

# **Invest in your future by investing in theirs.**

## ***Employers are saying:***

**“We need trained people with basic skills (math, reading, problem-solving).”**

**“We need thinkers, not just doers.”**

**“We need people with social skills that are life-long learners.”**

**“We need technologically adept workers, willing to change, that are flexible and adaptable.”**

## ***Educators are saying:***

**“To remain a viable community, educators and employers need to work together.”**

**“Our students have helped businesses solve problems by looking at a situation differently.”**

**“School-to-work programs inform students about the various job opportunities available locally, and help dispel the myth that manufacturing is a ‘dirty’ job.”**

## Introduction to Manufacturing



Russ McMaster, plant manager, Ox Paper Tube, shows ITM students the different diameters in tubes.

environment, potential career paths in manufacturing, and local

The Introduction to Manufacturing (ITM) program is a partnership between the Hanover Area Chamber of Commerce, HACC - Gettysburg Campus, local school districts and area manufactures.

ITM is an 18-week program designed to educate high school seniors about the manufacturing

career opportunities within the Hanover marketplace. ITM also provides students with the opportunity to earn 1 – 3 college credits in engineering at HACC.

In addition to class instruction, students visit area manufacturers. Industry representatives provide students with an introduction to their business, a plant tour and information about operations and administration.

The Chamber thanks the following businesses for hosting the ITM students:

- \* AquaPhoenix
- \* Elsner Engineering Works
- \* Glatfelter
- \* Leonhardt Manufacturing
- \* McClarin Plastics
- \* Ox Paper Tube
- \* R. H. Sheppard
- \* SKF
- \* Snyder's-Lance
- \* Utz Quality Foods



"The Intro to Manufacturing class is an eye-opener for young people who are unsure about their educational and career path. It provides a wide-range of thought provoking topics centered around the idea that making money is good and even essential in our global economy. It clearly defines the path to compete and win. It identifies the core skills necessary for success and how to use them at work and at home. Many graduates say the Intro class was a hot ticket because it offered real world clues to success, growth and teamwork."

- Todd Kennedy, President, McClarin Plastics

## Introduction to Banking



This new career pathway is launching Spring 2013 and will introduce Hanover area high school students to careers in banking and financial services through the PA Bankers Association's American Institute of Banking (AIB) Principles of Banking course.

The program will consist of an online course offering, classroom session, and workplace visits to observe banking professionals. Students will also receive three college credits through HACC.

## Introduction to Health Care



ITHs first graduating class.

Introduction to Healthcare provides high school students the opportunity to earn college credits and nursing assistant certification. The objective of the program is to prepare students for a career in nursing and connect students with potential employment opportunities in senior living communities in the Hanover area.

The purpose of this 104-hour course is to provide the long term care nurse aide trainee with a basic level of knowledge and skills needed to care for an elderly resident/client as set forth by the profession of nursing and regulated by the Commonwealth of PA.

## Workplace and Career Readiness Camp

The Workplace and Career Readiness Camp is a summer program designed to expose incoming sophomores and juniors from Hanover High School and South Western High School to career options - high-demand and non-traditional - within local Hanover businesses and industries.

Students learn what they need to do to be successful in the work world.

### Camp Objectives

1. Identify five high demand careers in the Hanover area.
2. Identify at least three career areas he/she may want to pursue in the future with at least one area being a high-demand career.
3. Identify high school programs/courses they should participate in based on their career interest area.
4. Name post-secondary training and education opportunities within our region, based on their specific career interests.
5. Name non-traditional careers/jobs within each business visited.
6. Analyze soft skills: what they are and why they are essential for employment.
7. Complete a final Power Point presentation to parents, highlights their individual career interests, educational timeline/goals, and overall learning lessons from the summer program.
8. Compare and contrast various educational opportunities that exist within local technical colleges.



Students learn about career paths at the Hanover Borough.

"I've learned more about the real world in ITM than I have my four years of high school."

- *Jake, student*

"I never realized that there was this much industry in Hanover. There are lots of jobs right here."

- *Mike, student*

"Our children deserve every opportunity to help them make the right career choice."

- *Karen Dunlap, parent of two-year Career Camp student*

## Ethical Decision Making in the Workplace and Society



Students gather at HACC to learn ethics from area business leaders.

The "Ethical Decision Making in the Workplace and Society" Symposium is an all-day class that focuses on character building and doing the right thing. Students are placed with a business/community representative who serves as their table leader. They work with business and community volunteers within a field of study that they are hoping to pursue in the future to analyze and discuss real-life ethical scenarios that can occur in the workplace. Involved discussions take place within the groups to prepare for a culminating presentation. Feedback from students who participated in this program was overwhelmingly positive and they feel this is a program that all high school students should experience.



"When businesses and education truly work together, not only do the students benefit, but the community benefits. Future Hanover area citizens become knowledgeable about the opportunities in the area and remain to be a member of the local workforce."

- *Dr. Barb Rupp, Superintendent, South Western School District*



"Elsner Engineering Works, Inc. has been involved with Intro to Manufacturing since its beginning. We have shown countless students that manufacturing and engineering jobs are not dirty and pay very well. They also learn about how local businesses like ours conduct business on nearly every continent of the world. We look forward to them getting further education and returning to Hanover to become a real asset to our community. These kids are our future but without this program their future may not involve our Hanover area businesses."

- *Bert Elsner, II, Elsner Engineering Works*



"I continue to be amazed at the progress of these students from the beginning of the class to the end. When these guys and gals go into a business and meet with everyone from the CEO to the finance department, they are courteous, attentive and professional. I'm so proud of them!"

- *Dr. Chris Esgar, ITM Instructor, HACC - Gettysburg Campus*

## Education Improvement Tax Credit (EITC)

The Hanover Area Chamber of Commerce can receive contributions through the York County Alliance for Learning (YCAL). YCAL is an approved education improvement organization under the Education Improvement Tax Credit Program (EITC).

EITC awards tax credits to operating businesses that make contributions to Educations Improvement Organizations such as YCAL. Entities eligible to apply for EITCs are businesses authorized to do business in the Commonwealth of PA that are subject to the following taxes:

- ◆ Corporate Net Income Tax
- ◆ Capital Stock Franchise Tax
- ◆ Bank and Trust Company Shares Tax
- ◆ Title Insurance Companies Shares Tax
- ◆ Insurance Premiums Tax
- ◆ Mutual Thrift Institutions Tax



For more information on the EITC program, please visit [www.newpa.com/eitc](http://www.newpa.com/eitc).

**Please be sure to indicate on Workforce Development Student Scholarship Form that your contribution is EITC eligible.**

# Workforce Development Student Scholarship Form



146 Carlisle St., Hanover, PA 17331 717.637.6130 F:717.637.9127 E:office@hanoverchamber.com

## Invest in your future by investing in theirs.

As seasoned employees are retiring, employers are finding it more difficult to replace talent within their workforce. You can help develop local youth (your future workforce) by sponsoring a student(s). Please see details below.

- Yes, I would like to sponsor a student(s). See Giving Opportunities.
- I am interested in participating in the Workforce Development Committee.



## Contact Information

Name: \_\_\_\_\_ Business: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

### Giving Opportunities - Sponsor a Student 2012 - 2013

**Introduction to Manufacturing** \$200 x \_\_\_\_\_ = \$ \_\_\_\_\_  
*Average number of participating students is 15/year.*

**Introduction to Health Care** \$200 x \_\_\_\_\_ = \$ \_\_\_\_\_  
*Average number of participating students is 12/year.*

**Introduction to Banking** \$500 x \_\_\_\_\_ = \$ \_\_\_\_\_  
*Anticipated number of participating students is 10/year.*

**Business Ethics** \$100 x \_\_\_\_\_ = \$ \_\_\_\_\_  
*Average number of participating students is 40/year.*

**Career Camp** \$100 x \_\_\_\_\_ = \$ \_\_\_\_\_  
*Average number of participating students is 30/year.*

**General Contribution** \$ \_\_\_\_\_  
*Funds will offset programs identified above.*

**Total Sponsorship** \$ \_\_\_\_\_

All sponsors will be recognized as scholarship donors in future promotional materials. If you wish to remain anonymous, please check here.

### Pennsylvania Education Improvement Tax Credit (EITC)

If your company participates in the EITC program through the Department of Community and Economic Development, please consider directing a portion of your giving to the York County Alliance for Learning (YCAL) in support of the Hanover Chamber of Commerce Workforce Development programs.

If your company is not currently enrolled in the EITC program and you would like more information, please visit [www.newpa.com/eitc](http://www.newpa.com/eitc). The EITC program awards tax credits to operating businesses that make contributions to Education Improvement Organizations, such as YCAL.

Entities eligible to apply for EITC are businesses authorized to do business in the Commonwealth of PA that are subject to the following:

- ◆ Corporate Net Income
- ◆ Capital Stock Franchise Tax
- ◆ Bank and Trust Company Shares Tax
- ◆ Title Insurance Companies Shares Tax
- ◆ Insurance Premium Tax, or
- ◆ Mutual Thrift Institutions Tax.

For more information on the EITC program, please visit [www.newpa.com/eitc](http://www.newpa.com/eitc).

## Payment Information

In order for your contribution to be tax-deductible, all monies should be directed/payable to the York County Alliance for Learning (YCAL), 144 Roosevelt Ave., Ste. 100, York, PA 17401. Questions? Call YCAL at 717.846.8879 or visit [www.ycal.us](http://www.ycal.us).

- Check enclosed *check #* \_\_\_\_\_  Cash \$ \_\_\_\_\_
- Credit card (Visa MasterCard Discover American Express)  
*(circle one)*

**When making your donation, please designate the Hanover Chamber as the program recipient. This will ensure that your contribution is applied to youth workforce efforts.**

# \_\_\_\_\_ Exp \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_