



WEDnetPA Funding and How to Develop at Training Plan

May 2024



Guest Speaker:



Angelic “Angie” Hardy is the Director of Workforce Development at Commonwealth University with over 25 years of experience in higher education. In her position as Director of Workforce Development, she works with employers and workforce development partners across the state to identify and provide industry recognized career certification training. She coordinates the delivery and marketing of non-credit certificate programs for Commonwealth University, and she serves as the WEDnetPA partner for Commonwealth University - Lock Haven. As the WEDnetPA partner, she manages the awarding of more than \$300,000 in training reimbursement funds allocated through the Department of Community and Economic Development (DCED).

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Questions



Speakers



Currently Becky is the Training & Business Development Manager for the Manufacturers' Association, Becky spearheads the organization's leadership training programs. She also oversees the Navy talent pipeline initiative and actively cultivates business opportunities through strategic training outreach efforts. Becky's dedication to empowering individuals and organizations alike continues to leave a lasting impact in the field of human resources and professional development.

Becky Becker is a seasoned HR professional with a rich background spanning training, consulting, and human resource management. Prior 2023 for five years, she has been a contract trainer with the Manufacturers' Association, where she brought her expertise to bear in enhancing workforce capabilities. Prior to this current role, Becky honed her skills at Herbein-Mosteller, a prestigious regional CPA and HR consulting firm, serving as an HR Consultant. She also contributed her talents to Pryor Learning. As a national trainer, Becky has traversed the country, delivering impactful seminars on pivotal topics such as Human Resources and Payroll.

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Becky C. Becker, SPHR, SHRM SCP



Speakers



Brian Paterniti is the Director of Workforce Development at The Manufacturers' Association. He has spent the past two decades working in the non-profit field in Manufacturing and the Health and Human Services fields with the past fifteen of those years in Training and Human Resources. A graduate of The Pennsylvania State University, Brian holds a B.S. degree in Organizational Leadership and Development. Brian sits on the York Society for Human Resources BoD, The York County Alliance for Learning Advisory Committee and the York County School of Technology, Dallastown, New Oxford and Susquehannock Advisory Committee's. Brian received the Central Penn Business Journal Forty under 40 award in 2022.

Brian spends his “free” time “glamping”, golfing, watching Orioles Baseball, Ravens Football and raising a 5-year-old son who already knows everything.

Brian Paterniti

717-885-2249



Upskilling your workforce

Assessing Training Needs

Identifying Training Providers

Evaluating Training Options

Estimating Training Costs

Developing a Budget

Presenting the Training Plan

Identify Training Funding



Assessing Training Needs: Evaluate the skills and knowledge gaps within your workforce and determine the areas that require improvement through training



Have your leadership identify knowledge and skill “gaps”

Imminent loss of organizational knowledge – retirements
Turnover
New employees that need more knowledge or skills
Advancement of Current Employees – succession planning



Strategic Plan

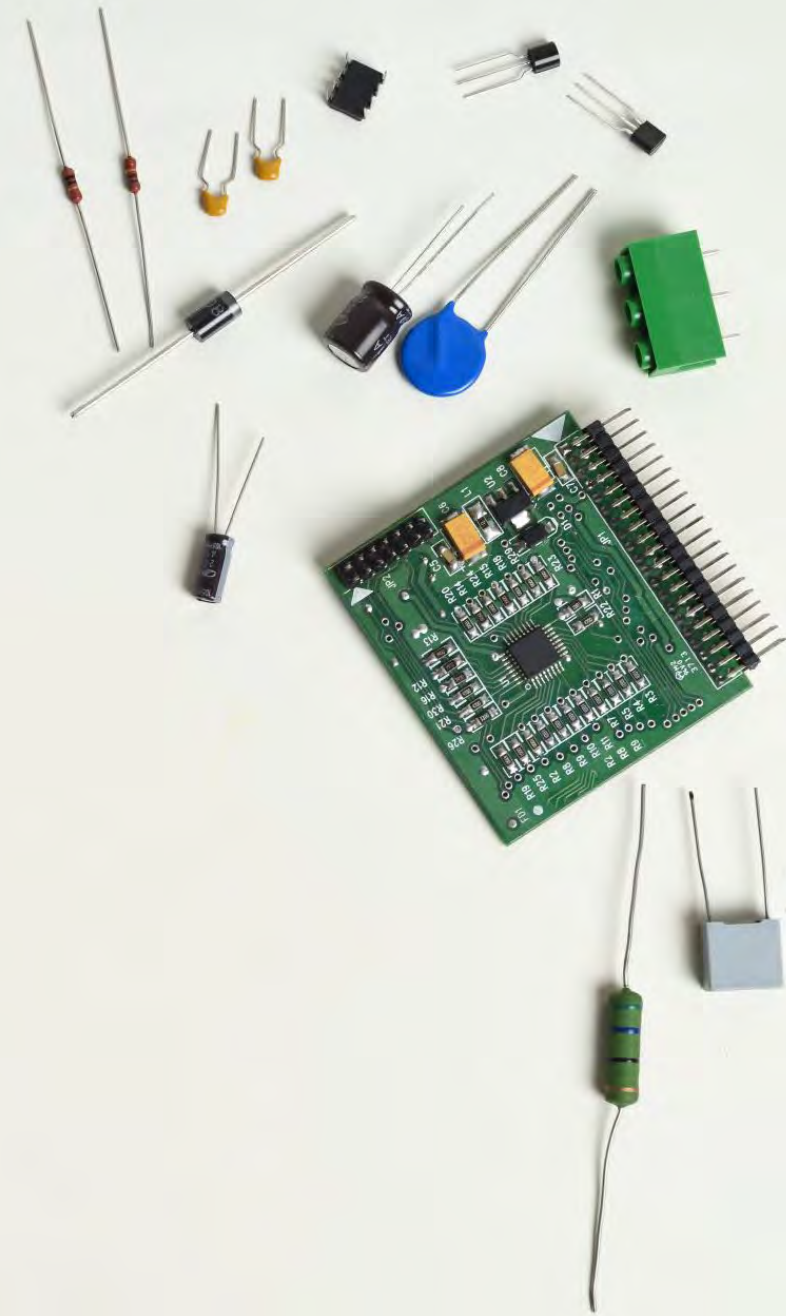
Technological Advancements
Company Growth
Support of Innovation



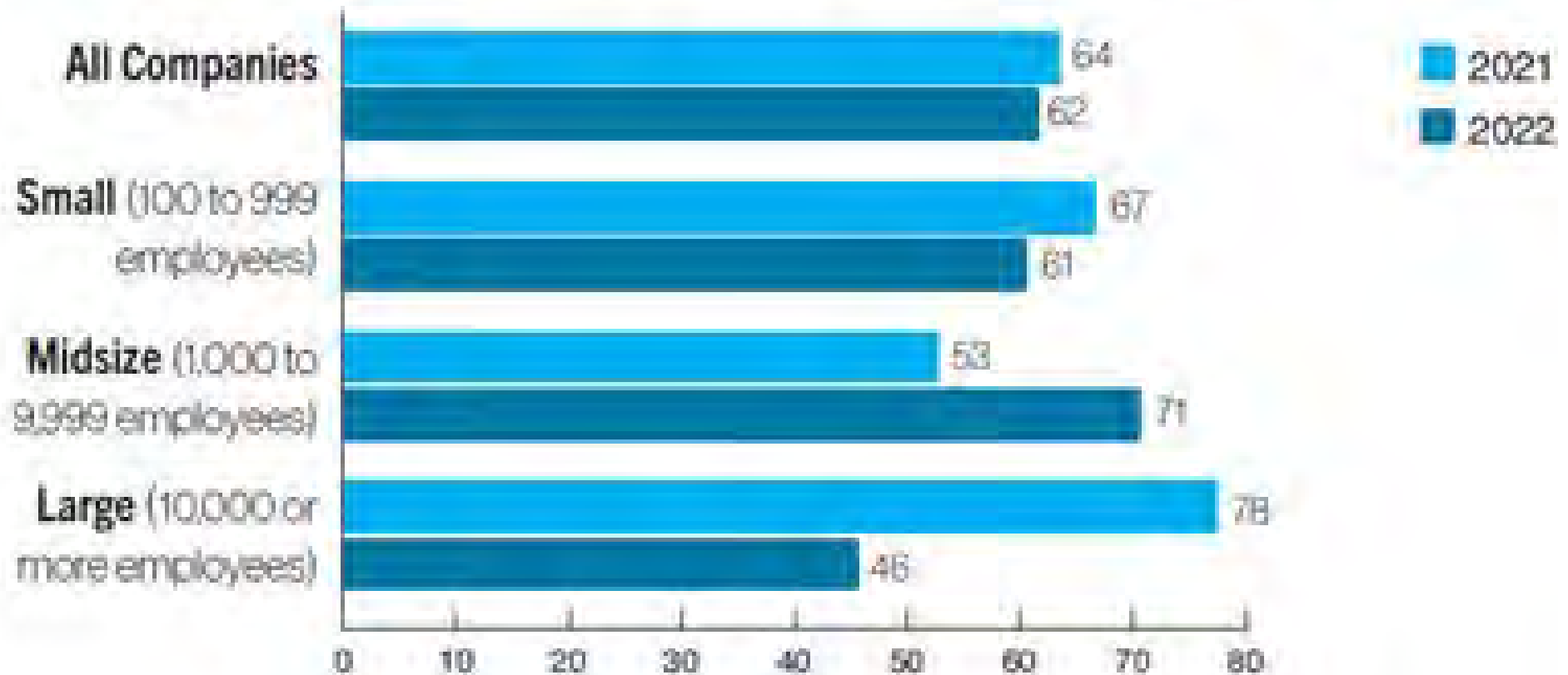
Comparing your organization's training program

Manufacturers in the United States spend an average of **\$1,376** per employee on training and development annually.

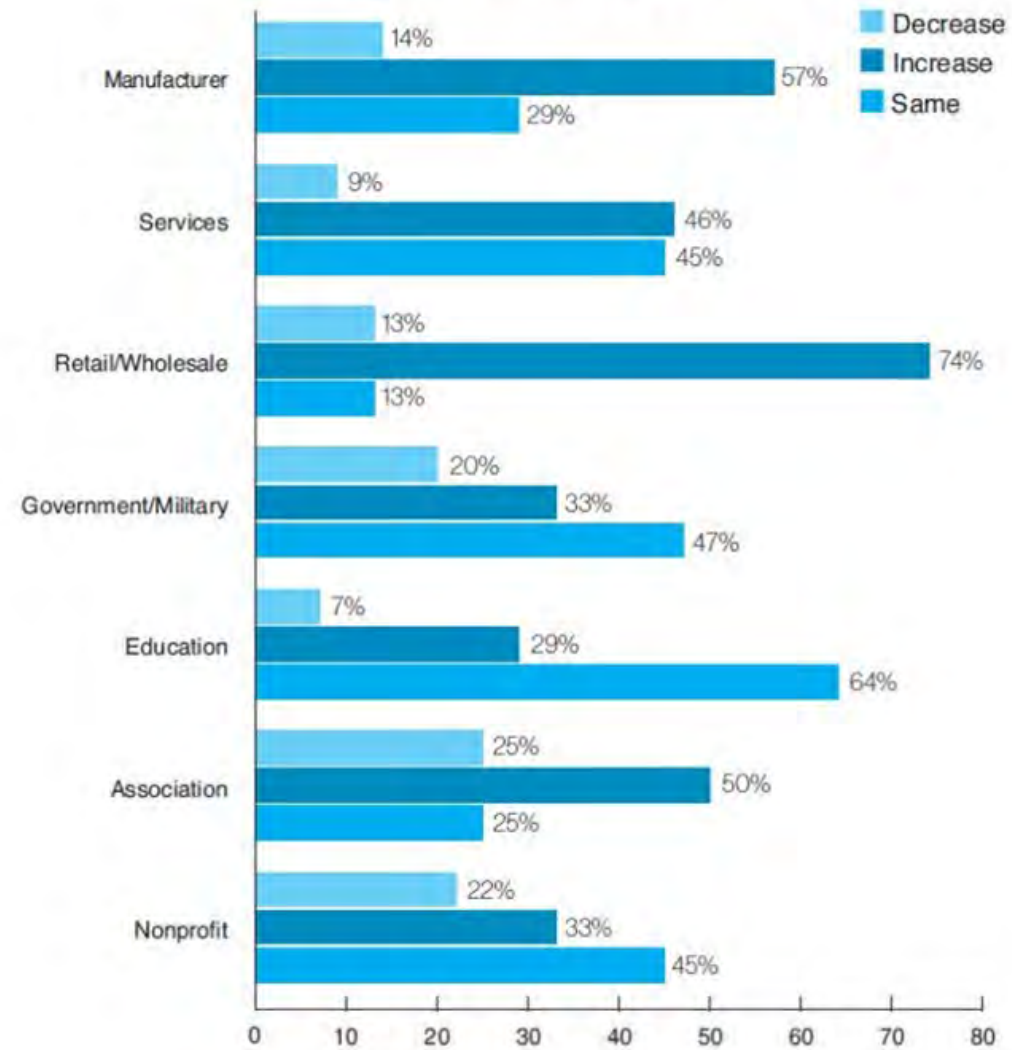
-Manufacturing Institute's 2019 Skills Gap in Manufacturing Study.



Hours of Training per Employee 2021-2022



Budget Change by Industry



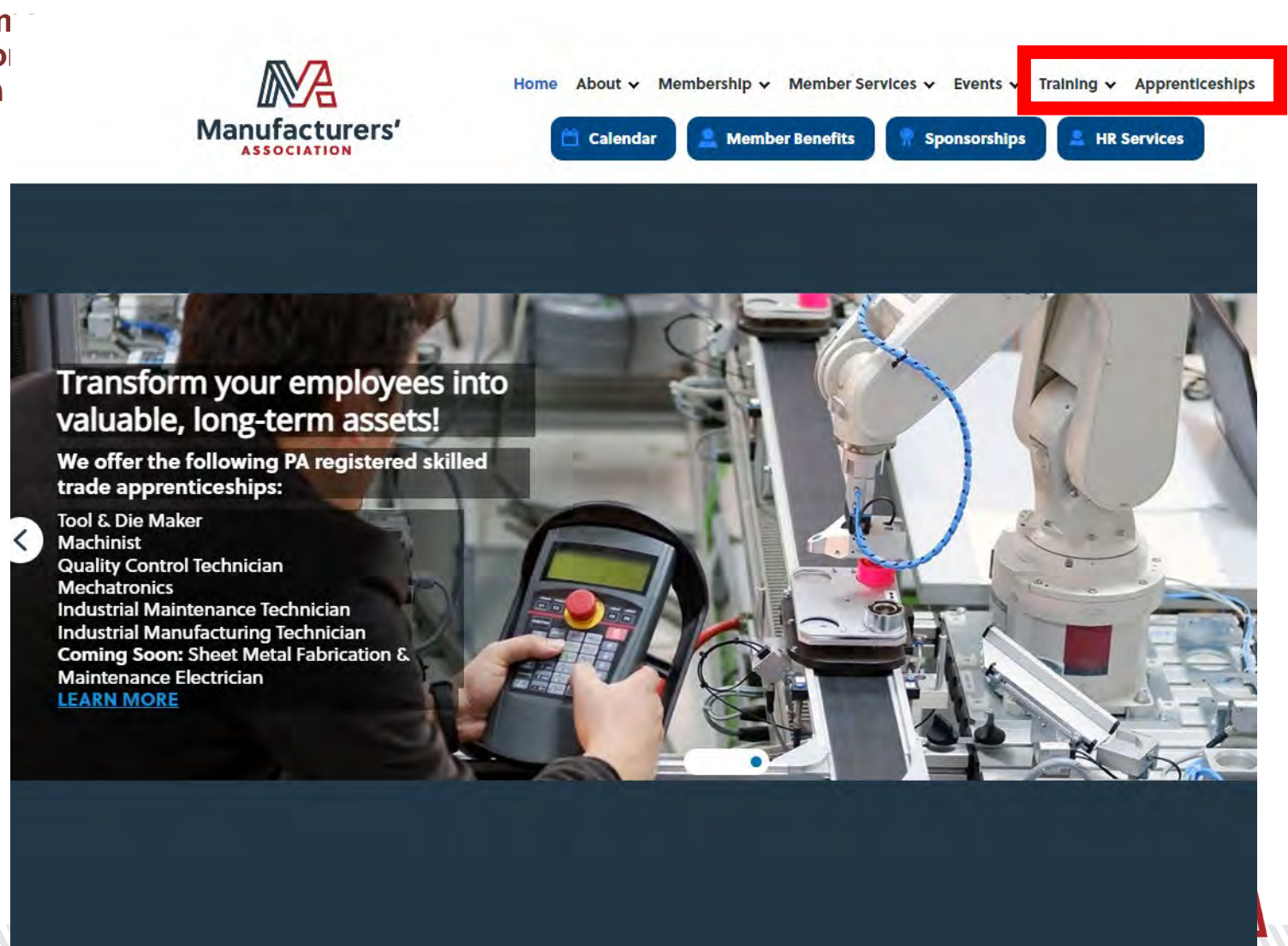
Organizational Need	Number of Staff to be trained	Classes	Cost pp	Cost
Ensure employee retention through skilled supervisors	10 Supervisors	Supervisor 1 & 2 (10- ½ days)	\$1450	\$14,500
Ensure knowledge transfer from retiring/senior staff to apprenticeships/new staff	20	Mentorship Training- 1 day training	\$175 Public \$300	\$3500 (onsite)
Ensure critical knowledge lost by retiring staff/development plans	4	Apprenticeships - Year 1	\$2,500-\$3,000	Call for other funding
Executive Development- Building a Culture of Accountability	Leadership Team- up to 25*	5 Days- Onsite	Public \$1200	\$18,500 (on site) Lunches
Intro to Shop- Upskilling and Safety for Maintenance People	5	1 Week- 40	\$850	\$4250



Identifying Training Providers: Research and select reputable training providers who offer programs aligned with your identified training needs. Consider their expertise, reputation, and track record in delivering high-quality training.

How MA can help:

- ❖ Apprenticeships
- ❖ Individual Training
- ❖ Onsite Training
- ❖ Customizable

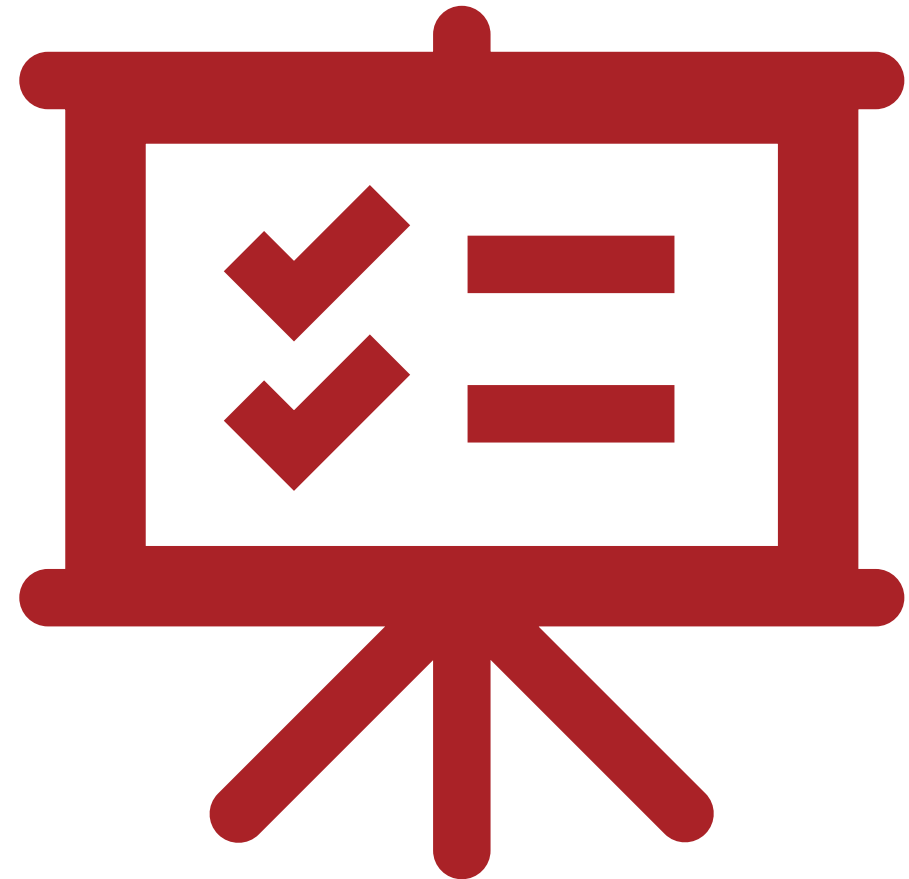


Does this training/trainer understand my business?

Will this training engage my employees?

Is this scalable?

Can I train employees over time?





Estimating Training Costs: Work closely with the training providers to determine the associated costs for the selected programs. Consider factors such as tuition fees, materials, equipment, and any additional expenses that may arise.

Use the Calendar Feature
Contact Training@MASCPA.org

We will sit beside you!



Developing a Budget: Create a comprehensive budget that outlines the estimated training costs for each program. Ensure that the budget aligns with the available WEDnet funding and clearly justifies the investment in terms of expected outcomes and impact on your organization.



Presenting the Training Plan: Prepare a detailed training plan that includes the identified training providers, selected programs, and estimated costs. Clearly articulate how the proposed training initiatives will address the identified skills gaps and contribute to the growth and success of your organization.





Manufacturers'
ASSOCIATION

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Upcoming Trainings.

[Training & Events Calendar - The Manufacturers' Associ
\(mascpa.org\)](https://www.mascpa.org)

Breaking DOL Alert Webinar May 9th

Annual Event May 22nd

< > This Month May 2024

SUN	MON	TUE	WED	THU	FRI	SAT
28	29 8:30 am - 4:00 pm Maintenance Scheduling and Planning (4/29- 5/3/24)	30	1 8:30 am - 4:30 pm Supervisory I Lancaster (5/1 & 5/8/24)	2 8:30 am - 12:00 pm The Playbook for Supervisors, Managers and Leads (5/2/24)	3	4
5	6 2:30 pm - 3:30 pm Introduction to WEDnetPA Funds & Workforce Training Plan Creation Webinar 8:30 am - 4:00 pm Apprentice Electrical I (5/6- 5/9/24)	7 9:00 am - 10:30 am Wake-Up to Manufacturing: Webinar: Profit from Your Power – How to Monetize Your Energy Usage	8	9 9:00 am - 10:30 am Breaking HR Alert Webinar: DOL Salary Threshold & Non-Compete Law Update 8:00 am - 12:00 pm CPR (5/9/24)	10	11
12	13 8:00 am - 4:00 pm Statistical Process Control (5/13- 5/17/24) 8:00 am - 4:00 pm Intro to Shop (5/13- 5/17/24) 8:30 am - 4:00 pm PLC Level 1-Basic Maintenance & Troubleshooting (5/13- 5/16/2024)	14 6:00 pm - 9:00 pm Mastercam (5/14- 6/25/24)	15	16	17	18
19	20 12:30 pm - 4:00 pm Communicating Assertively- Supervisory – (5/20/24)	21 6:00 pm - 9:00 pm Industrial Communications (5/21- 6/6/24)	22 TOP GUN 4:30 pm - 8:00 pm 118th Annual Event	23	24	25
26	27	28 9:00 am - 10:30 am Wake-Up to Manufacturing: Cracking the Code: Interpreting Your 401(k) Report for Optimal Plan Decisions 8:30 am - 4:00 pm Electricity 2 (5/28- 5/30/24)	29	30	31	1

