



bbec

**BERKS BUSINESS
EDUCATION COALITION**

honoring our history
+ forging our future

2022
ANNUAL REPORT



Looking back, 2022 was a year of change and celebration. Looking ahead, the Berks Business Education Coalition (BBEC) finds itself at an inflection point compelling us to adapt, realign, and recalibrate our mission to remain relevant in the post-Covid era. The good news is we have a change agent in our new Executive Director, **Teresa Hill**, who can lead this effort ... more about that later.

2022 marked three landmark achievements in our history. We completed thirty years since founding by a visionary group of community leaders. Ten years of service from our third Executive Director **Dr. Solomon Lausch** was celebrated. We thank Sol for his service and wish him well in his retirement. Yet, the truly big news came in December 2022 with the hiring of Teresa Hill as our fourth executive director.

In May of 2022, we celebrated the 30th anniversary of the BBEC reinstating an event we did for many years, our State of Education breakfast at the Berks Career & Technology Center (BCTC) West. We are grateful for the support of **Dr. Michael Stauffer** and the students at BCTC who hosted us for the event. Many of our board members and friends attended. **Senator Judy Schwank** presented a proclamation, and special tribute was paid to the five founders of the BBEC including **Marlin Miller, Paul Roedel, Fred Hafer, Rolf Schmidt, and Sam McCullough**.

I would be remiss to not take a moment to thank the wonderful team at the Berks County Intermediate Unit (BCIU) who stepped in and stepped up to assist the BBEC

during our transition between executive directors. Special thanks to **Connie Skipper** who acted as our interim Executive Director and to the incomparable staff of the BCIU who provided administrative support and leadership including **Dr. Jill Hackman, Dr. Daniel Richards, Jill Darlington, and Stacy Dunleavy**. The transition of BBEC leadership would have been much more arduous were it not for their expert assistance.

We also pay tribute to **Paris Smith**, long time BBEC administrator, who retired from our service in July after going out of her way to make sure all books and records of the BBEC were organized and shipped to the BCIU for safekeeping. She also closed out our Wyomissing Foundation office home to the BBEC for its first 30 years. We are grateful to the The Wyomissing Foundation for providing us with a happy home as well as great back office and accounting support. Thank you all.

Thanks go to the search committee who patiently participated in our long search for a new executive director. Their work was tireless and focused. The search committee included: **Dr. Jill Hackman, Dr. Daniel Richards, Rob Rosenberry, Connie Skipper, Andrew Potteiger, and Ralph Richard**. Many thanks to the search committee for their dedication to the process.

Lastly, we welcome Terri Hill as our new executive director. Terri is off to a fast start. I gave her a Ninety Day Task List and she has been rapidly completing items on the list. In addition, she has been on a "listening tour" to gain a deeper understanding of community perceptions, opinions, and to learn what is working and not working relative to the BBEC. Being a self-starter and change agent are among her key personal attributes. You can learn more about Ms. Hill on page 3. Please join me in welcoming Terri to the BBEC Team.

We are entering a new era of how business and education operate and interact. This change creates challenges, but also extraordinary opportunities. Our mission going forward is to foster creative and innovative approaches to the ways in which business and education collaborate while acting as a catalyst for change. We are looking forward to your continued support of this mission.

John P. Weidenhammer



FROM THE EXECUTIVE DIRECTOR

The year 2022 was a celebration for the Berks Business Education Coalition. It marked the 30-year anniversary of collaboration between business and education in our community. The organization also announced the retirement of its third executive director, **Dr. Solomon Lausch**. Programs for 9th graders such as: *Higher Education* visits and *Students Interacting with Business* allowed students to see and experience what their life pathways could be after graduation. *insideBerksbusiness* brought teachers into businesses so that they could learn about different opportunities for students and the application to what's taught in the classroom. These programs blazed new trails when they were introduced, not only in our area but throughout our state. Berks County led the way and other counties soon followed our model.

After Dr. Lausch's retirement and before hiring a new director, **Connie Skipper** was brought in to not only manage the organization but also to conduct a survey with members and supporters. The survey results indicated that while the BBEC has done great work in the past, it's time to revisit our mission and make sure that the programs we have in place are the best solution. *More on page 4.*

We all know that things change and are changing at an accelerating rate, both in education and business. The BBEC and its supporters recognized that for the

organization to remain relevant, it needs to be adaptable. My vision for the BBEC is to honor its mission and legacy by building on what it does well: bringing business and education together to help students. I will foster more opportunities for leaders in both sectors to share problems and develop innovative solutions. Some solutions may already exist, and we just need to make them available; others will require building of new ideas.

An example is a program co-created with **Gary Seibert**, President of the Small Business Resource Association. The program, *Emerging Entrepreneurs Academy*, introduced a new pathway for students: Entrepreneurship. It was designed with the support of Career Ready Berks and successfully launched in 2022. This type of collaboration shows the power of partnerships, which we will encourage more of in the future. *More on page 8.*

By working together, we help our students prepare for life after graduation and create stronger communities.

I am very excited about the impactful possibilities that the BBEC has ahead. Moreover, I am looking forward to leading the organization as it builds on its legacy and continues to lead the way in developing innovative solutions.

I hope you'll join me!

Terri Hill

GET TO KNOW TERRI

SHE:

- is a "coal cracker" having graduated from Mt. Carmel Area HS, where her love of football was fostered. She moved to Berks County in 1986.
- plays piano and was a church organist at the age of 11.
- is a graduate of Penn State University with a B.S. in Secondary Education, Mathematics
- is a 20-year member and past-president of the Rotary Club of West Reading / Wyomissing.
- was district membership chair for Rotary District 7430 and was awarded the Presidential Membership Citation for her work.
- worked in sales, advertising and marketing for a variety of organizations.
- is a founding member of the Women Excelling chapter of the American Business Women's Association (ABWA) and was Woman of the Year for the chapter in 2022.
- is an avid reader.
- loves music and can be found on the dance floor wherever there's a band.
- annually (since 2015) joins in the Alzheimer's Walk with her family to honor her father.





bbec

Where do we go from here? SURVEY RESULTS

MISSION:

The mission of the Berks Business Education Coalition is to develop and to coordinate programs within the business and education communities which improve the competencies of students and ensure that they have the aspirations, skills, and knowledge to plan appropriately for their lives after high school.

GOALS:

1. Promote career awareness and development programs for students in Berks County.
2. Support member schools in the effort to improve basic academic performance.
3. Promote appropriate, differentiated interest in pursuit of post secondary education.
4. Facilitate continuing dialogue between, with, and among Pre-K, K-12, and higher education.
5. Support initiatives to assure that quality Pre-K education, ages 3-5, is available for all children in Berks County, in particular, for those from disadvantaged or at-risk backgrounds.
6. Provide for the viability and sustainability of Coalition programs and services.

During the past year, the BBEC board and interim director, **Connie Skipper**, conducted a survey of board members and community partners to better understand their perception of the organization and where it can go from this point.

Forty (40) individuals participated through electronic surveys and in-person, virtual, and phone interviews.

Below are the most common answers based on the question asked:

VALUE:

The BBEC creates a bridge between education and business and provides career readiness opportunities for students.

IMPACT:

The BBEC serves as a connector between schools and business across Berks County. The value add is specific to advancing student competencies and promoting lifelong learning.

PROGRAM

RECOMMENDATIONS:

Create ongoing opportunities for dialogue between business and school leaders where a problem is identified, solutions are generated, and an action plan is created; Bring county organizations with similar goals together to determine how each can complement the other.

EXISTING PROGRAM SUGGESTIONS:

Examine value and relevance of 9th grade tours which include both the Students Interacting with Business (SIWB) and higher education campus visits.

Most individuals surveyed had been involved in BBEC programs in one way or another.

The survey also contained ideas about moving forward, including:

- Create a forum whereby business and school leaders can come together to problem-solve
- Offer opportunities for business and school leaders to learn from each other
- Look at existing programs like Career Ready Berks and Total Experience Learning to see how BBEC can capitalize on them.

The final part focused on the characteristics for the new leadership.

This year, the BBEC plans to use the survey as a starting point for evaluating the current programs offered and their impact. A task force will be assigned to create the metrics and then brainstorm solutions which may mean tweaking the programs or creating new ones.

You can access the full survey results at www.berksbec.org/about-bbec



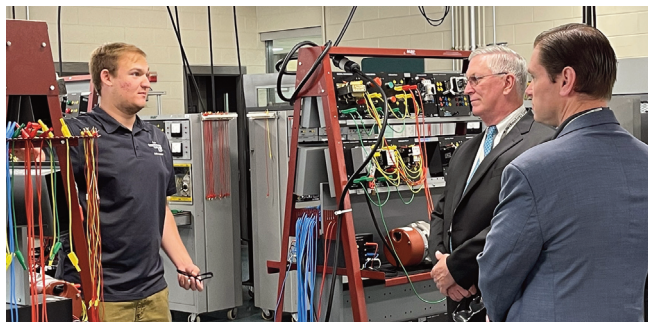
Celebrates 30 Years

Last May, more than 80 leaders in business and education joined together to celebrate the 30-year legacy of the BBEC. The event was hosted and catered for by the Berks Career & Technology Center West. During the time together, the history of the organization was honored. Founding community leaders, **Paul Roedel, Marlin Miller, Fred Hafer, Sam McCullough, and Rolf Schmidt**, recognized that there were opportunities for business and education to work together to help students be better prepared for life after graduation. The vision of these individuals was honored and the results over the years were highlighted. These included:

- **insideBerksbusiness program:** 500 educators in the workplace over 20+ years
- **BCIU and Career Ready Berks:** Introducing available pathways and careers to students.

- **Higher Education Campus Visits:** More than 34,000 students visiting local colleges over 16 years.
- **Student Interacting with Business:** In seven years, 27,000 9th graders visited local businesses.
- **Internships:** One of the fastest growing programs in the past five years; 15 of 18 Berks County high schools participate, with almost 21% of the senior year cohort participating.
- **Manufacturer's Resource Center:** *What's So Cool About Manufacturing?* and the development of the Dream Team in partnership with the BCIU. In its first year, the team gave 78 presentations to 1,649 students.

One of the highlights included Senator **Judy Schwank** awarding the BBEC with a citation recognizing its years of service.





Exeter Township Senior HS students visiting RACC.

Higher Education Campus Visits BY NINTH GRADERS

Kristen Marcinko, Director of Academic Partnerships at RACC

It has long been an honor for the staff of Reading Area Community College (RACC) to participate in campus visits sponsored by the BBEC. The goal is to introduce high school students to the many higher education opportunities available for them in Berks County. Institutions such as RACC, Albright College, Alvernia University, Kutztown University, and Penn State Berks, offer a wide variety of educational levels and pathways for prospective students. As the community's college, RACC eagerly awaits our annual spring campus visits. Through RACC's on campus visits, 9th grade students are provided with a campus tour, a student-lead question and answer panel, as well as a career services activity.

RACC staff members engage students in interactive dialogue around the many academic programming options available to them. This programming includes

early college programs such as dual enrollment, early admissions, and *Technical & Teacher Academy* partnerships with local career and technology centers. They also provide students with information about their associate degree programs, certificate programs and career training programs. Students are educated about the 120-plus programs that RACC has to offer.

Students enjoy hearing directly from RACC students about their college experience and academic journey. These valuable visits introduce younger students to Berks County higher education in a fun, safe, and enjoyable way. Likewise, offering this experience to all 9th graders in the county allows every student to get the same experience, a gateway to further college and career exploration.

Students: Higher Ed Visits

SCHOOL	9TH GRADERS	NUMBER WHO PARTICIPATED
Antietam M/S HS	90	46
Boyertown Area Sr. HS	577	488
Brandywine Heights Area HS	117	63
Daniel Boone Area HS	239	191
Exeter Sr. HS	300	275
Fleetwood Area HS	231	197
Kutztown Area Sr. HS	115	97
Muhlenberg HS	406	365
Oley Valley HS	124	110
Schuylkill Valley HS	166	140
Tulpehocken Area Jr./Sr. HS	107	91
Twin Valley HS	274	228
Wilson HS	531	458
Wyomissing Area Jr./Sr. HS	158	158
TOTALS	3,435	2,907



insideBerksbusiness (iBb) – A program introducing teachers to local businesses has impact in classroom and abroad.



inside **BERKS** business

In 2016, in Pamplona, Spain, I traveled to the running of the bulls alone. On a sold-out train home, I sat next to a Spanish man who was injured during the event. During the ride, we quickly became friends. Before arriving at our destination, I had invited his 15-year-old sister Laura to visit me in the U.S. That summer, I had completed my third internship of insideBerksbusiness (iBb) with the Reading Fightin’ Phils, and three hours after arriving in the U.S., Laura was the junior announcer on the jumbotron in front of a crowd of Reading baseball fans. Her smile lit up the stadium.

iBb enables educators and businesses to make meaningful connections and foster lifelong memories. Educators from all Berks County schools gather in August to listen to their colleagues share presentations of their internships. I learned that MetEd often donates their used laptops, and serving on the board of Miss Teen Reading, we were able to provide refurbished laptops for pageant finalists.

iBb creates a network of educators, businesses, and non-profit groups that make a difference in our community. As a Spanish teacher, my first two internships were spent with the Spanish-speaking community. At the Daniel Torres Hispanic Center, I served lunch in the senior citizen center and returned later with my Spanish Summer Immersion students. I also interned at Olivet’s Boys and Girls Club,

and was amazed at the positive impact neighborhood clubs have on the kids in the community.

I also had rewarding internships and visits at East Penn Manufacturing/Deka, Berks Conservation District, GoggleWorks Center for Arts, Penn State Berks LaunchBox, and Berks Arts. The connections I made at Berks Arts resulted in creating a student internship.

insideBerksbusiness has evolved and now participants do internships in groups and visit multiple businesses. This allows teachers to connect and work together, creating both a presentation and lesson plans based on the experience.

insideBerksbusiness serves as a bridge between schools and businesses. The reach of a teacher is limitless. We can connect students with businesses that align with their interests. Teachers are also able to foster relationships with businesses and non-profit organizations to provide student volunteers and interns to help better our community through service.

I am grateful to the Twin Valley School District administration, the business community, and the BBEC for making this program possible. I would encourage all Berks County educators to take advantage of these internship opportunities to expand their network and learn more about local businesses and all they have to offer.

Sara Peek, Spanish Teacher, TVSD

34

Educator Interns

15
BUSINESSES

PARTICIPATED FROM
AUGUST 2–4, 2022.

Our thanks to the businesses that participated in our 2022 program.

- Alcon Research
- American Crane
- Berks Arts
- Berks County Department of Agriculture
- Berks LaunchBox powered by Penn State
- Co-County Wellness Services
- East Penn Manufacturing/Deka
- Fulton Bank
- Gage Personnel
- GoggleWorks Center for the Arts
- Herbein and Company
- Lords & Ladies Salon & Medical Spa
- NAI Keystone Commercial and Industrial
- Spotts, Stevens, & McCoy
- Tower Health Reading Hospital
- Weidenhammer
- Yocum Institute for Arts



Emerging Entrepreneurs Academy

One of the reasons **Terri Hill** was considered for the role of Executive Director was because of a program she co-created with the help of Career Ready Berks (CRB). **Gary Seibert** and Terri launched the Emerging Entrepreneurs Academy in the summer of 2022 after CRB contacted Gary, CEO of the Small Business Resource Association, about providing internships. He noticed that there wasn't a pathway for entrepreneurship and decided to design a program to do just that.

Terri and Gary worked together for nine months and then successfully ran a six-week program with 12 students representing six school districts. Three weeks were spent in workshops where more than 70 business owners shared

the ins and outs of owning a business. The remaining three weeks provided students with a behind-the-scenes look at a small business that matched their interest. It was a powerful experience.

One student was certain that he wanted to own a nursery, until he worked at one. He just couldn't bear working in the heat of the summer. Another student was told by family that her only path to success was to marry well. Through her internship she discovered that she was good with numbers and was offered a position in an accounting department. She is now confident that she has the power to control her destiny.

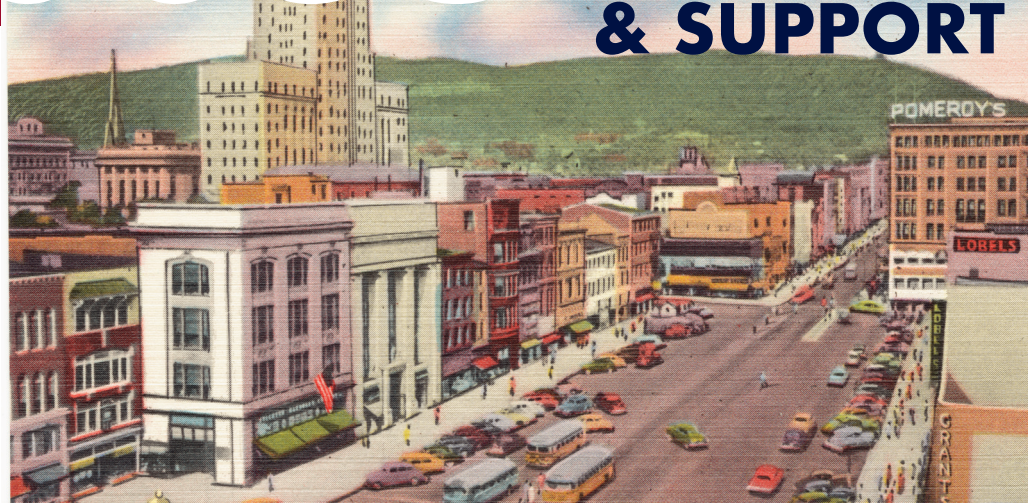
Our goal for 2023 is to expand our reach to 36 students throughout the county.



Want to learn more?
Hear from the students
by scanning the
QR code.

bbec

MEMBERSHIP & SUPPORT



Albright College
 Alcon Research Limited
 Alvernia University
 Antietam School District
 Arkema
 Berks Career & Technology Center
 Berks County Agricultural Center
 Berks County Intermediate Unit
 Berks County Workforce Development Board
 Brenntag Northeast, LLC
 Brentwood Industries
 Boyertown Area School District
 Brandywine Heights Area School District
 Cambridge-Lee Industries, LLC
 Carpenter Technology Corporation
 Catherine V. & Martin W. Hofmann Foundation
 Conrad Weiser Area School District
 Customers Bank
 Daniel Boone Area School District
 Diocese of Allentown
 DoubleTree by Hilton Hotel
 East Penn Manufacturing Company, Inc.
 Electro Space Fabricators

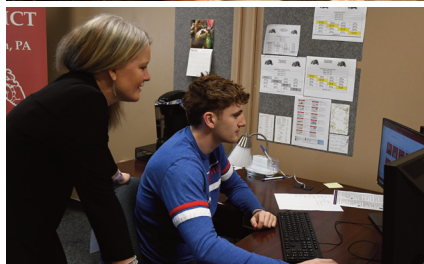
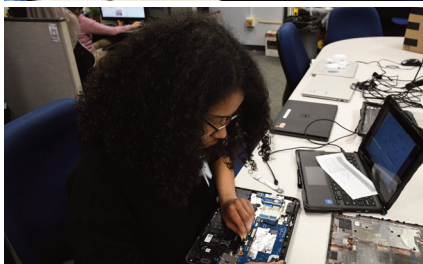
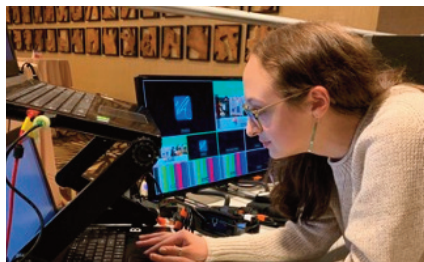
EnerSys
 Exeter Township School District
 Family Guidance Center
 First Energy Foundation
 First Priority Bank
 Fleetwood Area School District
 Fulton Bank
 Gage Personnel
 Good Life Companies
 Governor Mifflin School District
 Greater Reading Chamber Alliance
 Hamburg Area School District
 Helping Harvest
 Herbein+Company, Inc.
 Jerlyn Foundation
 Kutztown Area School District
 Kutztown University
 M&T Bank

Marlin Miller, Jr. Family Foundation
 Met-Ed, A FirstEnergy Company
 Mitsubishi Chemical Advanced Materials
 Muhlenberg School District
 NAI Keystone
 Newcastle Lawn & Landscaping
 Oley Valley School District
 Penn State Berks
 Penn State Health St. Joseph Medical Center
 Penske Truck Leasing Co.
 Radius Corporation
 Reading Area Community College
 Reading Muhlenberg Career & Technology Center
 Reading School District
 Schuylkill Valley School District

Seakeeper, Inc.
 Sealstrip Corporation
 Solo Laboratories
 Spotts, Stevens, and McCoy
 Tompkins Community Bank
 Tower Health
 Tulpehocken Area School District
 Twin Valley School District
 UGI Energy Services
 UGI Utilities, Inc.
 Viwinco Windows
 Weidenhammer
 Wilson School District
 World Affairs Council of Greater Reading
 WORLD electronics
 Wyomissing Area School District
 Wyomissing Foundation



internships



In its eighth year, with the support of the community, county coordinators, and administration, the Wilson High School Internship Program is continually growing. This experience benefits all involved. Internship host, **Dr. Stephanie Becker**, Wyomissing Animal Hospital, stated, “The Internship Program at Wilson has allowed students to learn in an environment they otherwise might not have the opportunity or inclination to do on their own. They’ve been an asset to our organization and a pleasure to mentor.” **Julia Adilman**, intern with VA Productions, has gained a ton of hands-on experience in film production. Julia said, “Having an internship with a video and event production company has helped me realize that working in film and theater is definitely something that I want to do and what I want to go to school for.”

Businesses have an opportunity to meet the future workforce and guide them. Internships allow students to learn fundamental employment skills while observing the intricacies of career paths. Beyond skills required by the job, interns also see how professionals interact, the culture, pace, stresses, and successes of the workplace. Students have opportunities to hone soft skills, network, and gain new perspectives. This leads to more confidence and can be life changing. For some, it reinforces their dream, and for others it causes them to change paths. Both have tremendous merit. Internship host, **Dr. Dipak Patel**, The Medicine Shoppe Pharmacy, sees this value. He said, “It’s a great honor to be able to give back by giving early exposure to high school interns. I had a lot of mentors, so it feels great to give back. Our duty is to expose them to the pharmacist world. The biggest

continued on page 11

Photos top to bottom: **Lillian Glaze**, Wilson IT Department; **Ari Hayes**, Wilson IT Department; **Briana Schroll Woods**, US Army Corps of Engineers; **Caroline Long** and **Glenn Harder**, Reading Regional Airport; and **Savanna Meredith**, D&B Construction.

Photos top to bottom: **Julia Adilman**, VA Productions; **Karen Troutman** and **Aidan Melograna**, Wilson Public Relations; **Maddie Wilczynski**, D&B Construction; **Ava Schnoor**, Wilson Media Productions; **Madison Cunningham**, (second from the left), and **Ava Amato**, The Medicine Shoppe (far right.)

continued from page 10

contribution is when they realize that pharmacy is not for them, saving them time and money.” **Ava Schnoor**, intern with Wilson Media Productions, noted that “Through the Wilson Media internship, I learned how to problem-solve my way through the various challenges. It has introduced me to many different career paths in the fields of media and film.”

When asked how their internship has influenced their future, **Aidan Melograna**, intern with WHS Director of Public Relations, stated “It has made it clear that I would like to be in the world of sports media in the future!” **Mason Weller**, intern with Berks Nature said “By being exposed to all the different kinds of work that Berks Nature does, it has helped me find out what work I enjoy doing and what work I don’t like.” **Maddie Wilczynski**, intern with D&B Construction, mentioned that “At the start of my internship, I wasn’t sure whether I wanted to go into engineering or architecture, but getting to learn more about what an architect does and designs, I now know I want to do residential architecture.” Prior to her internship, Maddie did not realize the impact not showing up for work has on everyone else.

Internships provide students the chance to learn about aspects of employment that they do not have enough experience to consider or question. They discover hidden employment opportunities and career paths, give students a reason to stay or return to the area, and contribute to the local economy. Guided work-based learning experiences are a win-win for students, the community, and the local workforce.

Stefanie Wagner,
Internship Coordinator, WSD



Rebecca Herrmann, a Tulpehocken Area School District senior, had considered a career in physical therapy for quite some time. This interest developed through her own experiences in physical therapy, a love for helping others, and a highly academic career focus. One day last school year, Rebecca saw a work-based learning poster of a student interning with Western Berks Physical Therapy hanging in the hallway. She came into my office and asked if she could have a similar first-hand experience. Her request became a reality.

Rebecca completed a 60-hour unpaid internship with **Dr. Morgan McCammit** at Western Berks Physical Therapy in West Reading. Rebecca was able to observe a physical therapist, learn about techniques that were used, interact with patients, sanitize equipment, and clean up after appointments. During treatments, Dr. McCammit would explain what she was doing



TULPEHOCKEN
area **SCHOOL**
DISTRICT

and why. She would challenge Rebecca to research conditions, injuries, and the body. Rebecca spent time studying the ACL and how it worked since it is a common injury.

This work-based learning experience confirmed Rebecca’s desire to become a physical therapist. “I really enjoyed getting to know the job I’m planning to study and shadowing a mentor who was happy to take me under her wing and teach me what her job is like, and what mine may look like in the future,” stated Rebecca at the conclusion of her experience. Not only did the internship help Rebecca in her choice of career, but it also gave her a valuable experience to include on her resume and applications which is a requirement for Physical Therapy doctorate programs. Rebecca was a great intern. She worked well with patients and was a tremendous help on busy days. She made connections with the staff at Western Berks Physical Therapy which will prove helpful as references and future colleagues. They would welcome her back at any time.

Lydia Beck, M.Ed.
K-12 Career Specialist, TASD

CW internships

The Internship Program at Conrad Weiser High School has grown tremendously over the past five years. I've had the honor to watch our students become more marketable as they explore their career field, gain hands-on experience, and network with professionals in the field.

The school and businesses in the community realize we must work together to shape our students into valuable employees

for the workforce. Our mentors share their industry knowledge and also important life lessons. They truly have an interest in helping our students succeed.

Completing a high school internship allows students to step outside their comfort zone while learning from professionals in the community. The growth they achieve because of the unconventional learning method is unparalleled and results in amazing outcomes for their futures. Following are a few testimonials of the power of internships at Conrad Weiser High School.

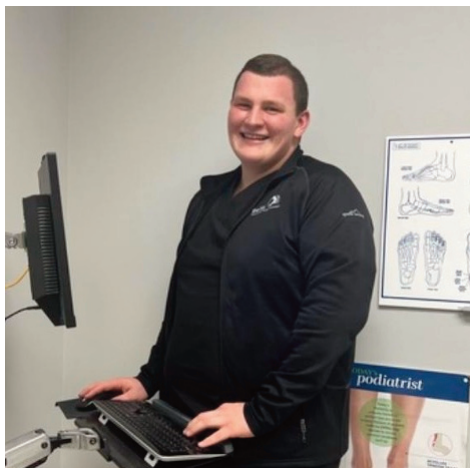
Lynne Angstadt,
Career Internship Coordinator,
CWASD



Alex Snyder: Learning important industry tools and building a portfolio

As an intern at Reading Bakery Systems, senior **Alex Snyder** is becoming versed in the use of the Solid Edge Design Software. Working alongside engineer **Kevin Bowes**, Alex has taken part in several projects using CAD software. He has not only gained hands-on experience in the

engineering field, but has observed the workings of a large engineering department and is building a robust portfolio of projects for the future. Alex is currently designing a part, converting it from a 2D model to a 3D model. He plans to attend Penn State Berks to major in Engineering this fall.



Jacob Fox: Building his resume and professional skills to become more marketable

Jacob Fox interned during his junior year at Berks Foot and Ankle Associates (BFAA) reporting to mentor **Dr. Megan Shannon**. Jacob observed physicians and had the unique opportunity to shadow **Dr. Jeffery Zimmerman** in various podiatry related cases. He also filled a vital role preparing patient rooms and handling front-desk triage calls. While learning these important medical skills, Jacob also brushed up on many professional skills that are

crucial in today's work environment, including effective communication with patients/colleagues and strong decision-making skills.

As a result of his excellent work, Jacob was hired by BFAA and has become an important team member. Jacob has expanded his medical experience and was accepted into the Reading Hospital Internship Program during his senior year. He is currently interning in the Emergency Department at Reading Hospital and will attend college next year at St. Joseph's University, majoring in Pre-Medicine.

Reghan Hamilton: Setting herself apart from her peers and learning if the career is right for her



Senior **Reghan Hamilton** is learning that a career in cosmetology is exactly what she dreamed of. She is interning with **Sarah Marshall**, owner of The Hair Studio in Robesonia, and is learning what it takes to operate a full-service salon, including marketing, social media, customer service and daily salon upkeep/maintenance. Reghan plans to attend Empire Beauty School this fall. This experience is giving Reghan a jump-start on building the skills needed to succeed in the field.

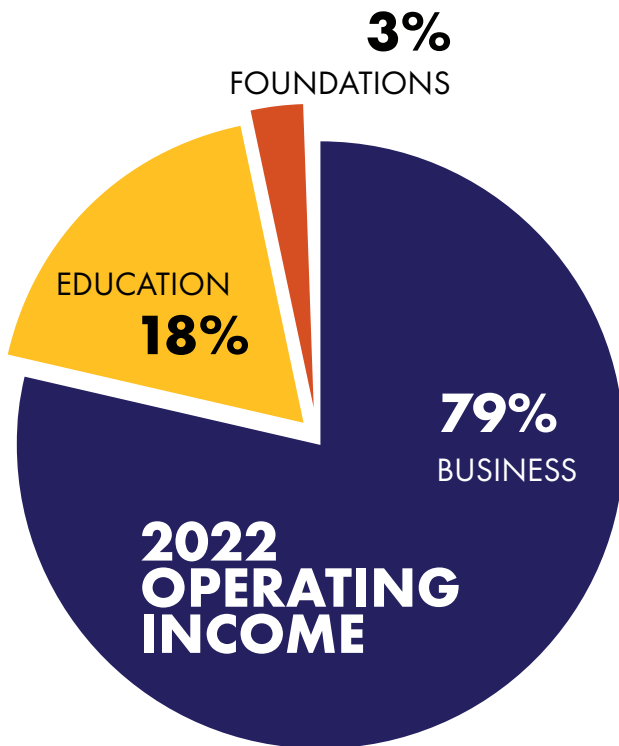
INTERNSHIP PLACEMENTS | FALL 2022

Nysia Sterious is interning her senior year with **Amber Topieniak**, Human Resources (HR) Generalist at Riverfront Federal Credit Union. She has assisted with projects in the HR Department this year and has learned about the field while discussing options with her amazing mentor. Nysia was undecided about her career path in the business field before beginning her internship. After working with her mentor, Nysia has gained a love for the HR field and looks forward to attending West Chester University to major in human resources and business this fall.



Nysia Sterious: Networking with professionals in the field

School	Seniors	External	Internal
Boyetown Area Sr. HS	494	11	40
Brandywine Heights Area HS	128	11	3
Conrad Weiser HS	175	46	14
Daniel Boone Area HS	273	20	23
Exeter Township Sr. HS	310	26	90
Fleetwood Area HS	228	8	1
Governor Mifflin Sr. HS	414	76	15
Hamburg Area HS	170	7	2
Kutztown Area Sr. HS	423	4	6
Muhlenberg HS	366	2	4
Oley Valley HS	136	11	0
Reading HS	979	128	0
Schuylkill Valley HS	153	1	32
Tulpehocken Area Jr/Sr HS	105	28	7
Twin Valley HS	247	46	30
Wilson HS	488	137	36
Wyomissing Area Jr/Sr HS	141	9	17
Totals	5230	571	320



FINANCIAL REPORT

OPERATIONS 2021 2022

Operating Income:		
Business	76,850	82,500
Education	18,200	18,900
Foundations	13,500	3,000
Grants	5,000	0
Interest on Savings	73	305
Total Operating Income	\$113,623	\$104,705

Salaries and Benefits	95,518	55,569
Other Operating Supplies & Expenses	21,634	45,682
Total Operating Expenses	\$117,152	\$101,251
Operating Gain (Loss)	(\$3,529)	\$3,454

Students Interacting with Business

2,057 STUDENTS
FROM 12 HIGH SCHOOLS PARTICIPATED IN SIWB NOVEMBER 14-18, 2022.

25

businesses participated in our 2022 program. Thank you!

2,115 STUDENTS FROM FIVE SCHOOLS
SPRING PROGRAM
APRIL 24 -28, 2023

Alcon Research, ATA Martial Arts, Bally Ribbon Mills, Berks Nature, Brentwood, East Penn Manufacturing, ElectroSpace, EnerSys, Gage Personnel, IBEW Local 743, LJ's Fitness, Lords & Ladies, Met-Ed FirstEnergy, MISCO Products, Mitsubishi Chemical, New Castle Lawn & Landscape, NPXONE, Packaging Corporation of America, Penn State Health St. Joseph's, Penske, PhytogenX, Reading Public Museum, Sealstrip, UGI, and Weidenhammer.

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forge

| fohrj | verb

create (something)
strong, enduring,
or successful

bbec

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