



**COMBINED ACTION TEAM MEETING  
OCTOBER 15, 2020**

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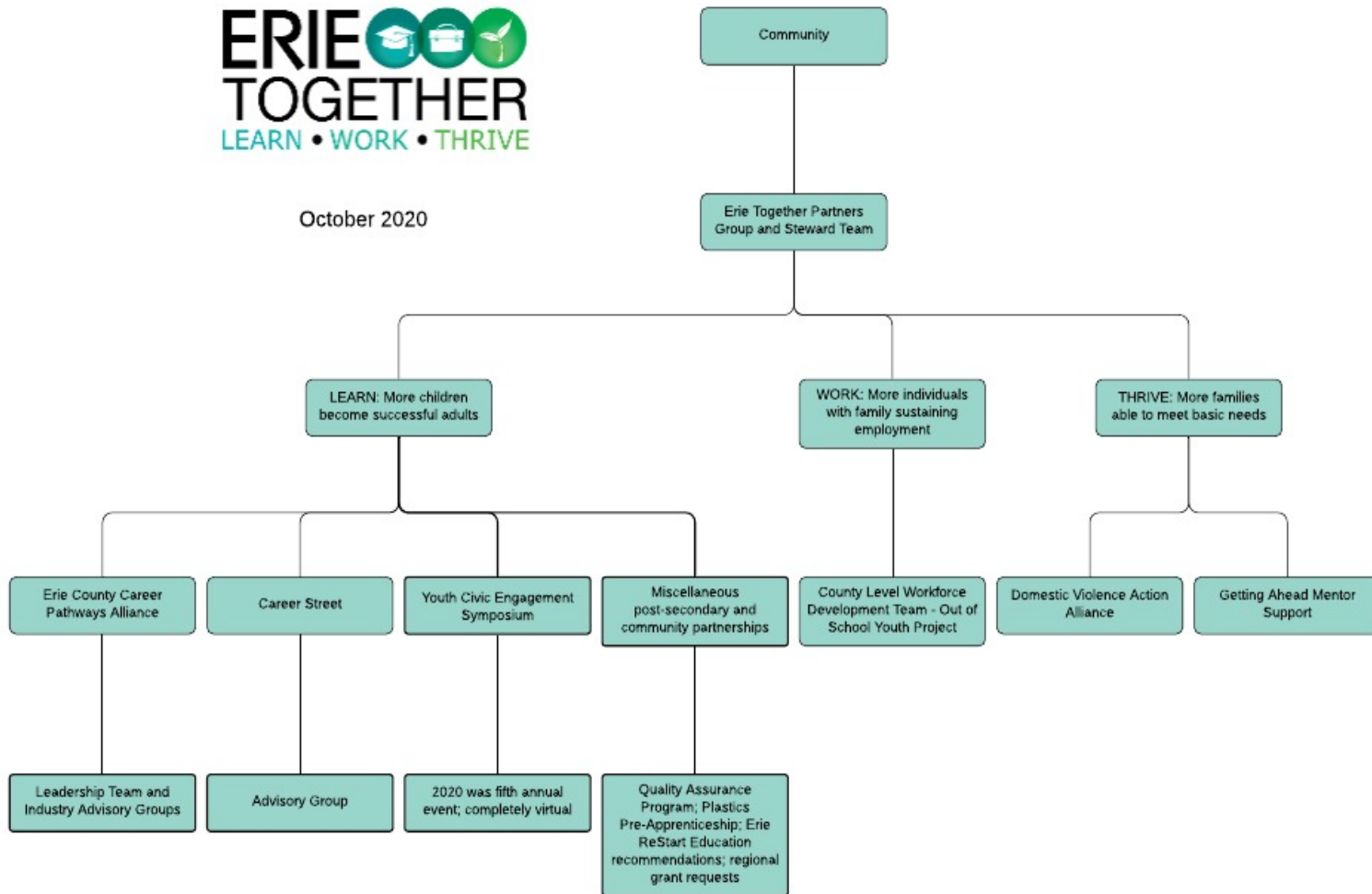
# AGENDA

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- A. Welcome
- B. 2020 Youth Civic Engagement Symposium
- C. Update on Erie County Career Pathways Alliance Efforts
- D. Career Street Priorities and Needs
- E. Update on Domestic Violence Action Alliance
- F. Other Business?
- G. Adjournment



October 2020



# 2020 YOUTH CIVIC ENGAGEMENT SYMPOSIUM

U.S. Senator Pat Toomey

Dr. Keith Taylor

PA State Senator Dan Laughlin

Mayor Joe Schember

Dr. Jeff Bloodworth

Peter Agresti

## Federal Panel

U.S. Representative Mike Kelly

Judge Richard Lanzillo

Captain Lexia Littlejohn

Todd Carlson

## State Panel

State Representative Bob Merski

Brian McNulty

Janet Anderson

Matt Greene

## County Panel

County Executive Kathy Dahlkemper

Melissa Lyon

Doug Smith

County Councilperson Kim Clear

## Co-Hosts

Erie Together

Gannon University

U.S. Senator Pat Toomey's Office

## Additional Speakers

Judge Marshall Piccinini

Tim Butler

## Local Panel

Brenda Sandberg

Dean Pepicello

Sgt. Tom Lenox

Pat Gehrlein

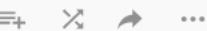
# 2020 YOUTH CIVIC ENGAGEMENT SYMPOSIUM

Six videos produced and housed on Community Access Media YouTube Channel and can be found here: <https://www.erietogether.org/youth-civic-engagement-symposium>



## 2020 Youth Civic Engagement Symposium

6 videos • 98 views • Updated 5 days ago



Community Access Media  
Erie PA

SUBSCRIBE

- 1 **1 The US Constitution Overview**  
Community Access Media Erie PA  
20:49
- 2 **2 Local Government**  
Community Access Media Erie PA  
36:13
- 3 **3 County Government**  
Community Access Media Erie PA  
37:40
- 4 **4 State Government**  
Community Access Media Erie PA  
40:21
- 5 **5 Federal Government**  
Community Access Media Erie PA  
42:08
- 6 **2020 Youth Civic Engagement Symposium ZOOM**  
Community Access Media Erie PA  
1:03:24



## Schools

K-12 school districts

CTCs

College/Universities

## Industry Advisory Groups

- Engineering & Industrial Technology
- Science & Health
- Business, Finance & Information Technology
- Arts & Communication
- Human Services

## Others

Career Street

GECAC

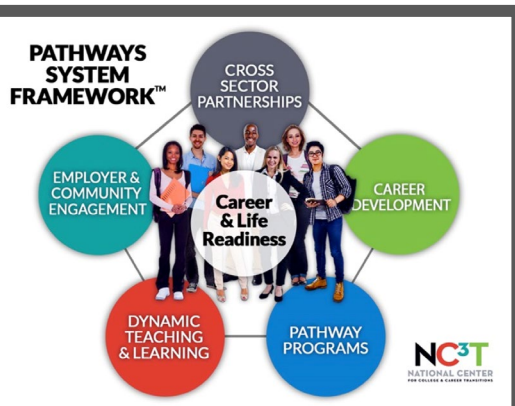
NWPA Job Connect

IU #5

NWPA CareerLink

ERCGP

ERMP



## SELECT ACCOMPLISHMENTS

- Career pathways course alignment within K-12 districts
- Teacher professional development connecting coursework to careers
- Age-appropriate career exploration experiences aligned with PA CEW Standards and Future Ready PA
- Career pathways informational resources for students and families
- New university partnerships to help meet employer needs (quality assurance; plastics pre-apprenticeship)

# Career Exploration Experience Templates (guidance for schools, employers and students)



[https://www.careerstreeterie.org/  
resources/experience-templates](https://www.careerstreeterie.org/resources/experience-templates)

## VIRTUAL EMPLOYER SHOWCASE

This experience is meant to provide a brief introduction to a business and then take a closer look at various careers within the business. There are three stages of this experience: (1) video introduction from company owner/CEO/President describing the business and briefly highlighting various careers within the business, (2) video showcase of at least one career within business by employee(s) working in that career; and (3) live Zoom with employee(s) working within the showcased career(s).

<b>CEW Standards</b>	13.1.A, B, D; 13.2.E
<b>Recommended length:</b>	10 minutes for CEO introduction to business and career opportunities within it; 15-30 minutes for each career showcase; 15-30 minutes for Zoom with employee
<b>Recommended frequency:</b>	Per teacher discretion
<b>Recommended # of employer participants:</b>	One to do the introductory video (preferably CEO/President/Owner) and one representing each of the featured careers
<b>Targeted students:</b>	6-12 graders to view introductory video; students <b>interested in pathway/career</b> to view career-focused videos and participate in follow-up Zoom with employees
<b>Recommended Student Preparation/Follow-Up (in addition to evidence/artifacts teachers require):</b>	<p>Revisit personal "Academic Career Plan" if in place</p> <p>Prior to experience taking place, preparation may include:</p> <ul style="list-style-type: none"> <li>• Review of five state-designated career pathways</li> <li>• Research local industry and the services they offer related to career pathway of interest using online and print resources, etc.</li> <li>• Review ECCPA Career Pathway flyers focused on Erie County In-Demand Occupations</li> <li>• Research featured company</li> <li>• Write report</li> </ul>
<b>Educator Preparation/ Logistics:</b>	<ul style="list-style-type: none"> <li>• Utilize Career Street to initiate the experience.</li> <li>• Show general employer overview video to entire class</li> <li>• Identify students interested in featured pathway/careers</li> <li>• Utilize Career Street to have interested students watch career showcase videos of interest</li> </ul>

**Others**  
 Job/Career Fair  
 Employer Panel  
 Career Café  
 Classroom Speaker  
 Mock Interview  
 Job Shadow



## Science & Health PATHWAY

**Career Cluster Areas**  
Agriculture, Food & Natural Resources  
Health Science  
Scientific Research/Engineering

Do you enjoy science courses like biology, chemistry, physics or psychology? Are you interested in cutting-edge technology, researching and solving complex problems, diagnosing and healing people, or working with plants, animals or other natural resources? If you answered "yes" to any of these questions, this pathway may be for you!

For additional information related to these Career Clusters, visit <https://www.pacareerzone.org/clusters>

### Erie County

In-Demand Occupations & Average Entry-Level Wages\* (2018-2024)

#### Associate Degree

Dental Hygienist	Physical/Occupational Therapy Assistant
\$47,200	\$37,700/\$37,300
Radiologic Technologist	Veterinary Technician**
\$35,500	\$21,799

#### Graduate Degree

Nurse Practitioner/ Physician Asst.	Starting salary varies by specialty
\$49,000/\$70,600	
Speech-Language Pathologist	Physical/Occupational Therapist
\$58,600	\$67,000/\$67,500



#### Certificate

Phlebotomist	Dental/Nursing Assistant
\$29,500	\$23,100/\$21,800
Billing and Posting Clerk/Pharmacist**	EMT/Paramedic**
\$24,400	\$30,316/\$38,896

#### High School

Home Health Aide	Medical Records & Health Information Technologies
\$20,200	\$23,500
Personal Care Attendant	Medical Secretary
\$13,820	\$33,759

#### Bachelor Degree

Registered Nurse (RN)	Medical and Health Services Manager
\$44,000	\$47,800
Lab Technician**	Respiratory Therapist
\$43,800	\$39,800

\* Entry level wages as reported in 2019  
\*\* Not listed as a High Demand Job in Erie  
\*\*\* Entry level wages shown reflect one level below position.

For a list of Top 50 Erie County employers, visit: <http://bit.ly/Top50Emp>



# PATHWAYS FLYERS

## Science and Health (SH) Pathway

This Pathway is designed to cultivate students' interests in the life, physical and behavioral sciences. In addition, it involves planning, managing and producing of therapeutic services, diagnostic services, health information and biotechnology research and development. Many of the careers involved with the food, fiber, environmental and natural resource systems fall under this pathway.

### Are you interested in... Can you... Do you enjoy...

Health care environment Science and medicine Medical research Food production Environment and conservation Pharmacy Animals Physical therapy Sports and fitness Information systems Radiology	Plan attention to detail Use a computer and technology Work in a lab setting or medical facility Apply scientific theory to real life problems Work outdoors around animals and plants Collect and analyze data from experiments Work with people in need Work with science and math theories	Caring for sick animals Working outdoors with wildlife Working on cutting edge scientific research Working on a team Medical lab research Making a contribution to society Working with numbers Developing conclusions from a database
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If you answered "yes" to many of these questions, you might consider a future in one of the sample occupations listed below.

### Sample Careers

Entry	Skilled	Professional (4+ college)
Patient care technician Dialysis technician EEG technician Home health aide Nurse aide, certified Pharmacy technician Physical therapy aide Animal caretaker Breeder Extension service worker Wildlife rescue worker Optician Data Entry Farmer	Certified nursing assistant Dental hygienist Emergency medical technician Licensed practice nurse Medical lab technician Personal trainer Radiologic technician Respiratory therapist Dental lab technician Fish and game worker Forest conservationist GPS technician Surveyor Veterinary Technician	Athletic trainer Speech/Language pathologist Dietician Food and Beverage Manager Medical examiner Pharmacist Physician Registered nurse Medical biologist Soft conservationist Veterinarian Chemist Environmental scientist Zoologist Nuclear engineer

## Business, Finance and Information Technology PATHWAY

**Career Cluster Areas**  
Business and Administration  
Finance and Insurance  
Information Technology  
Marketing Sales and Service

Do you enjoy working with computers and technology? Do you like working with people, and leading or serving on a team? Do you like managing money? Do you enjoy solving problems? If you answered "yes" to any of these questions, then a career in Business, Finance, or Information Technology might be right for you!

For additional information related to these Career Clusters, visit <https://www.pacareerzone.org/clusters>

### Erie County

In-Demand Occupations & Average Entry-Level Wages\* (2019-2025)

#### Bachelor Degree

Financial Managers	Software Developers, Applications
\$62,495	\$58,585
General and Operations Managers	Human Resources Specialists**
\$54,098	\$38,530
Market Research Analysts and Marketing Specialists	Accountants and Auditors**
\$29,450	\$46,600

#### High School Diploma or Equivalent

Insurance Sales Agents	Insurance Claims and Processing Clerks
\$34,603	\$13,294
Receptionists and Information Clerks	
\$17,771	

#### OJT / Work Experience

Supervisors-Office & Administrative Support Workers**	Supervisors/Retail Sales Workers**
\$34,910	\$25,290
Production, Planning & Expediting Clerks**	
\$27,180	

#### Associate Degree / Some Post-Secondary

Computer Network Support Specialist**	Bookkeeping, Accounting & Auditing Clerks**
\$48,720	\$24,520
Computer User Support Specialist	
\$25,677	

\*Entry level wages as reported in 2019  
\*\*Regional need as identified by 2019 High Priority Occupations for NW PA Workforce Development Area  
For a list of Top 50 Erie County employers, visit: <http://bit.ly/Top50Emp>



## Arts & Communication PATHWAY

**Career Cluster Areas**  
AV Technology  
Communication

Do you like to perform in front of an audience? Are you a visual person? Do you like to work with production and technology? Are you a creative thinker with original ideas? Do you like to write? Are you interested in electronics and computer systems like cable, telephone networks, radio broadcast, computer networks, and internet?

For additional information related to these Career Clusters, visit <https://www.pacareerzone.org/clusters>

### Erie County

In-Demand Occupations & Average Entry-Level Wages\* (2019-2025)

#### High School Diploma or Equivalent

Telecommunication Line Installers**	Public Address System and Other Announcers**
\$34,410	\$21,150

#### Bachelor Degree

Interpreters and Translators	Producers and Directors
\$27,318	\$66,800
Camera Operators, Editors and Motion Picture	Film and Video
\$17,153	\$21,584
	Multimedia Artists and Animators**
	\$37,450



#### Some Post-Secondary

Actors	Audio and Video Equipment Technicians
\$17,780	\$30,542
Sound Engineering Technicians	
\$15,084	

#### Associate Degree / OJT / Work Experience

Web Developers	Desktop Publisher**
\$19,738	\$26,450
Photographer**	
\$18,930	

\*Entry level wages as reported in 2019  
\*\*These positions are not considered "in demand occupations" per Erie County data, but were identified from PA statewide data as shown at <https://www.pacareerzone.org>  
For a list of Top 50 Erie County employers, visit: <http://bit.ly/Top50Emp>

## Engineering and Industrial Technology PATHWAY

**Career Cluster Areas**  
Manufacturing  
Transportation, Distribution & Logistics  
Architecture & Construction  
Engineering

Do you enjoy working with your hands, building and fixing things? Would you describe yourself as practical and logical? Are you interested in studying science, drafting, robotics, woodworking or math? In your free time, do you like to use technology, work on cars or mechanical things? If you answered yes to some of these questions, then a career in Engineering and Industrial Technology might be right for you.

For additional information related to these Career Clusters, visit <https://www.pacareerzone.org/clusters>

### Erie County

In-Demand Occupations & Average Entry-Level Wages\* (2018-2024)

Actual wages grow with additional education and training

#### Post-Secondary/ Associate Degree

Automotive Service Technicians & Mechanics	Electro-Mechanical Technicians**
\$33,800	\$53,768

#### High School / Short Term & Moderate OJT

Carpenter**	Operating Engineer
\$33,600	Other Construction Equipment Operators
Workers	Construction Laborers
\$30,000	\$23,400
Welding, Cutters, Solderers & Brazers	CNC Operators, Metal & Plastic
\$30,000	\$23,200



#### Long Term OJT / Certificate / Apprenticeship

HVAC & Refrigeration Mechanics & Installers	Heavy & Tractor Trailer Truck Drivers
\$28,700	\$31,800
Plumbers, Pipefitters & Steamfitters	Electrician
\$39,400	\$39,200
Process Technicians**	
\$34,900	

#### Bachelor / Graduate Degree

General & Operations Manager	Engineering
\$66,400	\$53,900

\*Entry level wages as reported in 2019  
\*\*Could require longer term training  
\*\*\*Reported by local employers  
For a list of Top 50 Erie County employers, visit: <http://bit.ly/Top50Emp>



## Human Services PATHWAY

**Career Cluster Areas**  
Education and Training  
Government and Public Administration  
Human Services  
Law and Public Safety  
Hospitality and Tourism

Do you enjoy working with and helping people? Can you work with a wide variety of personalities? Does psychology interest you? Would you like to make your community a better place where people would like to visit? Are you well organized? When you try to solve a problem, can you see the big picture? If you answered "yes" to any of these questions, then a career in Human Services might be right for you!

For additional information related to these Career Clusters, visit <https://www.pacareerzone.org/clusters>

### Erie County

In-Demand Occupations & Average Entry-Level Wages\* (2019-2025)

#### High School Diploma or Equivalent

Construction and Building Inspectors	Tour and Travel Guides
\$22,666	\$21,600
Meat, Poultry and Fish Cutters and Trimmers	Residential Advisors/ Direct Support Professionals
\$19,650	\$19,420
Social and Human Service Assistants	
\$24,148	\$35,174

#### Bachelor Degree

Meeting, Convention, and Event Planners	Substance Abuse, Behavioral Disorder, and Mental Health Counselors
\$31,300	\$40,250
Probation Officers and Correctional Treatment Specialists	
\$49,961	
Coaches and Scouts	Legislators
\$30,107	\$116,572



#### Associate Degree / Some Post-Secondary

Air Traffic Controllers	Paralegals and Legal Assistants
\$63,926	\$47,074
Firefighters	Preschool Teachers
\$69,534	\$25,388
Police and Sheriff Patrol Officers**	
\$42,100	

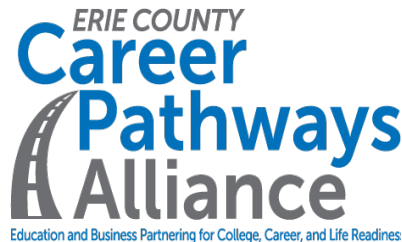
#### Graduate Degree

Educational, Guidance, School, and Vocational Counselors	Healthcare Social Workers
\$42,773	\$45,000
Urban and Regional Planners	
\$52,946	\$24,560

\*Entry level wages as reported in 2019  
\*\*Regional need as identified by 2019 High Priority Occupations for the NWPA Workforce Development Area  
For a list of Top 50 Erie County employers, visit: <http://bit.ly/Top50Emp>

Career Pathway Informational Session for Students and Families (Virtual)

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<b>Recommended length:</b>	60 minutes
<b>Recommended frequency:</b>	One per pathway annually
<b>Recommended # of panelists:</b>	Up to three employers on employer panel; also NWPA Job Connect, and possibly Erie County Data Center and/or other industry-related partners
<b>Targeted student age group:</b>	8-12 graders; students <b>interested</b> in the pathway, along with their parents/caregivers
<b>Recommended Student Preparation/Follow-Up (in addition to evidence/artifacts teachers may want to collect):</b>	<ul style="list-style-type: none"> <li>• Revisit personal “Academic Career Plan” if in place.</li> <li>• Review Erie County Career Pathways Alliance career pathways flyer related to the pathway.</li> <li>• Develop up to three questions to pose at event; submit to <a href="mailto:jpontzer@careerstreeterie.org">jpontzer@careerstreeterie.org</a> <b>five days prior</b> to the event.</li> <li>• Register for the Zoom event five days prior to the event. <b>(Required)</b></li> </ul>
<b>Employer Preparation/Remarks:</b>	<ul style="list-style-type: none"> <li>• Approach this as a recruitment tool</li> <li>• High level introduction to careers in pathway</li> <li>• Types of jobs available; focus more on jobs you want to fill</li> <li>• Skill sets commonly required to perform well on job</li> <li>• How to prepare for available jobs? (high school courses and related activity, post-secondary education?)</li> <li>• Earning potential</li> </ul>
<b>Logistics (Schools):</b>	<ul style="list-style-type: none"> <li>• District administration, Career Street Liaisons, teachers and other ECCPA participants should widely promote the opportunity to students in grades 8-12 and their families.</li> </ul>

	<ul style="list-style-type: none"> <li>• Information on the event, and informational flyers developed by ECCPA/Career Street can be sent home with students, placed on District websites, and promoted through social media and other means.</li> <li>• Include registration information in promotion; registration for these events will be required.</li> </ul>
<b>Event Agenda:</b>	<ul style="list-style-type: none"> <li>• Erie Together (moderator) introduces all presenters; provides Zoom “housekeeping” items (5 minutes)</li> <li>• NWPA Job Connect offers regional industry/job insight based on high priority occupation data (5 minutes)</li> <li>• Second Speaker (optional) Erie County Data Center offers Erie County perspective (5 minutes)</li> <li>• Moderator asks each employer questions to surface information about their business, careers in their industry and education necessary for these careers (10 minutes each)</li> <li>• Moderator asks questions posed by students and families prior to event and/or through chat (10-12 minutes)</li> <li>• Moderator wraps up event (3-5 minutes)</li> </ul>

# CAREER STREET

## 2019/2020 ACCOMPLISHMENTS

- 3,711 students (gr. 3-12) impacted through 77 experiences
- 36 NIE articles published; more than 100 now on CS website
- Facilitated seven Educator in the Workplace Tours featuring 22 local employers and impacting 26 educators
- Facilitated 19 speakers in the classroom & six workplace tours, four in healthcare – high priority in Erie County



## 2020/2021 CURRENT ACTIVITY

- Activity Book for 2-3 graders: at printer; expected to be available next week
- Virtual experience development; currently 23 on CS website
- Career Street YouTube channel:  
<https://www.youtube.com/channel/UCSKWBF6VntM-4z7y-219wQ/videos>
- Career Street video tutorials for educator use



## REQUESTS

- Volunteer for career interview
- Assist with entrepreneur recruitment for planned Entrepreneur Day
- Serve on Entrepreneur Day planning team (3-6 month commitment)

To volunteer, send a chat today and/or contact Jennifer at [jpontzer@careerstreeterie.org](mailto:jpontzer@careerstreeterie.org)



**DOMESTIC VIOLENCE  
ACTION ALLIANCE**  
solving the problem together

# PROGRESS

- Singular definition of “domestic violence” to be used across systems.
- Identified pressing challenges related to domestic violence reduction and prioritized ways to address those challenges. These include, among others:
  - A need for improved interagency communication and collaboration leading to better client referrals
  - Cultural norms and biases impacting our large immigrant population
  - Victims’ fear of coming forward to seek help
  - Community recognition of domestic violence, and
  - Transportation to services in the more rural areas of the county
- Domestic Violence Resource Directory  
<https://www.erietogether.org/domestic-violence-action-alliance>
- Best practice identification, and evaluation for Erie