshoppen Stone working in one of their quarries with Mr. Clark. This program helped me confirm my

dream of working in a quarry and increased my chances of doing what I always dreamt of doing. Being able to participate in the externship helped me learn how the quarry equipment works and the different kinds of jobs people have to keep it running smoothly. This externship helped me do the very thing I wanted to do since I was a little kid and I'm so glad I had the opportunity and chance to do it." Congratulations Seth on a job well done!



Students Learn Vital Skills at UPMC

For multiple years, NTIEC has partnered with UPMC food service (formerly Aramark) to employ students as interns in the school-to-work program. Director Melissa Champaign has continued to support our

programs and our mission to train students and prepare them for the workplace. At UPMC, students are learning vital skills in the area of food service, but also skills in communication, workplace

safety, time management, and much more. We value our partnership with UPMC and look forward to offering additional opportunities for students in the future!





Grants Help NTIEC Carry Out Its Mission

AllOne Charities—In a matching grant opportunity and program collaboration, AllOne Charities awarded NTIEC with a \$10,000 grant towards healthcare career programs in our region.

Coterra Energy—Coterra Energy continues to support NTIEC's programming through the EITC program and has earmarked \$25,000 towards K-12 career awareness programs for this school year.

FirstEnergy Foundation—NTIEC was recently awarded a \$7,500 grant from [FirstEnergy](#) Foundation towards our programs for students across the region. After speaking more in detail on our efforts, FirstEnergy decided to double the grant to \$15,000 total that will help us reach even more students this year.

NEPA Healthcare Foundation—NTIEC is in the final year of a three-year \$45,000 grant. The grant is helping NTIEC promote careers available in healthcare to local high school students.

Susquehanna County Commissioners— The Susquehanna County Commissioners approved a \$10,000 grant towards a Commissioners' work-based learning (WBL) internship program for students in Susquehanna County. These scholarships will enable 10 student interns, for this school year and next, opportunities in WBL experiences that will help pave the way to their future careers.

United Way of Bradford County—United Way of Bradford County has awarded NTIEC with a grant to help students in career education programs strictly for Bradford County.

Please see [Grants](#) on page 8

NTIEC Partners with PIVOT Physical Therapy



NTIEC is excited to announce that we have just partnered with PIVOT Physical Therapy for students interested in exploring a career in physical therapy! PIVOT Physical Therapy is currently open to doing job shadows and externship programs for

students interested from one of their eight different locations across the northern tier, including Athens, Canton, Tunkhannock, Lewisburg, Troy, Towanda, Montrose, and Wyalusing.

One student, Alena Beebe, a senior at Northeast Bradford

High School jumped at the opportunity to do a six-week externship program at the Towanda location. Alena is looking at pursuing a career as a physical therapy assistant. She stated "I am so thankful for this opportunity. It was an amazing opportunity!"

Student Spotlight—Meg Russell

The Family Business... Farm to Spreadsheet



Upon setting up her internship, Meg Russell and her father were very clear about the goals. Meg needed to learn that there was more to the family farm than the outdoor work. Meg set out to learn the ins-and-outs of sales, management, and book keeping. She would help her grandfather and father to modernize and computerize book keeping and farm records.

During my first visit to Russel Maple Farms, one thing I noticed is that they are a diversified operation. They raise beef cattle, make maple

syrup, and produce high-yield crops. They retail maple syrup production supplies, maple syrup products, farm raised beef, and hand woven wool products. This is truly a three generation family farm.

My second visit was timed just as Meg and her grandfather had returned from a Maple Syrup festival in Vermont. At the festival, they maintained a booth to sell their supplies and farm products. Her grandfather was happy to point out that Meg had helped to sell a "reverse osmosis filter" for

maple syrup. This is something they produce on the farm.

Meg has specific plans for the next few years. She will work in the family business and pursue her real estate license.

NTIEC would like to thank her father, Adam Russell, for enthusiastically supervising this internship. We would also like to thank Matt Holmes, the high school principal at Northeast Bradford for bringing all the parties together to create this work-based opportunity for Meg.

Summer Programs Expose Students to Different Industries

This summer, NTIEC successfully held three different week-long career experience programs pertaining to careers in **agriculture & leadership**, **healthcare**, and **energy & oilfield**. NTIEC was able to bring together students interested in learning more about these careers and many different businesses and organizations all across PA and the US to help bridge the gap between local students and their career goals. Students were able to have conversations with industry professionals from their prospective careers, tour facilities relating to their

interests, and learn about the necessary steps needed in the coming years to achieve their career goals.

A popular request amongst the students involved in the summer camps was more hands-on activities, and NTIEC plans on delivering just that for upcoming programs to best support future farmers, scientists, doctors, nurses, truck drivers, veterinarians, engineers, and leaders of Northern PA get one step closer to their dream jobs. One of NTIEC's educational coordinators, Deb Tierney, urges that the best way to

support NTIEC is "for industry professionals to consider setting aside time to talk to our youth and encourage them to explore career opportunities that can greatly impact PA's workforce." NTIEC looks forward to working with teachers, partnering businesses and organizations, and most importantly, parents and students this current 2022/2023 school year to continue to support students in the summer programs, and is thankful for the community's continuous support.



Plans for next year's summer programs are already underway, with several organizations and industry professionals eager in continuing to help NTIEC aid students.

Educational Coordinators Hit the Road with Meaningful Presentations

Now that school is back in full swing, NTIEC is back with our Career Pathway Presentations (CPPs)! Recently, we've given presentations at Abington Heights, Mountain View, Lackawanna Trail, Northeast Bradford, and Faith Mountain Christian Academy. In the coming months, we'll be traveling to Wilkes-Barre, Forest City, and Hazleton Academy of Science. Our educational coordinators love speaking with students about

the many programs and opportunities we have to offer, no matter what your career aspiration is.

NTIEC's CPP offers a new perspective on career exploration. Traditionally, a career pathway has been a straight and narrow pathway consisting of good grades, good SAT scores, with college being a must. Today, career exploration is more of a garden pathway. Journeys consist of

twists and turns, and plenty of options and directions you can choose to go in, and we cannot stress enough how important it is for students to follow their pathway, wherever it may lead. NTIEC's CPP has been carefully crafted by our educational coordinators to provide equal support to students along their pathway, whether it consists of college, trade schools, training programs, or directly in to the workforce.



Former Student—Maisie Neuber Pursuing A Dream to Become a Veterinarian

Masie Neuber, a 2022 graduate of Northeast Bradford, was recently featured in the most recent edition of the *Community Foundation of the Endless Mountains*. Masie was awarded the Scholarship for Careers to help her pursue her dream of becoming a veterinarian.

Masie participated in our six-week veterinary externship program at Endless Mountains Vet Clinic in Rome, PA, a job shadow experience

in small animal surgery, as well as our Agriculture & Leadership Career Summer Experience. While in the externship, Masie was able to gain hands-on experience in the workplace while also learning about the necessary steps she needs to take in the future to ensure a career as a veterinarian. This fall, Masie is attending Delaware Valley University to study Pre-Professional Animal Science.



WBL *(Continued from page 1)*

school. In fact, many will seek employment right here in our local communities. One of our key roles as educational coordinators and as an organization is to create meaningful, educational experiences for students. NTIEC's School-to-Work (STW) program is one that is helping to guide more students than ever with this goal in mind.

STW is a program which encompasses internships, externships, and job shadowing experiences. It is currently offered at the 20 schools that we serve. We have 129 students participating in this program for the 2022/2023 school year and we expect that number to continue to increase as the academic year continues. Many of these students secured their jobs at places where they can earn some money while gaining valuable employability skills. Most students in the STW program leave school in order

to work and gain these experiences. All of our students are mentored by our educational coordinators, most of whom are also licensed teachers in the state. This provides value, not only in giving students the opportunities to gain skills, but it also aides the schools in being able to document the experience.

In 2018, the PDE, in connection with Governor Wolf, revamped the graduation requirements for students. Part of this initiative goes into effect with this year's graduating class and allows an alternative route to earn a diploma (not based solely on test scores). This effort is known as Act 158 – Career Pathways. According to the PDE website, "Effective with the graduating class of 2023, students have the option to demonstrate postsecondary preparedness through one of four additional pathways that more fully illustrate college, career, and community

readiness." Within this pathway, students must complete various programs and/or show artifacts demonstrating the skills they learned and the career exploration activities that they completed. Many students are choosing internships and job shadowing as a way to document their understanding of the workforce and the skills needed to succeed. NTIEC's STW program checks that box for students! It not only gives them experience, but it has encouraged connection with local employers who need hard-working people in their facilities.

At NTIEC, we are proud to partner with our schools to bring this opportunity to students. If you know a school who isn't offering these experiences or if you want more information, our educational coordinators are happy to meet with guidance counselors and administrators to get started.

Wilkes-Barre Area School District Joins Consortium

NTIEC is happy to announce that a service agreement has been signed for the students of Wilkes-Barre Area School District for grades 9-12. We look forward to helping your students achieve their career goals. If you are a student or a parent of a student from the Wolfpack, reach out to guidance for more information on our career education programs so we can help. You can also contact our office at 570-278-5038.



Are you interested in a career that encompasses diesel mechanics, electric, plumbing, or welding? Are you ready to explore all the opportunities available to you? If you answer yes, then come join us and learn more about an exciting career in the natural gas industry. Meet current students, alumni, educators, and industry representatives.

LACKAWANNA COLLEGE

When: Thursday, December 1, 2022

Time: 6:00-8:30 pm

Where: Lackawanna College - Tunkhannock Campus
420 Tioga West Plaza (by Tractor Supply),
Tunkhannock, PA 18657

Planning on attending? Scan the QR code and fill out the google form to register by 11/30/22!



Scholarships Awarded to Several Students

Mackenzie Osborn is a 2022 graduate of Wellsboro Area High School. She participated in the school-to-work internship program through UPMC’s food service program. She is one of our spring scholarship winners and was presented with a check for her hard work and dedication to her job. Supervisor and UPMC food service director Melissa Champaign commended Mackenzie on her skills and the positivity she brings to the workplace. “She’s a great worker and we’re lucky to have her here. Everyone loves her energy and smile. She’s an asset to our organization.” Mackenzie plans to continue working for UPMC, moving up to a cook position, formerly held by her sister Haley (a 2021 school-to-work intern).

Joel Herbst is a North Penn-Mansfield High School graduate. Joel was employed with Dane’s Lawncare Service during the 2021-2022 school year, working to enhance his skills in customer service, community involvement, and communication. Dane’s is a locally-owned small business that prides themselves on quality lawncare. Working with both large businesses and residential customers, they mow and care for over 200 properties and employ 5-7 individuals regularly. NTIEC has partnered with Dane’s for multiple years, teaching vital skills to our youth. Joel received a check which will be helpful as he continues his education at WyoTech in Wyoming. Majoring in vehicle mechanics, Joel is entering a top-notch program with skills learned through his internship program.

Isais Watkins is a student intern from Troy Area School District. Isais worked with the school district for the entire 2021-2022 school year as an unpaid apprentice in the maintenance department. He learned vital skills in electrical, such as wiring and lighting, as well as basic repairs throughout the school buildings. David Blair, director of maintenance at Troy School District, commended Isais on his abilities. “He has learned to communicate better, will do anything we ask of him, and is willing to learn. I want to keep him here for as long as possible, and that is our goal.” Isais’ plans for the future are undecided, however he hopes to secure employment with the school district to continue in his position as a paid employee.



Intern

(Continued from page 1)

college or trade program. My advice to students who are eager to learn and develop

their skills is to take advantage of every opportunity that you come across, even if you don't

know exactly what you're hoping to pursue in the future!

NTIEC Board Members Help Guide NTIEC into the Future

NTIEC is honored to have a devoted group of individuals representing both industry and education. Our board members are responsible for assessing the direction of our organization and ensuring that we stay on track with our mission of creating a highly-skilled workforce in Northeastern PA through the integration of school employment and training processes. Co-chairs Mark Carpenter (Premier Select Sires) and Brian Zeidner (Claverack Rural Electric Cooperative) are joined by 13 talented folks.

Dr. Alice Davis—Retired Educator

Lloyd Overfield—Meshoppen Stone

Richard Serfass—Retired School Superintendent/Business Owner

Bill desRosiers—Coterra Energy

Rebecca Peterson, PE—Folsom Engineering

Minturn Smith—Retired Engineer

Chad Gorman—GasSearch Drilling Services

Jim Phillips—Elk Lake HS/LC School of PNG

Melissa Turlip—Community Charitable Management, Inc.

Kevin Green—Northwest Bank

Brian Pifer—Retired Educator

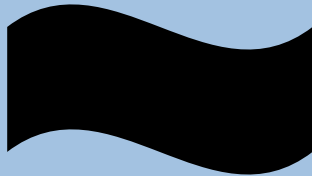
Maureen Murtha—Geisinger

Tim Ronchi—Lackawanna Trail HS

Commonwealth School of Medicine

**NORTHERN TIER
INDUSTRY &
EDUCATION
CONSORTIUM**

P.O. Box 505
Tunkhannock, PA 18657
Phone: 570-278-5038
Fax: 570-278-2731
General Email: info@ntiec.com
www.ntiec.com



Shealynn Shave
Executive Director
sshawe@ntiec.com

Deb Tierney
Educational Coordinator
Career Programs / Admin 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

Jill Wheeland
Educational Coordinator
School-to-Work Internships (West Region)
jwheeland@ntiec.com

Lilly Harvey
**Social Media / Communications
Specialist**
info@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.

Save the Date!!!

Tuesday, November 30, 2021 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 fifth annual matching gift fundraiser for non-profits across Northeastern Pennsylvania. NTIEC is honored to be one of this year's partnering organizations. If we raise \$1,000, AllOne Charities and Coterra Energy will each match it with \$1,000. In addition, for every \$250 raised, we will be entered into a random act of kindness drawing for addition money.

Beginning Thanksgiving Day (Thursday, November 25, 2021), the link below will be open to accept donations online. The link will remain open until 4:00 pm Wednesday, November 30th.

To donate online, type <https://formstack.io/8DCDB> in your browser. Fill out the donation form. Under "Match Day Organization" scroll and look for "NTIEC" and click on it. Or... use the QR code below and scroll down to NTIEC.

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. Checks must be received at NTIEC no later than Friday, December 2, 2022. All donations are tax deductible!

NTIEC
PO Box 505
Tunkhannock, PA 18657

Help us help our students in the northern tier by donating. No amount is too small and it is 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!



Grants *(Continued from page 4)*

United Way of Susquehanna County—The United Way of Susquehanna County awarded NTIEC a \$3,900 grant towards mentorship programs for students in Susquehanna County.

Wyoming County Commissioners— The Wyoming County Commissioners approved a \$10,000 grant towards a Commissioners' work-based learning internship program for students in Wyoming County. These scholarships will enable 10 students this school year the opportunity to serve as interns in local businesses across the county.

Wyoming County United Way— Wyoming County United Way continues to support NTIEC annually and has awarded us a grant for this year to continue our successful programs in Wyoming County.

Wyoming County Community Health Foundation—In a matching grant opportunity, the Wyoming County Community Health Foundation awarded a \$5,000.00 grant towards healthcare career programs in Wyoming County for our students.