WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

2025 2026

BUILDING OUR FUTURE WORKFORCE

ANNUAL IMPACT REPORT

OUR MISSION

To invest in the future of the building industry through strategic partnerships and opportunities.

OUR VISION

Through education, training, and awareness, we will build connections between students and local professionals in the building trades industry.

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

A YEAR OF GROWTH

Building Opportunity. Strengthening the Workforce.

This year marked an exciting period of growth for the Workforce NOW Foundation. Through expanded partnerships, increased funding, and new programming, we continued connecting students, adult learners, and employers while strengthening York County's construction workforce.

Together with educators, contractors, community organizations, and generous supporters, we provided hands-on experiences, industry-recognized credentials, and meaningful career exploration that prepares individuals for successful futures in the skilled trades.

BY THE NUMBERS

- **303 High School Students Served**
- **44 Adult Participants Trained**
- **25 Pre-Apprenticeship Graduates**
- **75 Industry Credentials Earned by Pre-Apprentices**
- **18 Career Fair Employers**
- **14 School Districts Actively Involved**
- **$285,500 Grant Funding Secured**
- **$43,000 EITC Contributions**
- **$7,750 Scholarships Awarded**
- **12 Annual Sponsors**
- **60+ Applications for 30 Pre-Apprenticeship Seats**

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

LETTER FROM
THE BOARD PRESIDENT

As I begin my term as Board President, I am honored to build upon the strong foundation that so many have helped create. Having been part of Workforce NOW since its inception in 2018, I have seen firsthand the impact we can make when industry, education, and community partners work together.

This past year, the YBA Workforce NOW Foundation continued to create meaningful opportunities for students and adult learners to explore careers in the skilled trades. Through innovative workforce development programs and strong partnerships, we are helping build the next generation of construction professionals while strengthening our local workforce.

These accomplishments are only possible because of the generosity and commitment of our sponsors, donors, volunteers, employers, and community partners. Thank you for believing in our mission and investing in the future of our industry.

As we look ahead, I am excited to continue growing the Foundation through sustainable funding, stronger partnerships, and increased community engagement. Together, we will continue creating opportunities that change lives and strengthen our region.

Thank you for your continued support.

ED HESSON
President, Board of Directors
York Builders Association Workforce NOW Foundation, Inc.

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

FROM THE EXECUTIVE DIRECTOR

As I reflect on the past year, I am incredibly grateful for the people and organizations who believe in the mission of the YBA Workforce NOW Foundation. Because of your support, we continue to create meaningful opportunities that connect individuals with careers in the building industry while helping address our region's workforce needs.

This year has been one of growth, collaboration, and impact. Together with our partners, educators, employers, volunteers, and donors, we've expanded programs, celebrated student and adult learner success, and strengthened the pathways that lead to rewarding careers in construction.

While I'm proud of what we've accomplished, I know our work is far from finished. The demand for skilled workers continues to grow, and so does the opportunity to make a lasting difference. Thank you for investing in our mission and helping us build a stronger workforce and stronger communities, for years to come.

With gratitude,

MELISSA LONGENBERGER
Executive Director, Staff
melissa@ybaworkforcenow.org

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

BOARD OF DIRECTORS

Our leadership is guided by their commitment to connecting future industry professionals to the opportunities available to them.

ED HESSON
President
Traditions Bank

JAMES STERNER
Treasurer
Southern York School District

ANGELA ARKWARD
Shipley Energy

MICHAEL LOHSS, JR.
Regal, Inc. Plumbing, Heating and Air Conditioning

KELLIN MCCULLOUGH
Dallastown Area High School

TYRUS BACKER
Vice President
TC Backer Construction

DERRIK WOLPERT
Secretary
Allan Myers

NATASHA KUKURLO
York Habitat for Humanity

LAURIE LOURIE
York Builders Association

JOSEPH MILLER
J.E. Millers Services Inc.

OUR IMPACT

Investing in the Future Workforce

Every program offered by the Workforce NOW Foundation is designed with one goal in mind: creating pathways into rewarding careers while helping employers build the skilled workforce they need.

Our programs provide students and adults with opportunities to: individuals for successful futures in the skilled trades.

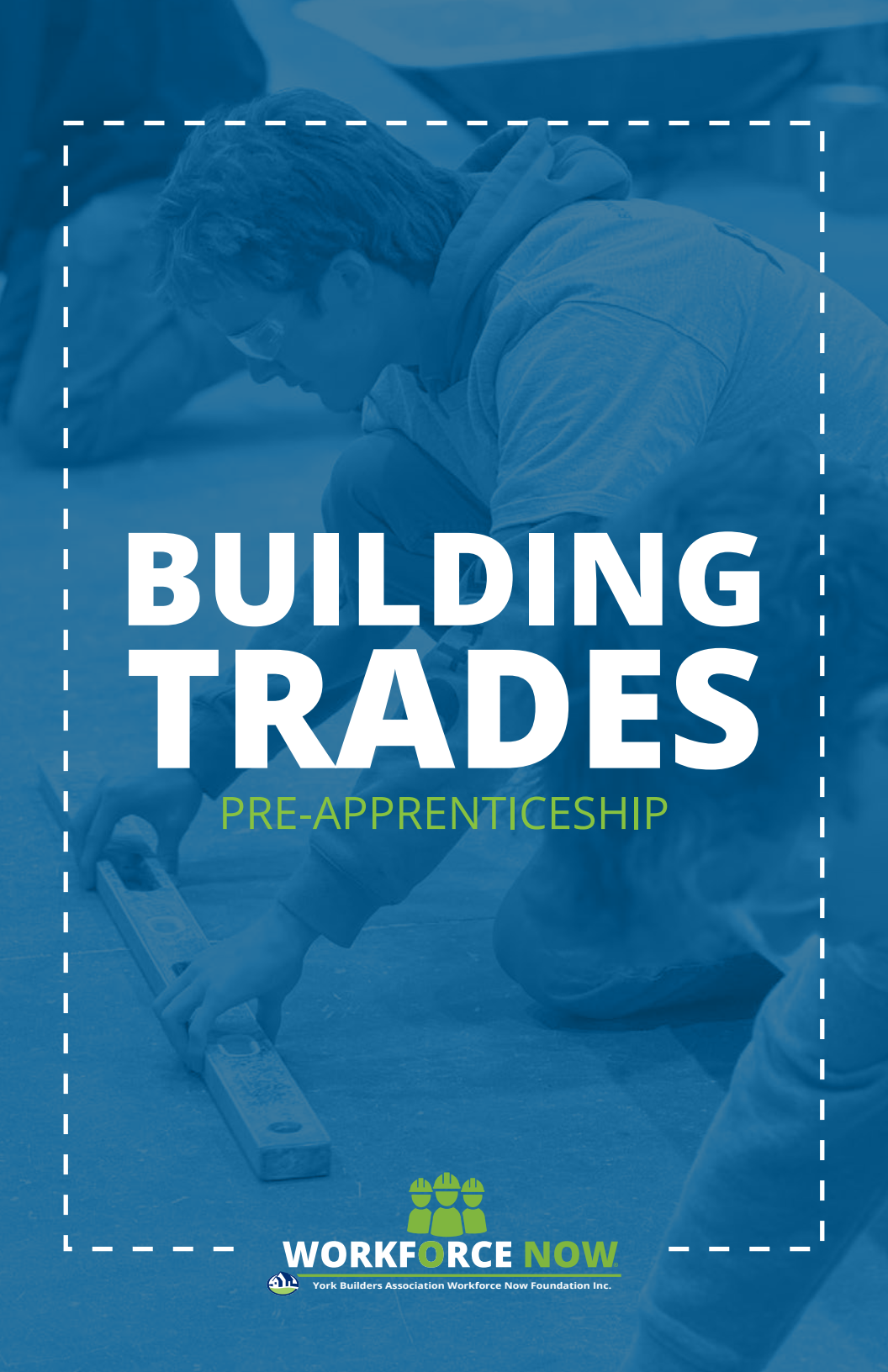
- **Explore careers**
- **Develop employability skills**
- **Earn industry credentials**
- **Connect directly with employers**
- **Experience active construction environments**
- **Build confidence through hands-on learning**

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

Our impact on high school students in the 25-26 school year

303 STUDENTS
participated in our programs

We have indirectly impacted 100's of students by attending high school career fairs and events at multiple schools.



BUILDING TRADES

PRE-APPRENTICESHIP

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

25 STUDENTS

successfully completed the program during the 2025-26 school year.

Each earned three credentials for a cumulative total of 75 industry credentials earned through the pre-apprenticeship program

- **OSHO 10 Certification**
- **HBI PACT Core Certification**
- **PA Department of Labor and Industry Certificate for Registered Pre-Apprenticeships**

IN PARTNERSHIP WITH

ycal
York County Alliance for Learning

Looking ahead: More than 60 Students applied for 30 available seats for the 2026-27 school year.

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

The Pre-Apprenticeship program helped me build connections with peers and business representatives in the community and experience and learn things in different areas of the trades. I plan to use this experience and others to pursue a career in construction following my graduation in May of 2027.

ELLIOT RICHARD

Pre-Apprenticeship Graduate
York Suburban High School

2026 CONSTRUCTION CAREER DAY

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

OVER 106 STUDENTS FROM 9 SCHOOLS WITH 7 HOST COMPANIES

- Rojahn Custom Cabinetry
- Frank's Marble & Granite
- York Excavating Co. Inc
- James Craft & Son, Inc.
- Regal, Inc. Plumbing, Heating & A/C
- Yoe Construction Inc./Hess Ornamental Iron

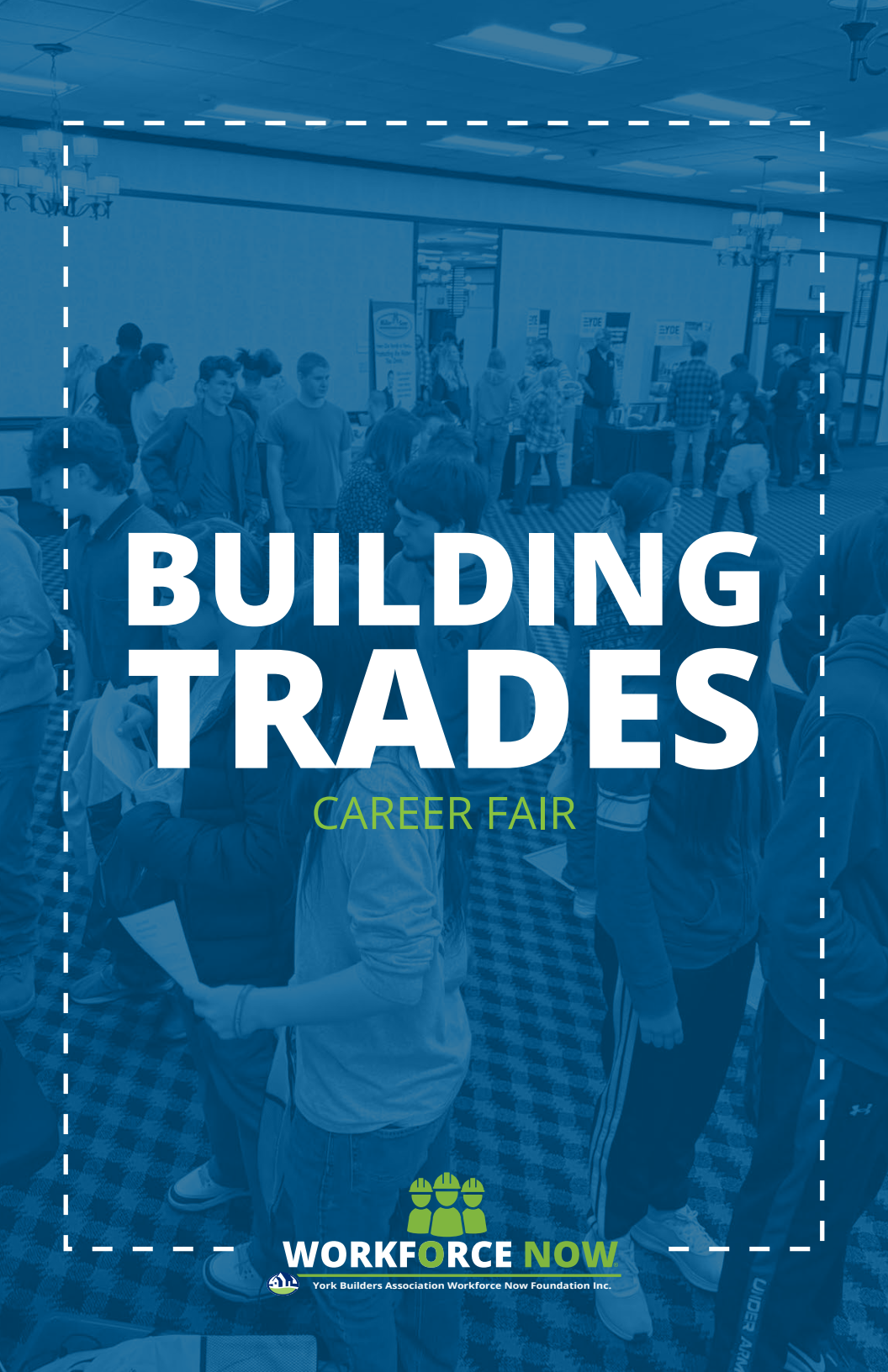
WHY IT MATTERS

Instead of simply learning about construction careers in the classroom, students step into employers' places of business, where they experience the teamwork, technology, craftsmanship, and professionalism that define today's construction industry.

"We participate in Construction Career Days to inspire the next generation of construction workers, showcase rewarding career opportunities that we have here at York Excavating, and help build a skilled workforce for the future."

JEFF WALKER

President/CEO
York Excavating



BUILDING TRADES

CAREER FAIR

WORKFORCE NOW

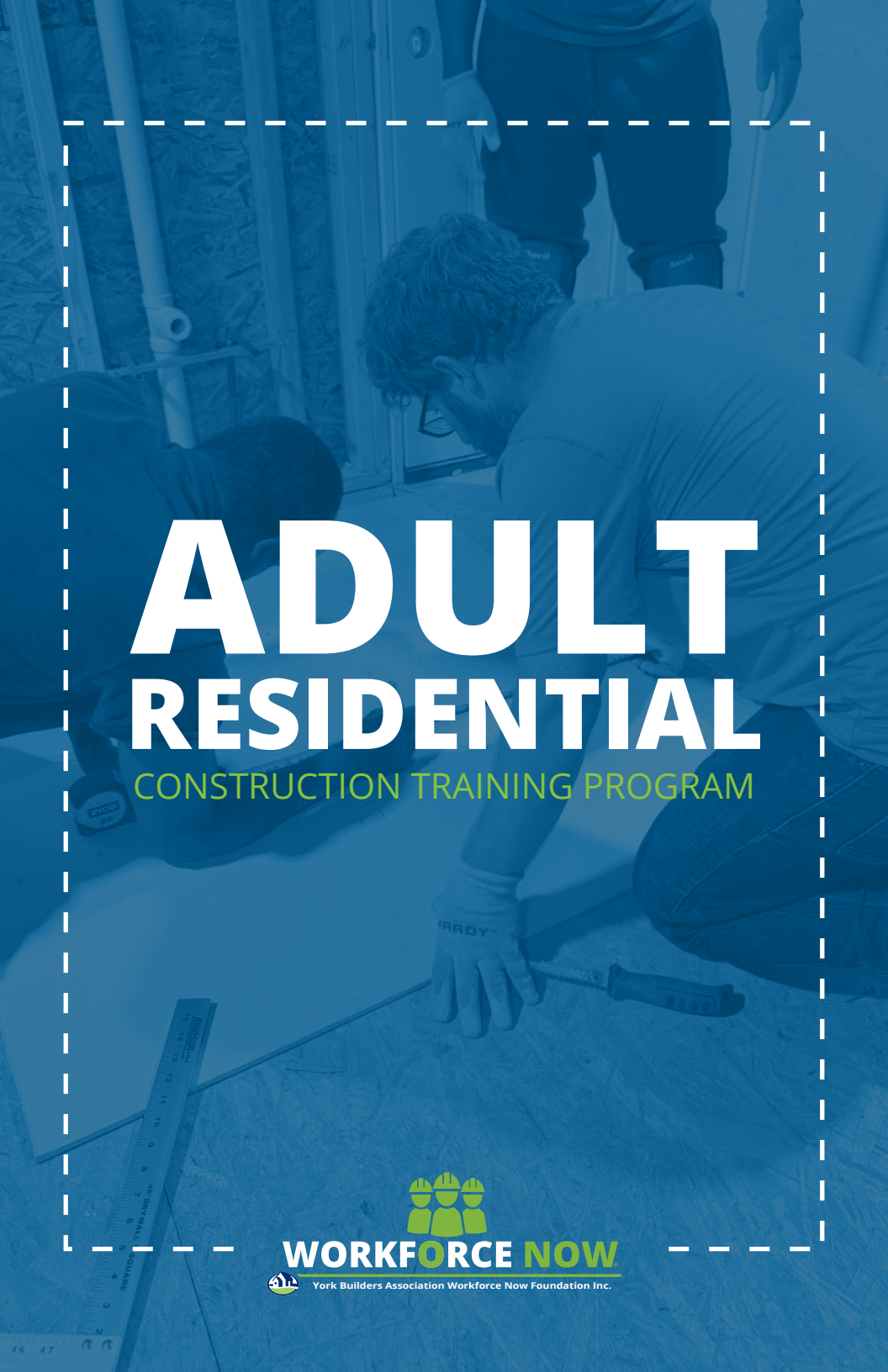
York Builders Association Workforce Now Foundation Inc.

18
EMPLOYERS PARTICIPATED
OVER 160 STUDENTS

ATTENDED FROM
11 schools in York County

Students networked with employers and organizations to learn about employment and volunteer opportunities in the trades.

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.



ADULT RESIDENTIAL

CONSTRUCTION TRAINING PROGRAM

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

EXPANDING OPPORTUNITIES BEYOND HIGH SCHOOL

In partnership with the York County Planning Commission, YCEA, BLOOM Business Empowerment Center, and York County, the Foundation has provided free entry-level training in the construction field, including framing, window and door installation, plumbing, drywall, insulation, roofing, and gutters.

Participants earn OSHA 10 Certification, CPR/First Aid Certification, and HBI PACT Core Certification.

44 ADULTS TRAINED

- Industry credentials earned
- Evening classes
- Hands-on instruction

COMMUNITY PARTNERS

York County Planning Commission
York County Economic Alliance
BLOOM Business Empowerment Center
Servants' Inc.
York County

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

This is what a
dentist looks like!

Partnering with the Workforce NOW Foundation to launch York County's first no-cost, non-apprenticeship construction training program for adults has made a tremendous impact in our community. By providing transportation, meals, supplies, and language support, we removed barriers and made training accessible to more residents. To date, 60 adults have completed the program, gaining hands-on skills and pathways into the construction industry. We are grateful to the Pennsylvania Department of Community and Economic Development, the York County Planning Commission, and the County of York for investing in this work. This partnership reflects the vision of Pathways to Prosperity: bringing education, industry, and community together to strengthen York County's workforce.

SULLY PINOS

Executive Director
BLOOM Business Empowerment Center
York County Economic Alliance

INVESTED IN THE NEXT GENERATION

AWARDED $7,750 IN SCHOLARSHIPS!

We awarded $2,750 in through our main scholarship opportunities. Our Walker Family Foundation partnership established and awarded $5,000 in additional scholarships.

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

INC.

OUR GROWING PARTNERSHIPS

STRONGER TOGETHER

The Foundation's impact is made possible through collaboration with education, industry, government, and nonprofit partners.

In addition to our many program partners, we connect and collaborate with other organizations throughout our community.

Education

- York County School Districts
- Private and Home School
- York County Alliance for Learning
- York County School of Technology

Government

- PA Department of Labor and Industry
- County of York

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

Industry

- Annual Sponsors
- Career Fair Employers
- Construction Career Day Hosts
- Instructors
  - Nick Sabold
  - Joe Miller
  - Ron McMillion
  - Hayden Schimp
  - Dave Smith
  - Tyrus Backer
- Additional Partners
  - Lefever Electric
  - TC Backer Construction
  - Schaedler Yesco
  - APR Supply
  - GR Mitchell
  - Associated Products Services, Inc.
  - James Craft & Son, Inc.

Community

- York County Planning Commission
- York County Economic Alliance
- BLOOM Business Empowerment Center
- Walker Family Foundation
- York County Community Foundation

- Pre-Apprenticeship Student Sponsors
  - 2 The Tee Outfitters
  - Alternative HR
  - APR Supply
  - Associated Products Services, Inc.
  - Ausherman Painting
  - Barton Pest Solutions
  - embee & son
  - Fritchey's Tree Service
  - Garrety Glass
  - Hagens Electric
  - Indoor City
  - K&M Home Center
  - Lefever Electric
  - Lilmac Remodeling Inc
  - On All Floors
  - PA College of Technology
  - R.S. Bortner
  - Regal Inc
  - Schmuck Lumber
  - Shiloh Roofing
  - Smeltzer Electric
  - Wagman Inc
  - Natash Kukorlo on behalf of York Habitat for Humanity

INVESTING IN WORKFORCE DEVELOPMENT

FINANCIAL IMPACT

REVENUE HIGHLIGHTS

- Grant Funding
- Annual Sponsorships
- Event Sponsorships
- Donations
- EITC Contributions
- Scholarships

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

GRANTS

- National Housing Endowment - Career Connections Grant - $2,500
- York County Community Foundation - Thrive Grant - $33,000 for the continued development of the residential construction training program
- PA Department of Labor and Industry - Schools to Work Grant - $250,000

SPONSOR IMPACT

Annual Sponsors - $31,000
Event Sponsors - $4,500
Student Sponsors - $6,750

OUR DONORS

Individual and Corporate donor contributions in totaling:

$15,971

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

EITC CONTRIBUTIONS benefiting the Building Trade Pre-Apprenticeship and Construction Career Days programs

Ciocca Automotive

$25,000

TRADITIONS BANK
A Division of ACNB Bank

$10,000

EST 1972
Garman BUILDERS

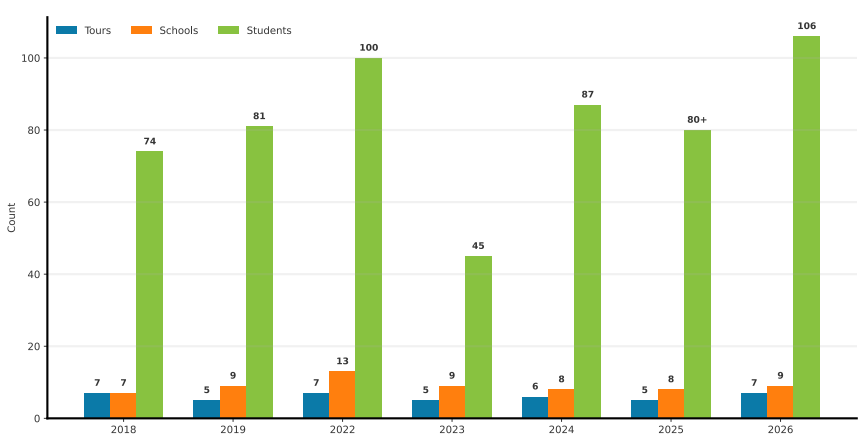
$6,000

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

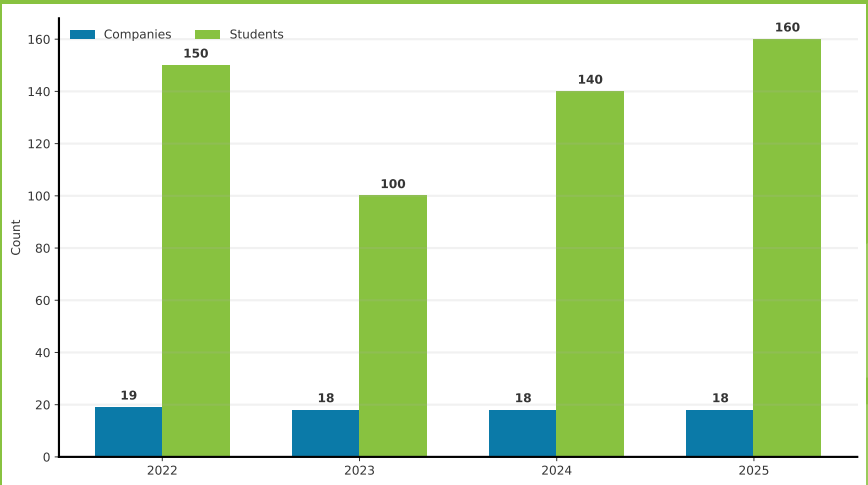
HISTORICAL GROWTH

Construction Career Days

2021 and 2020 were canceled due to Covid



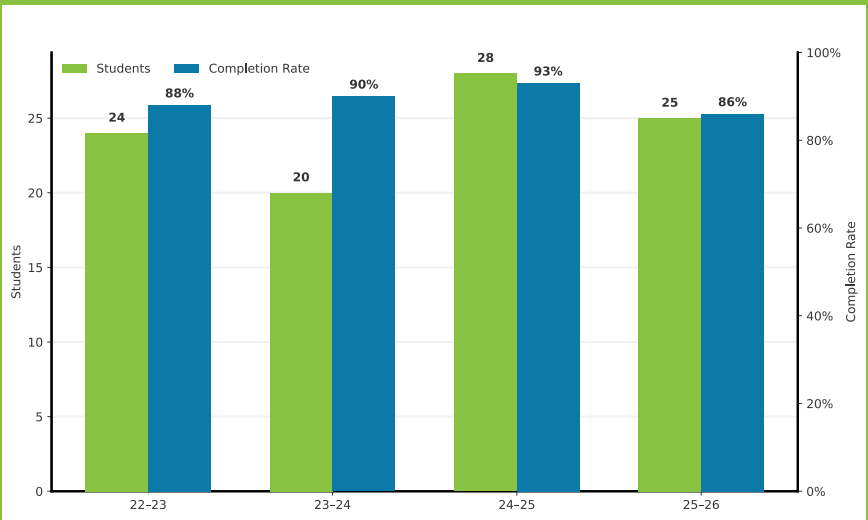
Career Fair



WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

Pre-Apprenticeship



WORKFORCE
NOW
FOUNDATION

THANK YOU TO OUR SUPPORTERS!

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

ANNUAL SPONSORS

REGAL INC
Plumbing • Heating • Air Conditioning

ABC Supply Co. inc.

York Excavating

ATLANTIC GRANITE & MARBLE

FRANK'S MARBLE & GRANITE LLC

HS PREMIER CONSTRUCTION SERVICES

Lilmac
Design • Build • Remodel

YOE CONSTRUCTION

YORK BUILDING PRODUCTS
A STEWART COMPANY

Shipley Energy

ALMONY'S OUTDOORS, INC.
DESIGN • BUILD • MAINTAIN • ENJOY

ON ALL FLOORS
CUSTOM TILE & REMODELING

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

ANNUAL RECEPTION
SPONSORS

DESSERT SPONSOR

ROTO-ROOTER® PLUMBING & DRAIN SERVICE

BEVERAGE SPONSOR

YORK PB TRUSS, INC.

SUPPORTING SPONSORS

Schmuck Lumber Company

WORKFORCE NOW
York Builders Association Workforce Now Foundation Inc.

LOOKING AHEAD

Building on Our Momentum

In the coming year, the Foundation will continue expanding opportunities for students, adult learners, employers, and our community.

PRIORITIES

- Continue Adult Residential Training
- Increase employer engagement
- Grow scholarship opportunities
- Strengthen partnerships
- Increase annual sponsorship support
- Continue serving more students
- Explore new workforce development initiatives

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

HOW CAN YOU HELP

JOIN US IN BUILDING THE FUTURE

The success of the Workforce NOW Foundation is made possible by people and organizations who believe in the value of skilled trades and workforce development. Whether you are an employer, educator, volunteer, donor, or advocate, there are many ways to make a difference.

- **Become an Annual Sponsor**
  Support year-round workforce development initiatives that prepare the next generation of skilled trades professionals.
- **Make a Donation**
  Every contribution helps provide students and adult learners with hands-on experiences, industry credentials, and career opportunities.
- **Volunteer**
  Share your expertise by speaking to students, hosting a jobsite tour, serving on a committee, or assisting at Foundation events.
- **Partner With Us**
  Collaborate on innovative workforce solutions that strengthen both your organization and the future of our industry.

FROM THE HEAVEN
TO THE STREET

TCBACKER
ROOFING · SIDING · WINDOWS · GUTTERS · SOLAR

BUILT BY PEOPLE

Strengthened by Opportunity.

At TC Backer Construction, we know the strength of our industry starts with the people who build it.

That's why we're proud to support the YBA Workforce NOW Foundation and its work to introduce the next generation to building trade careers, connect students with opportunities, and build a stronger workforce right here in our community.

HUC FOUNDATION
HOPE UNDER CONSTRUCTION

Restoring Lives & Strengthening Communities

Introducing Hope Under Construction Foundation.
Building Hope, One Life at a Time.

Learn more at tcbacker.com | PA HIC #PA081829 | (717) 837-5456

WORKFORCE NOW

York Builders Association Workforce Now Foundation Inc.

Learn more about the Foundation and our mission at
WWW.YBAWORKFORCENOW.ORG
(717) 767-2444