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HOUSE DEMOCRATIC POLICY COMMITTEE

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House of Representatives
COMMONWEALTH OF PENNSYLVANIA
HARRISBURG

HOUSE DEMOCRATIC POLICY COMMITTEE HEARING

Topic: Connecting Workers to Real Jobs

Neumann University – Aston, PA

August 6, 2018

AGENDA

- 2:00 p.m. Welcome and Opening Remarks
- Dr. Chris Domes
President, Neumann University
- 2:10 p.m. Panel One:
- Joy Gates Black,
President, Delaware County Community College (DCCC)
 - Dr. Karen Kozachyn
Dean of Workforce Development and Community Education, DCCC
 - Jim DiNunzio
Executive Vice President of Business Development, Eastern Controls
- 2:50 p.m. Panel Two:
- Cathy Cardillo
Board Member, Delaware County Chamber of Commerce
 - Vanessa Salazar
Representative, Keystone+Mountain+Lakes Regional Council of Carpenters
- 3:20 p.m. Closing Remarks

**Delaware County Community College President Dr. L. Joy Gates Black's August 6, 2018
Testimony Before the Pennsylvania House Democratic Policy Committee**

**Re: Workforce Development Training & the Shortage of Skilled Labor to Meet the Needs
of Regional Manufacturers**

Good Afternoon, Chairman Sturla, Representative Krueger-Braneky, and members of the House Democratic Policy Committee. My name is Dr. Joy Gates Black and I am president of Delaware County Community College.

Thank you for inviting us to give testimony today about our workforce training programs, and how we partner with employers, who are finding it challenging to meet the demands of an improved national economy with an aging workforce and an increasing number of baby-boomer retirements.

With me today are Dr. Karen Kozachyn, the College's dean of Workforce Development and Community Education, and Jim DiNunzio, Executive Vice President of Business Development for Edgemont-based Eastern Controls, which is one of the employer partners that the College works closely with to provide training programs that meet industry needs.

My goal today is to tell you WHAT we do to meet the training and skilled worker needs of business and industry. Dr. Kozachyn will testify as to HOW we meet those needs, and Mr. DiNunzio will speak about the impact working with Delaware County Community College has had at Eastern Controls.

In the interest of time, I have submitted a more detailed version of my remarks to your staff.

Let me start by saying that there is a very real skilled labor shortage in America today and it is having a significant impact on the nation's slowly improving economy.

Across the country, manufacturers are experiencing an acute shortage of skilled workers to fill the jobs being vacated by the thousands of baby boomers who are retiring each year. This mass exodus of skilled labor is exacerbated by the fact that many millennials are shunning factory work because they mistakenly view it as low-pay and dirty. But they are wrong.

Today's manufacturing is powered by high-tech equipment that requires a level of education beyond a high school diploma. Manufacturing jobs also pay good wages and offer good benefits. Yet, more than 80 percent of manufacturers cannot find the skilled workers they need.

According to a study by the accounting firm Deloitte and the non-profit Manufacturing Institute, more than 3 million manufacturing jobs are likely to be available over the next decade, but 2 million of these jobs are likely to go unfilled due to the skills gap.

We see this problem in our region, where each year, high-priority jobs in the career fields of manufacturing, health, and technology are left unfilled.

To highlight this point, I call your attention to "Career Coach," our College's online service which helps students connect with regional employers who are hiring, and the education and training they will need to fill these jobs.

According to Career Coach, for the high-priority occupation of advanced manufacturing, computer numeric control (CNC) programmer for metal and plastic there are 36 openings in the region and the median salary is \$54,000. It is our experience that many of the jobs will go unfilled due to the skilled labor shortage. Among the companies hiring is RDP Technologies in Conshohocken, a water and wastewater treatment plant process equipment business, which is seeking a Programmable Logic Controller programmer and is paying an annual salary of between \$65,000 and \$90,000.

Career Coach allows our students to not only see what companies have job openings, but to learn the educational training programs we offer at Delaware County to meet the job's requirements, such as our CNC Programming, and Computer-Aided Drafting & Machining short-term certificate programs, as well as our longer-term Technical Studies Associate's Degree in Applied Science. We also have a Student Workforce Employment Center, and are one of the few community colleges in Pennsylvania that have a PA CareerLink ® on site.

One of our graduates who took advantage of the job placement services we offer is Odanis Rodriguez, who attended a job fair at the College and landed part-time employment with Pennsylvania Machine Works in Aston, while he was still completing the College's CNC Operator training program. After graduating in 2015 with an Associates in Applied Science in Machine Tool Technology, Odanis was hired full-time by Penn Machine.

I mention RDP Technologies, Penn Machine and Odanis Rodriguez to provide you with examples of ways the College is responding to the national shortage of skilled labor. But actually Delaware County Community College has for more than 50 years educated and trained workers to meet the demands of business and industry. Through our extensive partnerships with regional employers, county workforce development boards, and the community, we offer long-term and short-term, innovative training, apprenticeships, internships and job placement services designed to meet the needs of both employers and students.

Apprenticeships

As you are probably aware, Governor Wolf's PAsmart workforce development initiative allots \$7 million for apprenticeships, with a goal of doubling the number of registered apprentices by 2025. It also provides \$3 million to foster more public-private job training partnerships, and \$20 million for Science, Technology, Engineering and Mathematics (STEM) education.

Delaware County Community College expects to be instrumental in the Governor's PAsmart initiative because we have consistently over many years provided apprenticeships, partnered with business and industry, and offered a variety of STEM education programs.

We currently have 4 Pennsylvania-registered apprenticeship programs for students to choose from, including apprenticeships with: Philly Shipyard (at the Philadelphia Naval Shipyard); the National Tooling and Machining Association Tri-State branch; the U.S. Naval Foundry and Propeller Center (also at the Philadelphia Naval Shipyard); and the Naval Facilities Engineering Command.

Over the last three years, working with business and industry, the College has trained 139 apprentices.

We are a founding member and driving force behind The Manufacturing Alliance of Chester and Delaware Counties; we work in close partnership with county workforce development boards and labor unions; and we offer technical training programs on a regional basis through a unique partnership called the “Collegiate Consortium for Workforce and Economic Development” – made up of five regional community colleges and Drexel University.

Delaware County Community College also seeks to meet the demand for skilled workers in the Science, Technology, Engineering and Mathematics professions through a variety of STEM courses that we offer online and at our 8 locations throughout Delaware and Chester Counties.

Our Marple Campus includes a STEM Complex, consisting of a four-story STEM Center, complete with the latest in high-tech equipment and classrooms, as well as a high-tech Advanced Technology Center, which houses our programs that train in the skilled trades and advanced manufacturing. In addition, later this year, we will cut the ribbon on a new 16,000-square-foot STEM Wing at our Downingtown Campus in Chester County.

Workforce Development Funding

The Commonwealth and the federal government have recognized how instrumental Delaware County Community College is to meeting employers’ workforce needs by awarding thousands of dollars in grants to the College.

Last April, we received a \$200,500 Pennsylvania Strategic Innovation grant, which we are using to improve career pathways and our Allied Health programs by developing a seamless noncredit-to-credit pathway approach for our students. Last year, we received a \$198,000 PA Strategic Innovation grant that we are using to further infuse virtual reality into our educational curriculums in a variety of career fields, such as health care, skilled trades, and advanced manufacturing.

In partnership with the Collegiate Consortium (which I mentioned earlier), we received a \$385,000 state grant to offer training to longshoremen at the Delaware River port. This unique partnership, which involves the maritime owners, operators, trade associations and labor unions, will better prepare the port to handle the increasing amount of containerized cargo coming in as a result of an improved economy and port infrastructure improvements, such as the dredging and deepening of the shipping channel to accommodate larger cargo vessels.

This year, the College also received a \$650,000 National Science Foundation grant, which we are using to provide scholarships to financially underprivileged students interested in the STEM professions. The College also received a National Science Foundation Advanced Technology Education grant in 2016 that we have used to scale-up our Electro-Mechanical Technology short-term certificate and long-term associate degree programs.

The College and the Challenge Ahead

So, as you can see, there is much that we are doing to meet the education and training needs of our students and employers. In fact, I believe that the College offers the greatest opportunity for the region to have an educated and skilled workforce.

The challenge the College faces is that while we are doing much to educate and train workers, still more needs to be done to satisfy employers' demands for skilled workers. To respond to this demand, I believe there will need to be greater collaboration between school districts, community colleges, and business and industry to correct misconceptions and collectively inform our communities about the careers and earning potential that is available in manufacturing and other skilled trades.

For example, prior to coming to the College, I was not aware that a person could make an average salary of \$64,000 a year as a CNC Machine Tool Programmer in Delaware County, but indeed they can. This is just one example of the kind of information we need to share with our middle school students, our parents, our guidance counselors and our communities.

Again, thank you for this opportunity to speak. I will now invite Dr. Kozachyn to tell you HOW we meet the needs of business and industry.

**Supplemental Information for Delaware County Community College's Testimony for
Aug. 6, 2018 Pennsylvania House Democratic Policy Committee Hearing**

Delaware County Community College Summary:

- **STUDENTS -- 23,000 credit/non-credit students**, including approx. 17,000 credit students
- **CAMPUSES -- 8 campuses:** 3 campuses in Delaware County, including the main campus in Marple, the Upper Darby Center, and the Southeast Center in Sharon Hill
- **TUITION -- \$5,000 to \$9,000 annual student cost for tuition & fees**, depending on if students are from one of the College's 12 sponsoring school districts, or from a non-sponsor school district
- **DEGREES & CERTIFICATES -- Offering 51 associate degrees & 35 short-term certificate** education and training programs
- **TRANSFER OPPORTUNITIES -- More than 40 transfer agreements** with four-year colleges and universities; including West Chester University (*which this fall, will begin offering DCCC graduates the opportunity to earn a business degree without ever having to leave DCCC's Marple Campus*)
- **EMPLOYEES -- 1,246 employees**
- **ECONOMIC IMPACT -- \$1.2 billion annual economic impact in Delaware and Chester Counties, supporting 16,000 jobs** – impact from operations, construction, student, alumni & former student spending (*Source: 2018 Economic Impact Study by Emsi*)

Apprenticeships, Internships & Job Placements (2016-2017)

- **139 apprentices** (over the last three years, working with business and industry, the College has trained 139 apprentices)
- **22 total internship placements** (including 13 in machine tool tech; 2 in construction; and 7 in carpentry)
- **30 total job placements** (including: 9 in HVAC; 6 as pipeline operators; 3 electrical; 3 skilled trades; 2 automotive tech; 1 plumbing; 1 machine tool tech; 2 CNC operators; 3 in electro-mechanical technology)
 - o *Example:* A DCCC graduate is now working as an electronics tech at Communications Test Design Inc. (CTDI), a rapidly growing, global engineering, repair and logistics company based in West Chester; *electrical & electronics repairers of commercial and industrial equipment have starting salaries of approximately \$37,800 a year; and regionally there are 117 annual job openings in this field*
 - o *Example:* Two DCCC graduates perform industrial maintenance (trouble shooting high-tech equipment & routine maintenance of equipment) at Industrial Coffee Works in the city of Chester; *industrial machinery mechanics make about \$35,700 a year to start; there are 537 annual job openings in the region*

- *Example:* A DCCC graduate, who majored in Machine Tool Technology, is a machinist for Exton-based ONExia, which distributes industrial controls products, and designs and builds automated machines for aerospace, defense, electronics, medical products and general manufacturing industries; *machinists starting salaries are approximately \$29,000 a year; and regionally there are 630 annual job openings*

Employer Partnerships

- **Manufacturing Alliance of Chester and Delaware Counties** – founding member of the Alliance, which was established in 2013, along with assistance from the Chester County Economic Development Council; promotes the growth of the manufacturing industry by providing workforce and economic development services to partnering companies; www.maccdepa.org.
 - **Example:** As of 2016, the College began offering tuition-free courses for employees of Alliance member organizations; Alliance employees sign up for manufacturing classes, tuition is waived, & the College bills the Alliance for the costs of materials and books. The Alliance then bills its participating member organizations.
- **Workforce Development Board partnerships** – the College has strong partnerships with the county Workforce Development Boards. Examples:
 - **\$200,539 PA Strategic Innovation grant** received in April 2018 from the PA Department of Labor and Industry -- used to improve career pathways and Allied Health programs – developing seamless noncredit-to-credit educational pathway for students; grant awarded to Delaware County Workforce Development Board, which acts as the fiscal agent and works in concert with the College
 - **\$198,067 PA Strategic Innovation Grant** received in 2017 – in conjunction with the Delaware County Workforce Development Board this grant is being used to further infuse virtual reality and augmented reality into the College’s educational curriculums for fields such as healthcare, the skilled trades, advanced manufacturing and advanced technology
- **Collegiate Consortium for Workforce & Economic Development** – partnership of five regional community colleges (including Camden County College in N.J.) and Drexel University; established in 1994 for retraining of laid-off Philadelphia Naval Shipyard workers. What the Consortium does today: (<http://www.collegiateconsortium.org/>)
 - **Trains longshoremen at Delaware River Port** – with the help of a \$385,314 PA Grant received in 2016 for strengthening Greater Philadelphia’s port facilities in transportation, logistics and warehousing
 - **Trains natural gas pipeline mechanics** – through the Collegiate Consortium’s Gas Distribution Pipeline Mechanic Introduction Program; announced June 2016 - involves PECO, Philadelphia Gas Works and other industry leaders
 - **Philadelphia Naval Shipyard Apprenticeship program** - Naval Foundry & Propeller Center (over the years, graduates have made all but one of the propellers on the U.S. Virginia-class Navy submarines)

Educational and Training Programs

- **Short-Term Certificate programs** – the College offers industry recognized certificates that can take less than a year to complete Examples:
 - o **Early College Electro-Mechanical Technologies Certificate program** – enabled 10 students from Penn Wood High School & Interboro H.S. to earn 29 college credits while still in high school; using the credits, the students were able to fast-track their attainment of an associate degree; nine of the students graduated from the College in May 2018; students received instruction in electrical controls and programmable controllers, manufacturing and operational testing, system analysis and maintenance procedures; electro-mechanical technicians work on automatic teller machines, robotic manufacturing to produce automobiles, or order fulfillment in warehouse and distribution systems; *Electrical and Electronics Repairers, Commercial and Industrial Equipment starting salaries are approximately \$37,813 annually and there are 117 job openings in the region annually*
 - o **Advanced Manufacturing Computer Numeric Control Operation Certificate program** – CNC operators determine the sequence of machine operations, select the proper cutting tools needed to machine work pieces into desired shapes; write programs in the language of a machine's controller; write instruction sheets and cutter lists for a machine's controller to guide setup and encode numerical control tapes. *Machine tool programmers working with metal or plastic have starting salaries of approximately \$41,500 a year; there are 36 annual job openings in the region*

DCCC Workforce Development Training Grants Received

- \$1.02 million federal in 2016-17 (*includes grants received from the U.S. Dept. of Education sent through the PA Dept. of Education*)
- \$1.39 million federal and state in 2017-18 (*about \$400,000 of this is for two PA Dept. of Labor & Industry grants -- one for Technology and one for Strategic Innovation*)

**August 6, 2018 testimony of Dr. Karen Kozachyn, Dean for Workforce Development & Community Education at Delaware County Community College,
Before the PA House Democratic Policy Committee Re: Connecting Workers to Real Jobs**

Thank you, Chairman Sturla, Representative Krueger-Braneky, and members of the House Democratic Policy Committee for this opportunity to highlight how Delaware County Community College and our regional employers work together toward a skilled workforce.

Thank you Neumann University for hosting this event. As a 2004 graduate it's nice to be back on campus.

My name is Karen Kozachyn and I am the dean for Workforce Development and Community Education at the College.

As Dr. Gates Black explained, Delaware County Community College, like so many community colleges across the country, is instrumental in helping employers through these challenging times, during which business is strong, but growth is threatened by a lack of skilled workers.

Delaware County Community College's vision promises the delivery "of quality, affordable, and responsive education."

What does it mean to promise to deliver responsive education?

To our students, it means that we promise relevant education and training that will lead to employment in regional, high growth, high priority occupations, while offering family sustaining wages and a career ladder.

To our employers, it means we promise to train and prepare students to meet industry needs for a skilled and ready workforce.

A regional example of our responsiveness is our **Gas Distribution Pipeline Mechanic Program**. In 2016, PECO's Residential Gas Division was feeling the pressure to replace thousands of miles of cast-iron pipe to make residential gas distribution safer and more affordable. They reached out to the Collegiate Consortium for Workforce and Economic Development, an organization consisting of five community colleges in the Greater Philadelphia area and Drexel University.

Subject matter experts from PECO, PGW, Henkels & McCoy, South Jersey Gas, Miller Brothers, and InfoSource worked with the Collegiate Consortium to develop an industry accepted and endorsed training program. Two years later, more than 68 students have been trained as a result of this partnership; 47 of these students are now employed at a dozen area employers. That's responsive education.

Delaware County Community College is committed to partnerships. The College is always looking for collaborative opportunities and stands ready to meet the region's workforce needs.

A few other partnerships I would like to mention:

Pennsylvania Machine Works is an 87-year-old local manufacturer of forged-pressure fittings. Based in Aston, Penn Machine has plants in New Jersey and Texas. They currently have 6 entry-level positions open for manufacturing related jobs. All six positions are posted on Delaware County Community College's Online Job Board.

Our team in Student Employment Services is reaching out to dozens of current students and pending graduates to market these 6 positions and promote them, as if they worked for Penn Machine. There is an ongoing search for the perfect match. Match the skills needed with the program; match the personality of the student to the culture; match the needs of Penn Machine to the wants of the student.

Penn Machine has sponsored interns, hired more than a dozen students from the College, and has sent more than 20 incumbent workers to the College to further develop their skills, in preparation for pending retirements. When asked to comment on our service to Penn Machine, Sue Watras, the company's senior human resource manager, said this:

"DCCC knows us and the people we need to hire and educate in our manufacturing environment. DCCC and Penn Machine continually work together to create, develop and retain the skill of our employees. It's not just a relationship, it's a partnership!"

Southco, based in Concordville, is a 100-year-old-manufacturer of engineered-access, hardware solutions. Products that you use every day are designed and manufactured by Southco. Their products are found in the marine, automotive, off-highway construction, RV, HVAC, industrial machining, and medical equipment industries. For example, the latch that closes the console in your car that is a Southco product.

Currently, we are training four apprentices from Southco in a Machinist Registered Apprenticeship Program. In addition, we are working with Southco to design a specialty apprenticeship for their maintenance mechanics. Southco will use Delaware County Community College as the training provider for the mandatory 144 hours per year of structured training.

Lauren Ferrarelli, Southco's human resource development manager, offered the following when asked to comment on Southco's relationship with Delaware County Community College:

"As an organization, Southco is committed to the development and growth of its employees. We have enjoyed a longstanding partnership with DCCC, and that partnership continues to evolve as the needs of the organization and the market continue to change. DCCC has provided our employees with the flexibility to attend classes that are relevant to our business, while supporting the personal and professional growth goals of the individual."

SEPTA, similar to PECO, is facing a regional skilled worker shortage. With no pipeline for new employees, SEPTA along with our regional Workforce Development Boards, is working with the Collegiate Consortium to design a Public Transit On-Ramp training program. This program begins August 21 with a four-week boot camp, then an eight-week training program in electro-mechanical technology and commercial driver's license. Graduates of this program will be prepared to enter employment in either the public transit or manufacturing industries.

I could go on, but I think you get the idea.

These are all examples of opportunities the College has to help our employer-partners succeed and train our students for good paying careers with little to no student debt.

Thank you again for this opportunity to speak.

Today, I am pleased that a representative from one of our employer-partners has joined us to speak to you. Now, I would like to turn the microphone over to Jim DiNunzio.

**Eastern Controls Executive Vice President of Business Development Jim DiNunzio's
Testimony on Connecting Workers to Real Jobs, Aug. 6, 2018**

Members of the House Democratic Policy Committee and everyone in attendance, I would like to thank you for the opportunity to participate in today's proceedings on behalf of Eastern Controls. My name is Jim DiNunzio and I am the Executive Vice President of Business Development for our organization.

Eastern Controls is a Manufacturer's Representative located in Edgemont, Pennsylvania. Our organization started in 1969 and has enjoyed almost 50 years of being in business. Over the past several years, we have experienced significant growth in both Principal representation and regional expansion; with this growth comes the need for additional support for inside sales, service, outside sales, order fulfillment and administrative functions.

During this time of growth, our organization has experienced several challenges associated with retirements, technology advancements, limited training resources and a limited pool of candidates who have the skills and knowledge we require to support the needs of our business.

As our business continues to grow, investing in training and education have never been more important. Over the last several years, we have learned that our Principals and customers also are experiencing difficulties in finding qualified individuals to support their daily business activities.

Due to some fortunate business decisions we have made as an organization over the last few years, we have been able to take advantage of significant opportunities associated with our in-house Process Training Unit (PTU). This is a live, full-sized working, training unit where people can learn and experience real world examples of how things work in our industry.

Many people from various industries throughout the region have visited our PTU. It was during one of these visits that we met Karen Kozachyn from Delaware County Community College. During our discussions, we quickly learned the value of partnering with Karen and the College to enhance our training efforts. As our discussions continued, we were also contacted by Braskem America, a petrochemical producer with a division in Marcus Hook.

Braskem had significant interest in our PTU and in establishing an Operator Training Program to serve not only their company, but surrounding industries. For Braskem, this training was so important that we were invited, along with Karen, to visit Brazosport College in Lake Jackson, Texas, where they have a 7- week operator training program, to help us understand the program and the positive impact it is having on the industry.

Armed with the knowledge we gained from visiting Brazosport College, we then worked very closely with Delaware County Community College and Braskem for 18 months to assemble a program we officially launched at the College in May.

Since our May launch with the College of the Process Control Operator Academy, the feedback and positive energy we have received about this program has been noticed by other key manufacturers in our area, such as Monroe Energy and Philadelphia Energy Solutions.

As we move forward, we hope to continue these conversations to generate interest, as well as to provide opportunities for those looking to gain employment in the process control and automation industry.

**Testimony
Submitted on behalf of the
Delaware County Chamber of Commerce**

8/9/18 House Democratic Policy Committee Hearing on Connecting Workers to Real Jobs

Good afternoon, I am Cathy Cardillo, Director, Pennsylvania Advocacy for Trinity Health as well as a member of the Board of Directors for both the Delaware County Chamber of Commerce and Delaware County's Workforce Development Board.

I wanted to start by first saying thank you to Chairman Mike Sturla, Representative Leanne Krueger-Braneky and the members of the Policy Committee for holding a hearing on such an important topic.

Second, I want to say welcome to Delaware County. Aston, where this hearing is being held, is a thriving area with a great small-town atmosphere and thank you to Dr. Domes and Neumann University for having us here today.

Our Chamber membership consists of nearly 1300 members. We have large and small businesses, including retail and some of the best restaurants in the area. Additionally, our membership includes corporations and professionals such as doctors, lawyers and accountants, and a variety of service providers from travel agents to computer specialists. Many non-profit organizations and educational institutions are also long-standing members. We also enjoy a unique relationship with our local labor unions.

We hear directly from our membership on how government policies hurt or help their businesses. Due to this we have an active Government Affairs Committee who meets regularly to discuss items of concern, including the needs of our areas employers.

As you know, policy makers, not just state, but federal and municipal officials need to take into consideration how decisions may affect the business community. Obviously low taxes and enacting fair, not restrictive, regulations help the business community grown. Even the smallest of decisions regarding parking can have a negative impact on our membership.

Pennsylvania's tax structure has traditionally contained some of the highest rates and most restrictive provisions in the country and our corporate tax laws have been uncompetitive when compared to the rest of the nation. Thus, our membership was excited to see reductions of the corporate net income tax (CNIT) rate, the phase out of the capital stock and franchise tax (CSFT), adoption of a single sales factor, sensible pension reform and responsible state spending. This on top of the recent federal tax cuts, our areas prominence as an energy hub and booming economy has led to unprecedented low unemployment. Pennsylvania's unemployment rate is declining. After it peaked in February 2010 at 8.8% it is now 4.5 percentage points lower at 4.3% (June 2018) the lowest rate in 11 years (June 2007).

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Indeed, the Chamber has taken an active role in workforce development. In partnership with the Workforce Development Board and the Chamber's Foundation, we strive to make a strong connection between business and education. Through our Career Awareness Fair and middle school presentations, we raise awareness of high demand careers and occupations with specific focus on STEM. The organizations partnered with Upper Darby High School on their career exploration program, bringing professionals to speak to the students. We partner with the Delaware County Technical schools to support educators in the workplace, to have teachers observe first-hand what happens with certain careers. We also provide a connection between businesses and our local universities for internship opportunities. Our Youth Leadership Academy, in its 11th year, that focuses on leadership development and connections between our community's future leaders with those leading our communities and business today.

But, even with these efforts we still hear from our membership that it is difficult to find qualified employees. Developing the region's human capital is paramount to a successful economy, as is creating a friendly environment that attracts and retains business. Key to this positive outcome is a strong education system as well as appropriate training that addresses the diverse demographics of our region. To that end, the Chamber supports policies that encourages business growth and entrepreneurship, as well as retain and educate a well skilled workforce. Initiatives supported by the Chamber include:

Access to information about employment opportunities for county residents of all ages, especially the more mature cohorts who may require special assistance to re-enter the workforce.

Programs that emphasize technical and business skills, as well as trades and vocational schooling for residents of all ages.

Equalized funding and opportunity for all our schools so that performance is not primarily based on location and achievement gaps between low performing and high performing schools decrease.

Should reform efforts be pursued, realizing a funding source for basic education that does not adversely affect the business community.

Coordination between the private sector and public education to ensure that students are equipped with skill sets that will prepare them for needs of the economy.

Education that promotes science, technology, engineering and mathematics (STEM) and vocational and skilled trade training as a viable alternative to 4-year college programs.

We look forward to working with our legislative delegation and all of you to ensure that there is access to well trained and qualified employees and that Delaware County remains a great place to live, work and raise a family.

Thank you.

My name is Vanessa Salazar and I work for the Organizing Department of the Keystone Mountain Lakes Regional Council of Carpenters, KML. We are part of the carpenters' union, also known as the United Brotherhood of Carpenters and Joiners of America. Our territory includes New Jersey, Pennsylvania, Delaware, Maryland, the District of Columbia, Virginia, West Virginia, and 10 counties of North Carolina.

KML is comprised of over 40,000 union carpenters and we have multiple offices and training facilities throughout our territory with our main offices based in Pittsburgh and Philadelphia. Our members work under collectively bargained agreements for signatory union contractors on construction projects ranging from erecting high-rise buildings, hospitals and schools to building bridges, installing flooring, and setting up booth for tradeshow at convention centers. Our members have access to state-of-the-art training facilities where they can hone their skills and work techniques, as well as opportunities to engage in leadership roles as shop stewards and local delegates. Our members have career opportunities with good wages, medical insurance and retirement benefits.

Traditionally, construction is known to be a father – son industry, and is perceived as a masculine profession. The percentage of women comprising the unionized building trades workforce has been in the low single digits, with numbers even smaller in the non-union construction industry. In an effort to grow this number, and provide genuine access to women into unionized carpentry careers, our union launched a Sisters in the Brotherhood Pre-Apprenticeship Training Program for women in the Northern and Central locals of New Jersey (Local 253 and Local 254) three years ago.

The Pre-Apprenticeship Training Program is a six-week full-time, unpaid training program. Classes are generally limited to 12 students per session, and mimic the time schedule of a typical 8-hour construction work day. Women interested in the program must attend an informational session and submit a completed application. They must also pass an interview process, physical tryouts, and a drug test.

The curriculum for the program includes:

- stretching and strength training to prepare students for the heavy workload in the field;
- math classes covering fractions, angles and typical construction formulas;

- blue print reading, layout and carpentry concepts;
- tools identification and learning to work with basic carpentry hand tools and power tools;
- and completing safety trainings such as the OSHA 10-hour certification.

In addition, the women learn what to expect on a job site, as well as a work ethic that will help them to excel in their career. These programs exist because we want women to complete their apprenticeship training and work as journey-level carpenters in the field, and eventually retire with dignity and a pension. This program was designed to prepare women for a successful career in the carpenters' union.

The original goal of the program had been to increase the number of women in the apprenticeship program for Locals 253 and 254 from 13 women to 60 women. Today, there are 77 active female apprentices in those respective locals. As a result of the success with the Sisters in the Brotherhood Pre-Apprenticeship Training Program, the percentage of women in the apprenticeship program grew from roughly 2% to 9%. In addition, the program has been expanded to other areas of our council including Philadelphia, PA and Baltimore, MD. We look forward to continuing to expand the program on other areas over time.