

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

Inside this issue:

<i>from the desk of the Executive Director</i>	1
Carrie Bradley Presents	1
Employer—Arctic Bear	2
NEPA HCF Grant	2
Scholarship Awarded	3
Student Spotlight—Nicolai Nocella	3
Future Healthcare Professionals	4
Giving Tuesday	4
Employer—Tioga County Greens	5
School District—HAAS	5
New Board Members Join NTIEC	6
Virtual Programs	6
Summer Opportunities Planned	6
NTIEC Hires Intern	7
Student Spotlight—Luke Romberger	7
Ag & Leadership Career Summer Program	7

Northern Tier Industry & Education Consortium (NTIEC) News



Winter/Spring 2021

from the desk of the Executive Director

As we reach the halfway mark of the school year, we are happy to report that NTIEC has worked with numerous school districts over the school year to implement our programs virtually! Like most things these days, it has been a learning experience to say the least.

Our programs look completely different than they have in the last 28 years of operation but our students were up for the challenge and exceeded our expectations and for that we applaud our schools, teachers and more importantly our students and parents. Our school-to-work program in both regions has seen an increase in student and employer participation regardless of the pandemic. This is attributed

directly with most of our region composed of essential businesses and a majority of our school districts on hybrid schedules.

Hybrid schedules are allowing students to complete their academics at their convenience and now allowing more students to engage in our workplace opportunities, setting up students for career successes earlier than ever before. Soft skills such as customer service, teamwork, adaptability and work ethic are a few items mentioned on our more recent student evaluation forms required of each employer to. These skills are so important in the workforce and NTIEC is making it our mission to equip



Shealynn Shave, Exec. Director

all student interns with these attributes.

We at NTIEC are optimistic that this New Year will look much different than last year and that we can get back to our traditional programs in person!

Carrie Bradley Presents at the PA Career Ready Coalition

On December 16, 2020, NTIEC's educational coordinator, Carrie Bradley, had the opportunity to virtually present some of NTIEC's recent successes to PA Career Ready Coalition—a department within the Department of Education. Carrie spoke about NTIEC's programs, from school-to-work (STW) programs to our summer camps and school lectures, and how helpful our programs are for students. During the presentation, Carrie gave a shout out to a number of colleges NTIEC works with, and some of the worksites we

continue to place students in like restaurants, construction, childcare and education, hospitality, healthcare, along with a number of other fields. She highlighted the benefits of the STW programs, like earning money while the students learn, the opportunity to serve their community and the benefits of having an internship/apprenticeship experience on their resume for future colleges and careers.

Despite the virtual circumstances, some listeners found a way to interact with



Carrie Bradley, Educ. Coordinator

*Please see **Bradley Presents** on page 3*

Employer Spotlight—Arctic Bear



**Jason Ball, CEO
Arctic Bear**



“We need to educate our youth that a career in the trades offers life sustaining wages and opportunities to grow.” - Jason Ball

In late November, NTIEC spoke with Jason Ball, the CEO of Arctic Bear Plumbing, Heating, Air & Water Treatment about his partnership with NTIEC and the work he does for students in the area interested in careers in plumbing, heating and electrical work. Jason got his start in electrical and plumbing in 1985 at Elk Lake, when the Susquehanna County Career & Technology Center (SCCTC) was brand new. What started as an interest in becoming an electrician soon sprang into a successful career in plumbing and heating. Jason founded his company in 2007 and has been working with NTIEC to get students interested in the plumbing and heating fields for three years.

Jason has done two job shadows with students through NTIEC and hopes to reach even more students in the near future, though he said reaching students and getting them interested in plumbing and heating hasn't been easy. He mentioned that he feels there is a lack of leadership within the student body who attend vocational programs. He strongly advises honors kids who aren't sure about going to a four-year college to give career and technology centers a try. He also brought up the reputation about attending a two-year college for a trade, and said that “if there wasn't

such a stigma, especially among honors students, there would be a larger number of students in vocational programs and the trades.”

Jason also speaks at schools and career and technology centers like the SCCTC about what he does, and the steps students can take to have a career in plumbing, heating and air, and what its like being a business owner. For students wanting to own their own business, Jason stated that “Fixing things is not owning a business,” Jason said, noting that students can be more successful working for a company like Arctic Bear than trying to own a business in an economy where 98% of new business owners fail. “We give our employees so much freedom,” Jason said. “This career is all about you.”

Jason couldn't stress enough how much opportunity is in the electrical and plumbing fields, saying that jobs in these fields are in such high demand and they have the largest net pay over a career. Not only are these careers in high demand, but there's really something for everyone. Jason stated that students with interests in anything from technology to art can find their niche in these fields. Students with an interest in innovation and technology have the biggest opportunities,

with remotely fixing appliances like furnaces and boilers on the rise. He mentioned there is also a huge rise in using virtual reality in schools and education programs to educate students on the systems and circuits of furnaces and other appliances.

In the fall of 2020, Jason participated in a virtual one-on-one conversation with Brian Pronitis, a senior at Abington Heights High School in Clarks Summit, PA and followed it up with an invitation to do a job shadow at Arctic Bear. Jason and his staff were so impressed with Brian that Jason offered him a paid internship in the summer of 2021 after he graduates if he attends Johnson College, a technical school in Scranton, PA. In addition, Jason has promised Brian a full-time position as soon as he graduates from Johnson.

Jason hopes that he can get more students in the vocational programs to show an interest in plumbing and heating in the future, and strongly encourages honors students to give a vocational program a second thought.

NTIEC is so thankful for Jason's work with students and his partnership with us and we are so excited to see what he and his company accomplishes in the future!

“We are honored that the Foundation believes our vision to increase the pipeline of students pursuing careers in healthcare” - Deb Tierney

NEPA Health Care Foundation Awards Grant to NTIEC

As the region continues to face the critical shortage of healthcare workers, specifically physicians and nurses, Northeastern PA Health Care Foundation's (NEPA HCF) “Careers in Care” initiative has come at an opportune time.

NTIEC was awarded \$45,000 over the next three years to increase healthcare career awareness programs and work-based learning placements for high school students located in the northern tier. Our goal is to increase the number of

healthcare facilities we partner with thereby providing our students with more opportunities to explore healthcare careers locally.

We thank NEPA HCF for partnering with us on this most important initiative.

Bradley Presents (Continued from page 1)

each other as Carrie presented, and mentioned what their first job was in the comment section of the video chat. Carrie also talked about the importance of NTIEC's internship/externship programs, and how getting students experience in the field and encouraging students to stay local and support their community is ultimately helping the PA economy.

A topic in Carrie's presentation was COVID-19, how it's affected NTIEC's performance, and how we've been finding ways to work within the virtual world. COVID has affected the number of students in a few of our traditional programs, but in some programs, the number of students has risen because of students' hybrid and virtual schedules. Carrie noted NTIEC continues to safely place students in internships,

externships and job shadowing programs, though NTIEC, like many other organizations, has had to get creative with the way we support our students and employers. Carrie also mentioned that her biggest goal has always been providing opportunities and making an impact, and she continues to make that happen through her work for students and the community at NTIEC.

Dental Extern Receives Scholarship

NTIEC would like to congratulate one of our students, Alec Jones, on receiving the **2020 Progressive Dental Community Scholarship**.

Alec is a recent graduate of Lackawanna Trail Jr/Sr High School and a freshman at Penn State—Berwick, majoring in chemistry. He participated in a number of our programs that include the Tyler Memorial Hospital externship, healthcare

summer experience and our very first dental externship, at Progressive Dental in Montrose where he worked side-by-side with Dr. Sonny Spera.

Looking back on his experience at Progressive Dental, Alec said "Thanks to NTIEC and my externship with Progressive Dental, I entered my first semester of college with a clear goal in mind. Just like Dr. Spera, I am planning to receive a

chemistry degree before applying to dental school. During my externship, I easily envisioned myself in the dental profession and felt validated in my desire to become a dentist. I can now enter my 8+ years of school knowing the investment will be worth it."

Congratulations Alec! We are so proud of you and wish you all the best at Penn State!



Alec Jones and Dr. Matthew Franklin

Student Spotlight—Nicholai Nocella *Building a Strong Career Pathway at Fastenal*

Nicholai Nocella began his second year as a NTIEC intern with a new job. Currently a senior at Abington Heights School District, he secured a job as a fleet mechanic at Fastenal in Jessup. Due to a flexible class schedule, during the pandemic, he was able to dedicate additional hours to his internship. Nicholai was looking for next level learning, increased hours and increased compensation. He found that opportunity at Fastenal and was hired in September.

Nicholai engages in truck maintenance, truck repairs, truck evaluations and operating trucks in the yard and garage areas. Fastenal provides opportunities for training and advancement in a very structured corporate atmosphere. His mentor and direct supervisor, Shane Sebjan, expects his mechanics to complete detailed safety and maintenance inspections of each vehicle before engaging in needed repairs. Shane also stresses the importance of good communication skills in a team-oriented maintenance department. He credits Nicholai with a good work ethic, a willingness to learn and the ability to follow complex directions.

Nicolai feels that he is learning every day and gaining critical experience. His current career pathway plans include obtaining advanced mechanic credentials, his CDL license and possibly starting his own heavy equipment business.

Thank you to Fastenal and Shane Sebjan, an Elk Lake graduate, for supervising this opportunity for Nicholai. Also, thank you to Susan Corwin, Nicholai's guidance counselor at Abington Heights who identified Nicholai for this program and continually champions his growth and advancement.





“We are so grateful to Wayne Memorial Hospital for working with our students during this unprecedented time.” - Deb Tierney, Educational Coordinator

Future Healthcare Professionals in Training

On December 15, 2020 Northern Tier Industry & Education Consortium (NTIEC) graduated five students from Wayne Memorial Hospital’s (WMH) hospital externship program in Honesdale, PA. Students represented Abington Heights, Blue Ridge and Susquehanna Community school districts. Partnering with Ms. Joyce Malicky, Wayne Memorial Hospital’s volunteer coordinator, NTIEC was able to provide a safe, hands-on educational opportunity for these students. The externship program is designed to expose students interested in a career in healthcare to real-life experiences and to showcase the various jobs available in the industry locally.

The program kicked off with orientation where department

heads spoke to the students about how each department plays a key role in the “team” approach; importance of protecting patient’s privacy and infection control. Each week Bethany Burns, Amelia Farry, Kathryn “Grace” Hinkley, Cadence Lusk and Hanna McCarthy rotated to different departments engaging with the hospital staff, eager to learn all they could during their rotations. The girls were able to observe in the maternity ward, same day surgery, the ICU, the lab and imaging. One student witnessed the birth of a baby during a C-section and others observed orthopedic surgeries. They learned important skills like how to dress a wound, test for blood type, how to properly wash their hands and clean surfaces. From an educational standpoint, they learned about

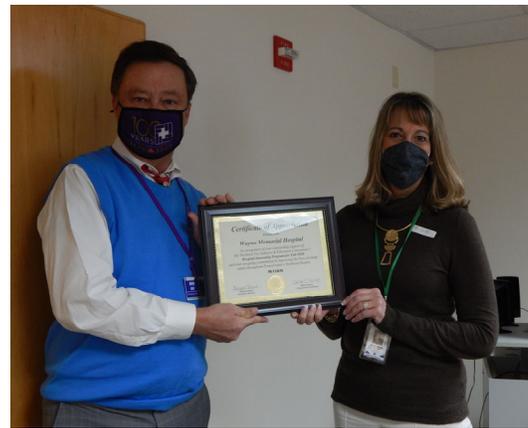
the steps they need to take to reach their career goals.

During their graduation, CEO David Hoff encouraged the girls to never stop learning about healthcare and in today’s world they need to help educate their family and friends about the importance of making sound decisions with regards to COVID-19.

Of the experience, the students said they enjoyed communicating with patients and hospital staff alike and learning about how certain patients cope with illnesses and injuries. The girls said that the environment at Wayne Memorial and their learning experiences only solidified their career pathways as future orthopedic surgeons, a laboratory technician and nurses.



Left to Right: Amelia Farry (Abington Heights), Kathryn “Grace” Hinkley and Hanna McCarthy (Blue Ridge), Bethany Burns (Susquehanna Community) and Cadence Lusk (Blue Ridge)



David Hoff, CEO, WMH and Deb Tierney, NTIEC Educational Coordinator

Giving Tuesday was a Huge Success

Giving Tuesday was a success! Here at NTIEC we are so excited and thankful to announce that we beat our goal of \$1,000 and raised \$2,000 thanks to all of our wonderful supporters!

With the support of AllOne Charities and Cabot Oil & Gas’ Energy Education Fund, we were able to raise a total of \$4,000! We are so thankful to everyone who donated, we couldn’t do what we do for our students without the gracious support from the community, and we thank you again! The funds will be used to offset student costs for our summer career experience programs.

**#GIVING
TUESDAY**

Employer Spotlight—Tioga County Greens, LLC

Tioga County Greens (TCG) is a local, family-owned greenhouse business located in Liberty, PA. TCG is a grower of hydroponic, non-GMO, chemical and pesticide free lettuce and herbs.

Owners Marlin and Diane Plank started Tioga County Greens when their desire to grow healthy vegetables for personal consumption led them to buy a small hydroponic greenhouse system. Soon it became clear to them that there was a need for locally grown greens and vegetables in our area. Being the hardworking entrepreneur that Mr. Plank is, he purchased two full size greenhouses and started growing healthy greens and herbs for local restaurants,

schools and colleges. Currently, TCG supplies healthy greens to about 20 businesses and organizations.

Ahin Chakraborty, TCG operations manager, works with NTIEC and our students as they learn the process of growing the greens and vegetables as well as packaging for delivery to local businesses. NTIEC currently has four student interns working at TCG. The students assist in the harvesting of the greens and vegetables when they are ready. They also help in the packaging process, labeling for distribution, and wherever they are needed. According to Ahin, these students are hard-working and eager to learn.



Hydroponic Greenhouse

School District Highlight—Hazelton Area Academy of Sciences

Building Comprehensive Career Readiness

One step at a time, all freshman and juniors at the Hazelton Area Academy of the Sciences were required to begin a **career pathway**. They start this process by participating in a virtual workshop, facilitated by Colin Furneaux, NTIEC educational coordinator.

The session walks students through various decisions, opportunities and choices they will make, as they build a documented career pathway. They must consider their talents, interests and passions to increase the accuracy and validity of their choices. This engages the students at high levels and starts a conversation around the “expected” things school places on your resume and the “unexpected” things that a student can proactively add to their resume.

To plan a career pathway, students should also learn about the tendencies of the workforce they will be joining. They explore tendencies that attributed to Generation X, Y and Z workers.

Students are also encouraged to begin building a bank of questions that help uncover the “life style” associated with their possible career choices. This is something NTIEC has added based on our conversations with employers. Employers know they are competing to attract workers and want potential employees to understand the life style associated with the careers.

Encouraging students to build a formal career plan, career pathway and resume are just the start. NTIEC promotes the

Career Pathway Plan as a living document, not a static resume.

NTIEC educational coordinators have delivered this and similar presentations to students at Abington Heights, Forest City and Susquehanna Community.

WORK-BASED LEARNING – CAREER PATHWAY STEPS

- ▶ Job Shadowing
- ▶ Internships (paid or unpaid)
- ▶ Externships
- ▶ Apprenticeships
- ▶ Career Fairs
- ▶ Career Mentors (Interview a professional)
- ▶ Community Service/Volunteering
- ▶ Summer Career Experiences
 - Healthcare
 - Energy & Oilfield

Remember, take advantage of these types of opportunities before higher education or training!



New Board Members Join NTIEC



NTIEC recently welcomed two new board members— Dr. Michael Mahon and Mr. Tim Ronchi. We are excited that both have graciously agreed to join NTIEC's board of directors.

Dr. Mahon has served as the superintendent at Abington Heights School district for the past 17 years. He brings a wealth of knowledge to the board with regards to administration and academic challenges facing schools today. Dr. Mahon received a BS



in Secondary Education and MS in School Administration from the University of Scranton, a MBA from the University of Massachusetts Amherst and a PhD in Human Development/ Administration from Marywood University.

Mr. Ronchi is a guidance counselor at Lackawanna Trail Jr/Sr High School in Factoryville. He is also a football coach at the high school. He has been helping students for 15 years develop

both their academic skills and their social skills. Mr. Ronchi received a BS in Psychology from Susquehanna University and a MS in Counselor Education/School Counseling and Guidance Services.

NTIEC is honored to have these two gentlemen working with us and we look forward to the leadership and enrichments they will bring to our programs to benefit our students.

Virtual Programs are Connecting Students with Professionals

Educational coordinators Colin Furneaux and Deb Tierney continue to bring virtual career awareness programs to school districts across the northern tier.

Several school districts have taken advantage of NTIEC's **Career Pathway** presentation. Colin and Deb have been presenting these age-specific presentations for students in grades 5-12 throughout the pandemic. These programs are interactive and encourage each student to think outside of the box about possible careers.



A second program is our **One-on-One with a Professional**.

This program connects a student and a professional in the career field that the student is interested in. Students have expressed that they like the ability to have an in-depth engaging conversation with the professionals. We have had representatives talk to our students from the healthcare, business, law enforcement, environmental science and the trade sectors.

A third program that we have been able to provide our

students is a **Panel Discussion**. We recently hosted a panel discussion on cyber security. Experts from NBT Bank spent an hour educating students from the Hazelton Area Academy of Sciences about the various job opportunities available in the banking industry with regards to security and what pathways are best to take to be successful.

Summer Opportunities are Being Planned

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

Healthcare
Our long-standing **Healthcare Career Summer Experience**



Program will be offered again to students who will be entering grades 8-12 in collaboration 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 currently scheduled to take place the week of July 19, 2021

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 hope to be traveling throughout the week to several healthcare facilities in both Susquehanna and Wyoming Counties. The Geisinger Commonwealth School of Medicine in Scranton will be offering a virtual

NTIEC Hires a Student Intern

We are excited to announce the newest addition to our NTIEC family, Lillian Harvey.

Lilly, as she likes to be called, is an 11th grade honors student at Mountain View Jr/Sr High School in Kingsley, PA. She is a proficient writer and a skilled videographer and editor. Here at NTIEC, these skills are coming in handy as we try to

expand our website and increase our social media presence. In addition, Lilly has been drafting press releases for both the east and west regions of NTIEC's footprint and will be taking an active role in drafting our newsletter and marketing materials.

In her spare time, Lilly is an active member and the

treasurer of Mountain View's Future Business Leaders of America (FBLA) chapter, member of Mountain View's jazz band, vice president of the drama club and is co-directing the spring musical at Mountain View.

Lilly plans to attend college and pursue a career in film or journalism.



Student Spotlight—Luke Romberger

Feeding a Future

Luke Romberger is a senior at Athens Area High School who has added an NTIEC paid internship to his academic schedule by working at Shaffer's Feed Service in Monroe.

Luke attends school in the morning and starts his shift at Shaffer's in the early afternoon; working 25 to 30 hours per week. He works the customer dock and in the bagging and mixing area of the warehouse. Luke fills orders, mixes custom feed, moves stock with a forklift and keeps the warehouse neat and organized.

He brings feed mixing experience and agriculture know how to Shaffer's from his work on his family's farm.

Luke started down his career pathway as soon as he was old

enough to complete simple chores with his father.

In between school and his internship, Luke also continues to work on his family's farm, which specializes in beef and swine production. Luke currently has his own herd of beef cattle and recently purchased stock to start his own sow herd. He is an active member of Future Farmers of America (FFA) and 4-H.

After he graduates high school, Luke intends to join the workforce and hopes to continue working at Shaffer's.

He also has very specific plans to one day take over the family farm and expand his investments there. It is interesting to note that when Luke put his career target in writing, he stated that he

wanted to continue to help "manage" the family farm.

Luke plans to seek information and advice on business models to help him prepare for a future in agribusiness.

Thank you to Angela Cook and the entire team at Shaffer's Feed Service Inc. for allowing Luke to complete his NTIEC work-based learning experience with you!



Agriculture & Leadership Experience is Coming to Northeast Bradford

Early last year, Mr. William Clark, superintendent of Northeast Bradford School District, asked NTIEC to look at developing a new summer experience program for his students interested in exploring the different careers

available to them in the agriculture industry for his school district and providing them with a leadership component. Unfortunately, due to the pandemic we had to put the brakes on this new program.

NTIEC is excited to announce that we are planning to kick-off this new summer program, **Agriculture & Leadership Career Summer Experience Program** for students in grades 9-12 in the Northeast Bradford School district the week of



Please see [Agriculture](#) on page 8

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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.

Summer *(Continued from page 6)*

experience with hands-on activities conducted at the SCCTC. In addition, we are working with other partners to bring some new and exciting healthcare related activities to the students.

Energy & Oilfield

In 2019, NTIEC piloted a three-day **Energy & Oilfield Career Summer Experience Program** in collaboration with Cabot Oil & Gas and the Lackawanna College School of Petroleum & Natural Gas for students in grades 9-12.

Due to the overwhelming success of this program, several students asked if we could expand the program to a full week in the future. Bill

desRosiers, External Affairs Manager at Cabot, also expressed an interest expanding the program to cover a full week. Several students expressed an interest to expand the program as well. We heard our students and we are pleased to announce that this years' program will be expanded to a full week. The program is scheduled for the week of August 2, 2021.

We are still working on the details and 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 guest

speakers in the industry, learning about the latest technologies being used today and combining what they learn with field trips to active sites.

Scott McKinney, Global Oil & Gas Accounts Leader at Golder, stated the following... "Having spent time in the classroom with students back in October 2019, 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 and I am honored to be a part of this endeavor."

Agriculture *(Continued from page 7)*

July 12, 2021. We are in the process of working with leaders in agriculture, local farmers and businesses, and non-profit organizations 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 convinced this program will be a success and the start of another annual summer program for NTIEC and our students.



Upcoming Program Dates

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

Sep-Jun — Virtual Programs (One-on-One Conversations, Panel Discussions and Career Fairs)

Week of Jul 12 — Agriculture & Leadership Career Experience Summer Program *(open to NEB students)*

Week of Jul 19 — Healthcare Career Experience Summer Program

Week of Aug 2 — Energy & Oilfield Career Experience Summer Program

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