

TEAM PENNSYLVANIA

2018 - 2019
ANNUAL REPORT



STATE COMMUNITY

MESSAGES FROM OUR CO-CHAIRS

It is my pleasure to present Team Pennsylvania's 2018-2019 Annual Report. As you'll see in the pages that follow, we have many accomplishments to celebrate, from reaching over 70,000 students through the Career Readiness Mini-Grant projects, to hosting Agriculture Roadshows, to serving as co-chair of the Keystone Economic Development & Workforce Command Center.



All of this work has a common thread: it only happens as a result of a strong partnership between the public and private sectors. Along with my esteemed Co-Chair Governor Tom Wolf, we at Team Pennsylvania believe that government is at its best when business and industry have opportunities for input and collaboration and work together with the public sector. Only then can we advance Pennsylvania's competitiveness and economic prosperity.

Thank you – to our Board of Directors, to our partners, and to our investors – for being champions of our collective mission to ensure that Pennsylvania continues to advance, grow, and thrive.

Yours in Partnership,

Anthony Bartolomeo, P.E.
President & CEO, Pennoni
Co-Chair, Team Pennsylvania

It is my pleasure to serve alongside Team Pennsylvania to promote a healthy workforce and economy.

Education is the cornerstone of the commonwealth and a doorway to opportunity, and Pennsylvania thrives when our citizens are given the tools for success. Tackling the skills gap and creating a well-trained workforce requires government, schools, and industries to work together. Therefore, in February 2019, I signed an executive order to create the Keystone Economic Development and Workforce Command Center. Our commonwealth is on a comeback, and more people are working than ever before. However, businesses are hiring but cannot find trained workers to fill open jobs, which ultimately leaves people stuck in low-wage jobs with no training opportunities to advance. The command center expands the collaboration between government and the private sector to address the skills gap and worker shortages Pennsylvania has been experiencing. I invited Team Pennsylvania to serve as a co-chair for the command center so we can tackle the challenges we face in the commonwealth. By working alongside the Pennsylvania Departments of Community and Economic Development, Labor and Industry, Education, State, and Agriculture, we can build one of the strongest workforces in the nation to compete in a transitioning economy. By being bold and ambitious, we can make Pennsylvania a better place to live and work.

As Governor, and on behalf of all the citizens of the Commonwealth of Pennsylvania, I am delighted to work with Team Pennsylvania to make a brighter future for all Pennsylvanians. I look forward to our continued partnership and success.

Tom Wolf
Governor, Commonwealth of Pennsylvania
Co-Chair, Team Pennsylvania

EDUCATION



In partnership with the Pennsylvania Department of Education and the Pennsylvania Department of Labor & Industry, Team Pennsylvania is working to ensure
**that businesses have a career-ready workforce
and that students have the resources they need to succeed.**

2018 - 2019 CAREER READINESS MINI-GRANT PROJECT

In June 2018, the Pennsylvania Department of Labor & Industry (L&I) awarded Team Pennsylvania a grant for the second year in a row to fund career readiness projects across the state. School districts applied for up to \$5,000 to fund their career readiness activities with only two requirements: 1) partner with Local Workforce Development Boards (LWDBs), and 2) use labor market information to inform projects. Team Pennsylvania partnered with the Pennsylvania Association of Intermediate Units (PAIU) and Intermediate Units (IUs) across the state to review applications and select grantees, with \$20,000 to award in each of the nine regions in the commonwealth. Forty-one school districts from every corner of Pennsylvania received a Career Readiness Mini-Grant, and approximately 60% of those

districts were first-time awardees. In total, there were **78,473 students*** from kindergarten through 12th grade who participated in a Career Readiness Mini-Grant project, translating to a cost of just **\$3.06 per student**. These projects are not just about students participating in meaningful career readiness projects. By deepening the connection between education and our workforce development system, educators have improved their ties to the business community, better aligned their activities to true regional workforce needs, and used these newfound resources and partners to affect students beyond a single year's worth of participants. **The Career Readiness Mini-Grant initiative is an example of a true system change in action.**

BECAUSE OF THE CAREER READINESS MINI-GRANTS

95% of participating school districts noted that **school and district leadership are more informed about regional labor market trends**

87% of participating school districts noted that **partnerships with businesses have improved**

78% of participating school districts noted that **partnerships with educational institutions** have improved**

74% of participating school districts noted that **students are more informed about regional labor market trends**

WHAT DISTRICTS HAVE TO SAY

The most exciting thing that has come out of this project is our connection to an economic development group called Develop Tioga (formerly TCDC). They took this program to Shell Oil and Gas who is interested in funding this program on a county-wide level! We are planning to meet and discuss next year and this wouldn't have happened without the Team PA grant to start an initial expansion. It allowed us to build relationships and attract the interest of big industry. We are so grateful to Team PA and IU 17 for providing the funding and selecting us as recipients. It was exciting to reach over 300 students and walk them through an entrepreneurial process in our small rural area. We are a community of innovators and being able to teach these skills at a young age is vital to growth.

Amanda Capone
Southern Tioga School District

* One mini-grant project served all districts in the Carbon-Lehigh Intermediate Unit (CLIU 21) region, with almost 60,000 students participating.

** Such as Career and Technical Centers (CTCs), IUs, community colleges, trade schools, universities, etc.

BUSINESS GROWTH & DEVELOPMENT



Pennsylvania must remain competitive in attracting, retaining, and growing new business domestically and internationally. **Team Pennsylvania is able to utilize its unique role as a convener between its public and private partners** to deploy a variety of opportunities for business growth throughout the commonwealth.

KEYSTONE ECONOMIC DEVELOPMENT & WORKFORCE COMMAND CENTER

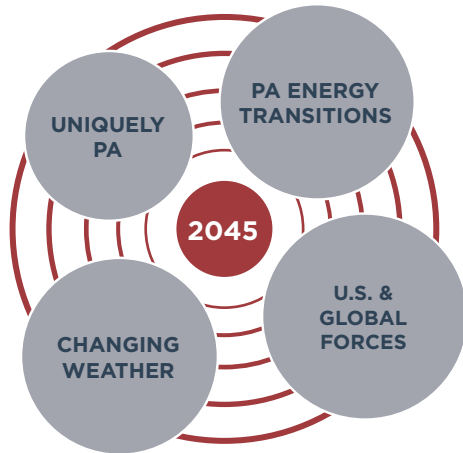
On February 19, 2019, Governor Tom Wolf signed an executive order establishing the Keystone Economic Development and Workforce Command Center, intended to bring about the necessary urgency to Pennsylvania's workforce challenges. Team Pennsylvania serves on the executive leadership team, along with the Pennsylvania Chamber of Business and Industry, the Pennsylvania American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), as well as multiple state agencies. Through this cross-agency convening, the goal is to better align job training programs and identify barriers to employment so people have the skills and opportunities for good jobs that Pennsylvania businesses need in order to compete and succeed.



ENERGY INITIATIVES

COLLISIONS AND TRANSITIONS

How might Pennsylvania's energy system evolve over the next 25 years?



And what might it mean for Pennsylvanians?

Over the past two years, we have convened stakeholders in the energy arena, including several sessions facilitated by Shell's Scenario Planning Team, to answer the question, "How might Pennsylvania's energy system change in the next 25 years, and what does it mean for Pennsylvanians?"

Using information and feedback from those sessions, the stakeholder group developed multiple scenarios for how Pennsylvania's energy outlook could unfold in the future. It is important to note that we are not creating policy or developing a plan; rather, we identify a common set of assumptions and facts to help guide those exercises.

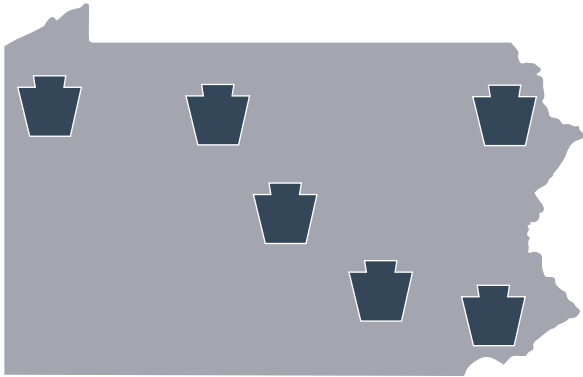
The Pennsylvania Department of Community & Economic Development (DCED) and Shell together rolled out the final scenarios narrative. Our next phase of this project is to "train the trainer." Our first event was held on June 13th for trainers to learn how the scenarios can be used for planning and policy development, as well as how to spread the word about this work.

AGRICULTURE



By working together, Pennsylvania's Department of Agriculture and Team Pennsylvania will advance Pennsylvania's agriculture sector and **grow the commonwealth's presence** in regional, national, and global marketplaces — ensuring this industry remains a vibrant part of our state for generations to come.

AGRICULTURE ROADSHOW: ECONOMIC IMPACT RESULTS AND RECOMMENDATIONS



Regional Events Locations

Team Pennsylvania presented the “Results and Recommendations Roadshow” by partnering with local economic development partners and the Partnerships for Regional Economic Performance (PREP) to host events to discuss the results of the “Pennsylvania Agriculture: A Look at the Economic Impact and Future Trends” report and agriculture’s role in a regional context.

The events provided Team Pennsylvania, leadership from the Pennsylvania Department of Agriculture, local industry representatives, and economic development professionals an opportunity to meet and discuss the six strategic recommendations from the report as well as regional experiences and efforts underway. A presentation at the annual Pennsylvania Economic Development Association meeting allowed for engagement at the state level to speak specifically about agricultural-focused development endeavors and state resources.

INNOVATION START-UP SHOWCASE AT PA FARM SHOW

Team Pennsylvania assisted the Pennsylvania Department of Agriculture in hosting six Pennsylvania-based innovative agriculture start-up companies for three days at the 2019 PA Farm Show.

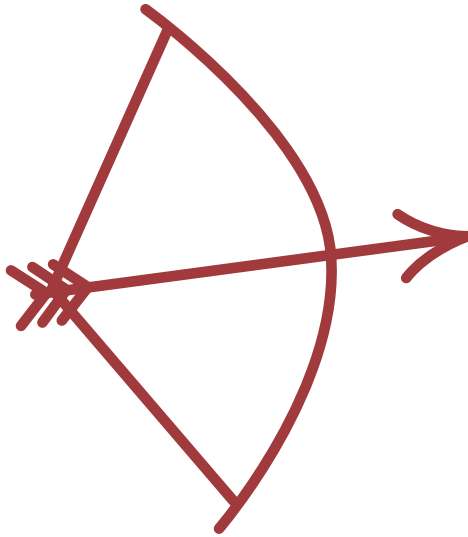
The Innovation Start-Up Showcase supported strategic recommendations and key trends from the Economic Impact Report, including supporting efforts to expand agricultural infrastructure. Further, the showcase increases the awareness of Pennsylvania-based agritech innovators and their innovations in an effort to encourage adoption of processes that increase efficiency and productivity at the farm level.

DAIRY DEVELOPMENT

In partnership with the Center for Dairy Excellence, Team Pennsylvania coordinated several dairy initiatives:

- In December 2018, processors, milk handlers, and farmers attended the Pennsylvania Dairy Innovation Forum to learn about current product innovations and trends in the industry. Some attendees were inspired and empowered to apply for grants through the PA Dairy Investment Program.
- In October 2018, Team Pennsylvania attended World Dairy Expo in Madison, WI to research the commonwealth’s return on investment from future participation at the show.
- Team Pennsylvania assisted the Center for Dairy Excellence in guiding 32 dairy leaders from academia and public and private sectors through a dairy strategic planning session. The session identified strategies and priorities for action within Pennsylvania’s dairy industry.

WORKFORCE DEVELOPMENT



Team Pennsylvania recognizes that a healthy economy depends on a healthy workforce. We listen to the needs of business and industry, and ground our work in aligning our education, workforce, and economic development systems.

HEINZ POLICY INNOVATION LAB

Carnegie Mellon University's Heinz School of Public Policy & Management ranks as one of the world's top public affairs graduate schools with world-renowned faculty, 50 years of experience, and a tradition of applying quantitative rigor to policy problems. As a long-standing Team Pennsylvania investor and member of the Board of Directors, CMU was uniquely positioned to connect its students, faculty, and resources with the commonwealth's public sector challenges.

Enter the Heinz Policy Innovation Lab, a pilot graduate-level course for the second half of the Spring 2019 semester offered at the Heinz School of Public Policy & Management. Team Pennsylvania worked closely with policy-level leadership at the Departments of Community & Economic Development, Education, Labor & Industry, and Agriculture, as well as the Governor's Policy Office, to identify current issues that groups of graduate-level students could address. During the eight-week course, 27 students worked on eight different projects.

Partway through the course, the students visited Harrisburg to meet with policy leaders across the participating agencies and the Governor's Policy Office, and they also took a tour of the Capitol. The final versions of the projects are now in the hands of public sector leadership who can use those end products to the extent that they choose, but they will not be shared publicly.

POSITIVE OUTCOMES

THE COMMONWEALTH OF PA

- Leveraged expertise without incurring cost
- Built agency capacity while minimizing management oversight
- Received policy ideas and solutions to a range of challenges
- Identified talent for potential future employment

HEINZ SCHOOL

- Deepened and broadened student understanding of state-level policy problems
- Provided students with a real-world opportunity to apply their knowledge/skills
- Created a pipeline for students to policy roles in Pennsylvania state government
- Worked across multiple policy areas, from education to agriculture to energy

NEXT GEN SECTOR PARTNERSHIPS

Next Gen Partnerships are a sector-based strategy for industry-led workforce and economic development in a labor market region. Since launching in 2017, there are over 20 partnerships across Pennsylvania, and Team Pennsylvania has consistently deployed resources to support this nationally recognized model.



...I got a better understanding of what a Next Gen partnership was, which was, '...We want you to be part of a group of other manufacturers who sit at the center of the table to help us figure out how WE help YOU.' Everything changed. I started being introduced to and meeting manufacturers I did not know existed, because they were in completely different industries doing completely different things... Now, those manufacturers are suppliers to me, people I didn't know existed before... And our public partners? They are looking at us now at a regional level... because now there's a regional idea of what we need to do as a large group of manufacturers; we've all coalesced and said if we... work together to make sure that we're delivering [services and programs] the right way - things will change. What's amazing to me is how fast they have changed.

Ronn Cort,
COO & President, SEKISUI SPI
Co-Chair, Central Pennsylvania
Manufacturing Partnership



2018 - 2019 BOARD OF DIRECTORS

Pedro Anes

President,
Inpact Learning, LLC
Scranton, PA

Anthony Bartolomeo, P.E.¹

President & CEO,
Pennoni Associates, Inc.
Philadelphia, PA

James Becker

President,
PEDA
Harrisburg, PA

David E. Black

President & CEO,
HBG Regional Chamber & CREDC
Harrisburg, PA

Honorable John Blake

Senator,
Pennsylvania State Senate
Scranton, PA

Heather Chandler

President,
Sealstrip Corporation
Gilbertsville, PA

Honorable Dennis Davin

Secretary,
Dept. of Community & Economic Development
Harrisburg, PA

Vincent J. Delie, Jr.

Chairman, President & CEO,
First National Bank Corporation
Pittsburgh, PA

Lisa Dell'Alba

President & CEO,
Square One Markets Inc.
Bethlehem, PA

Wendie DiMatteo Holsinger³

CEO,
ASK Foods, Inc.
Palmyra, PA

Joseph A. Fitzpatrick, Jr.

Founding Member & Shareholder,
Fitzpatrick Lentz & Bubba, P.C.
Center Valley, PA

Honorable Matthew Gabler

Representative,
Pennsylvania House of Representatives
DuBois, PA

Thomas B. Hagen³

Chairman & Owner,
Custom Group Industries
Erie, PA

Bruce A. Heugel

Senior Vice President & Chief Financial Officer,
B. Braun Medical Inc.
Bethlehem, PA

Farnam Jahanian, Ph.D.

President,
Carnegie Mellon University
Pittsburgh, PA

Bobbi Kilmer

President & CEO,
Claverack Rural Electric Cooperative
Wysox, PA

Honorable Patty Kim

Representative,
Pennsylvania House of Representatives
Harrisburg, PA

David M. Kleppinger²

Chairman Emeritus,
McNees Wallace & Nurick LLC
Harrisburg, PA

Jason Klipa

Director of Public Affairs & Government Relations,
Walmart
Hummelstown, PA

Michael Kraft

Senior Vice President & Technical Counsel,
Textron Systems
Williamsport, PA

Thomas J. Lynch

Chairman,
TE Connectivity
Berwyn, PA

H. Glenn "Bub" Manning

Former Principal,
Quandel Construction Group, Inc.
Harrisburg, PA

Dr. Kenneth M. Mash

President,
APSCUF
Harrisburg, PA

2018 - 2019 BOARD OF DIRECTORS

Linda Moss

Regional President,
Metropolitan Edison Company
Reading, PA

Morgan K. O'Brien

President & CEO,
Peoples Natural Gas
Pittsburgh, PA

Honorable W. Gerard "Jerry" Oleksiak

Secretary,
Dept. of Labor & Industry
Harrisburg, PA

Honorable Russell C. Redding

Secretary,
Dept. of Agriculture
Harrisburg, PA

Jay Ridder

Coordinating Partner,
Ernst & Young
Philadelphia, PA

Julian Ritchey

U. S. Head of Vaccine Public Affairs & Advocacy,
Sanofi Pasteur
Swiftwater, PA

Honorable Pedro A. Rivera

Secretary,
Dept. of Education
Harrisburg, PA

John Robinson

Vice President,
Air Products & Chemicals, Inc.
Allentown, PA

Doug Rohrbaugh

Founding Partner,
Crabtree, Rohrbaugh & Associates Architects
Mechanicsburg, PA

JoAnne Ryan

President & CEO,
Alpha Precision Group
St. Marys, PA

Honorable Mario Scavello

Senator,
Pennsylvania State Senate
Tannersville, PA

Scott Sechler

Chairman & President,
Bell & Evans
Fredricksburg, PA

Melissa Shafer

Assistant Vice President of Government Relations
& Community Affairs,
St. Luke's University Health Network
Bethlehem, PA

Don Siegel

Former International Vice President,
IBEW 3rd District
Coraopolis, PA

Art Stephens

Managing Director,
Deloitte
Harrisburg, PA

Stephen S. Tang, Ph.D.

President & CEO,
OraSure Technologies, Inc.
Bethlehem, PA

Dionne Wallace Oakley

Executive Vice President of Human Resources
& Strategy,
Erie Insurance Company
Erie, PA

Michael Walton

CEO,
Jamestown Coating Technologies
Jamestown, PA

Brent A. Ward

President & CEO,
Integrated Fabrication & Machine, Inc.
Greenville, PA

Karen Winner Sed ³

CEO,
Winner International, Inc.
Sharon, PA

Honorable Tom Wolf¹

Governor,
Commonwealth of Pennsylvania
Harrisburg, PA

Susan Yee

CEO,
Active Data
Bethlehem, PA

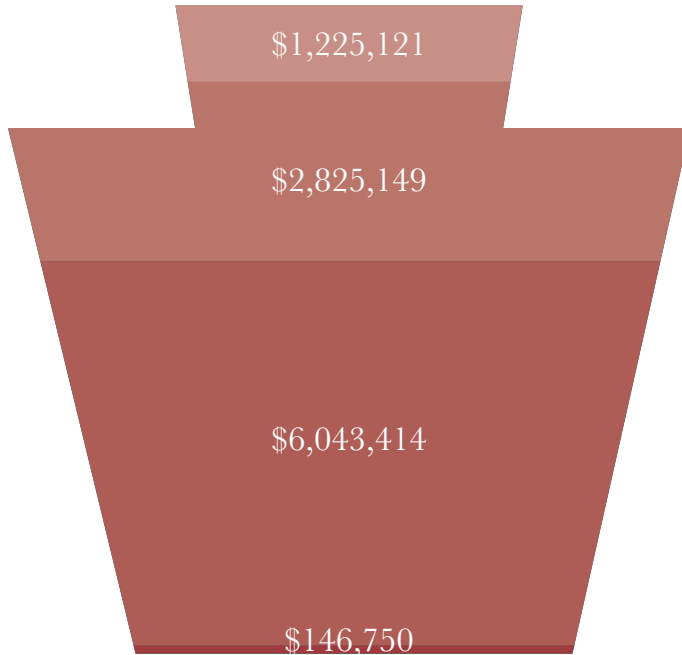
¹ Co-Chair; ² Secretary; ³ Director Emeritus

FINANCIALS

AVAILABLE FUNDS

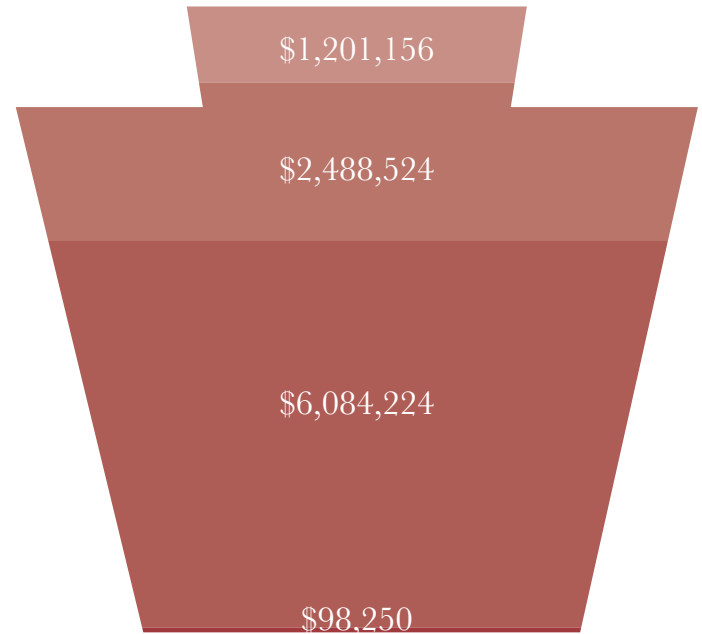
2017 - 2018 total

\$10,240,434



2018 - 2019 total*

\$9,872,154



UNRESTRICTED



PROGRAM-SPECIFIC



ENDOWMENT



OTHER INVESTMENTS

**based on unaudited financials*

INVESTORS

1st Summit Bank	First National Bank	PEDA
AccuWeather	FirstEnergy Corp.	Pedro Anes
Active Data	Fitzpatrick Lentz & Bubba, P.C.	Pennoni Associates, Inc.
Air Products & Chemicals, Inc.	Gannett Fleming	Peoples Natural Gas
Alpha Precision Group	High Companies	Quandel Constuction Group
APSCUF State Office	IBEW Third District Office	Sanofi Pasteur

////////////////////////////////////

“Integrated Fabrication & Machine, Inc. supports Team Pennsylvania’s mission to strengthen Pennsylvania’s workforce and contribute to a growing economy. We believe our financial investment in the organization not only supports the greater good of the commonwealth, but also our business and community.”

Brent Ward, President & Owner of Integrated Fabrication & Machine, Inc.

////////////////////////////////////

B. Braun Medical Inc.	Insight Partners	Sealstrip Corporation
Claverack Rural Electric Cooperative	Integrated Fabrication & Machine, Inc.	Square One Markets Inc.
Crabtree Rohrbaugh & Associates Architects	Liberty Property Trust	St. Luke’s University Health Network
David E. Black	Jamestown Coating Technologies	Team Pennsylvania, Employee Gift
Erie Insurance Company	Lycoming Engines	The JDK Group
Ernst & Young, LLP	McNees Wallace & Nurick LLC	Wilkes University
	OraSure Technologies, Inc.	Winner International, Inc.

WORKING. TOGETHER.

TEAM
PENNSYLVANIA

240 N. 3rd Street, 2nd Floor
Harrisburg, Pennsylvania 17101

TeamPA.com • 717.233.1375 • @TeamPA