

**DOVER TOWNSHIP
INDUSTRIAL COMMERCIAL DEVELOPMENT COMMITTEE
MINUTES
DECEMBER 20TH, 2023**

The Dover Township Industrial Commercial Development Committee (I/CDC) Meeting for December 20th, 2023, started at 4:01 PM by Supervisor Stephen Parthree. The meeting was not called to order due to not having a quorum. Committee members present were Charles Benton, James Turnure and Ashley Spangler Jr. Ashley Spangler Sr., Tyler Lerman, Kim Hogeman, and Anthony Sarago were absent with prior notice. Also, in attendance was Cindy Snyder, Borough Council Member; Laurel Oswalt, Township Manager; John McLucas, Township Planning Director; Stephen Parthree, Township Supervisor and Brooke Searce, Township Secretary. There were no members of the public present.

S. Parthree stated that there is not a quorum to conduct official business until the other member is present. The first item that will be discussed is the status of the employer training needs survey.

Status of the Employer Training Needs Survey

J. McLucas stated there was a total of 21 results to the Training Needs Survey.

S. Parthree questioned which employer is looking for 48 employees.

J. McLucas stated that the company that needs 48 employees is Constellation Energy.

Manager Oswalt stated that they are a third-party supplier of electric.

C. Benton stated that the company is based out of Peach Bottom and are in dire need of hiring new employees. They are a telemarketing company, but they also have a power plant operation. The company is part of the Advisory Council through the School District.

J. McLucas went through all of the survey questions and percentages which can be found attached to the minutes.

J. McLucas asked Ashley Spangler Jr. how many of their positions are open.

A. Spangler Jr. stated they are in need of a replacement for the paint department and someone for the small engine department as well.

J. McLucas stated that he was curious as to which positions were getting filled quickly versus the positions that have not been filled yet.

A. Spangler Jr. stated that they receive applications for cashier positions but then the people do not show up for the interviews.

Manager Oswalt stated that the Township has open positions. The Township struggles to hire people for the Highway Department because they are required to have a Commercial Drivers License.

J. McLucas stated that the point of the survey was to gather information as to what the community needs and come up with a decision as to what opportunities can be fulfilled by our committee offering training to fill the gaps.

S. Parthree questioned if the School District is reviewing the results that were provided and seeing what employers are lacking and what should be focused on for school curriculum.

C. Benton stated that Dover's math and writing skills are some of the highest in the County. The data that was provided to him is based on the Keystone Exams. The skills that are lacking based on the results of the survey are all skills that are provided as an elective or part of the CTE program but are not a required class.

S. Parthree questioned why employers are lacking basic knowledge.

C. Benton stated that there are 240 students in the graduating class of 2024 but only 60 students of the 240 are enrolled in the CTE program.

S. Parthree stated that the survey not only includes students but also adults that are lacking basic skills.

C. Benton stated that a lot of people rely on their cell phones.

C. Snyder questioned what the policy is for cell phones at the school.

C. Benton stated that students are allowed to have their phones out in the hallways and at lunch, but they are not allowed to be on them during class.

Brian Caden arrived at 4:22 PM, he was late to the meeting due to traffic.

Manager Oswalt stated that in some cases, it is easier to teach the technical side of things than it is to teach the soft skills.

C. Benton stated that the CTE programs provide students with these soft skills. There are different organizations that go to events that allow the students to mingle with other students rather than students they see or talk to everyday.

The meeting was officially called to order at 4:28 PM as the quorum has been met.

APPROVAL OF MEETING MINUTES FOR NOVEMBER 15TH, 2023

J. McLucas stated that he pointed out two minor changes to the recording secretary, one of the corrections is on page 3 and the other correction is on page 4.

B. Scarce acknowledged the changes and stated that she would make the corrections.

Motion by Chuck Benton and seconded by Ashley Spangler Jr. to approve the November 15th, 2023, Industrial Commercial Development Committee meeting minutes as presented.

Passed with 4 ayes.

PUBLIC COMMENT

None offered.

Status of the Employer Training Needs Survey continued

S. Parthree stated that he thinks a lot of kids get their interaction with being involved in extracurriculars. He also questioned if there is any correlation between what the students want to go to college for and the classes they take in high school.

C. Benton stated that students meet with guidance counselors once a year to review the class selection process and the guidance counselor guides them in which classes, they should select based on which career path they have chosen.

S. Parthree stated that when he was in school, his freshman year of high school, he had to choose his career path.

C. Benton stated that students are no longer required to choose a career path their freshman year of high school. However, students do have the option to go to the York County School of Technology which is determined in eighth grade before heading into ninth grade.

Manager Oswalt stated that it is not just young people who struggle with people skills, it spans all generations.

J. Turnure stated that even the work environment and culture has changed. A lot of people are not staying at their jobs as long as they used to and since COVID a lot of people work from home or even have a hybrid position where they only have to go into the office once a week.

A. Spangler Jr. stated that he also has noticed that people are not staying at their jobs long. The applicants are not looking at the long-term benefits of staying at a job for many years, they are now just seeking to get a high paid job.

J. McLucas stated that one thing to take away from the survey is whether there were training opportunities available, where would the trainings be located at, when would the trainings take place, and what would the topics be.

C. Benton stated that he can start the conversation with the Advisory Council and set up a meeting in the future.

J. McLucas stated that ultimately if there is a way to offer some of these skills to all generations it would benefit the community as a whole.

C. Snyder questioned if the people who need skills know they are lacking the skill.

Manager Oswalt stated that it would be up to the employer to determine which skills the employee is lacking.

BUSINESS ASSOCIATION UPDATE

B. Caden stated that the Board cooked breakfast for the members at their December meeting and there were roughly 5 new people who attended the breakfast meeting. There was also a new application that was received from Joe Street Café.

Comprehensive Plan Action Items

None were noted.

OLD BUSINESS:

Additional Priority Parcel Suggestions

There are no additional priority parcel suggestions at this time.

Home Grown Business Applications

Manager Oswalt questioned if there is a different business being advertised on the website for the first quarter of 2024.

J. McLucas stated that 2Delicious will be advertised on the website for the first quarter of the year, but we still need one for the second quarter.

Development Update

There is no new development update at this time.

With no further business, the meeting was adjourned at 5:15 PM by Chairman B. Caden.

Respectfully submitted by: Brooke Scarce

Brooke Scarce, Township Secretary



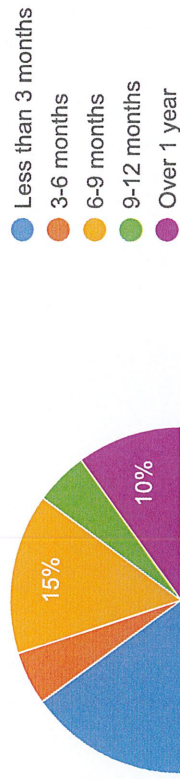
Dover Employer Needs Survey

21 responses

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Q1: On average, how long have you had open positions in your organization?

20 responses



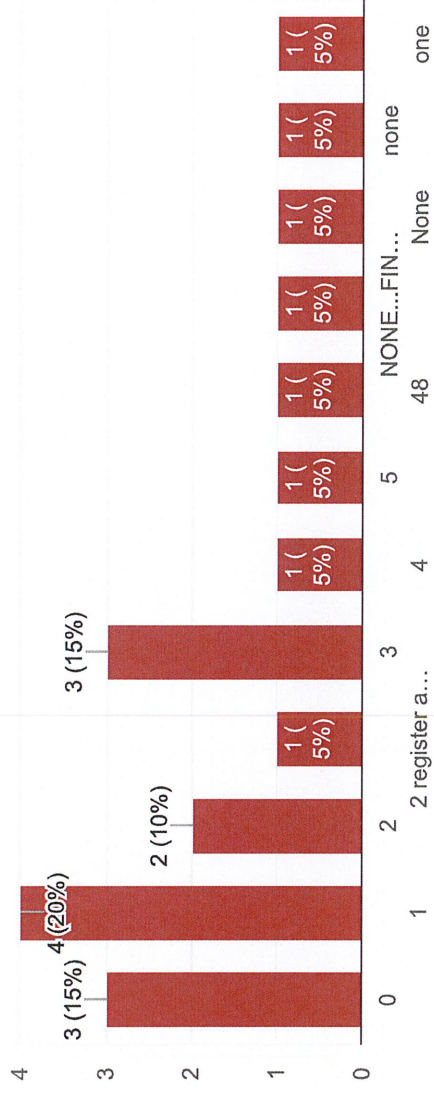
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Q2: How many positions do you have open at this time?

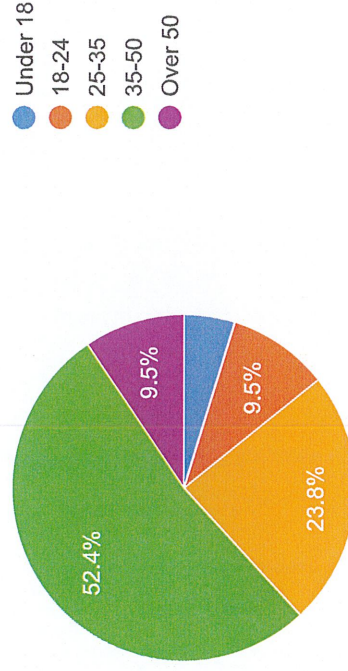
20 responses



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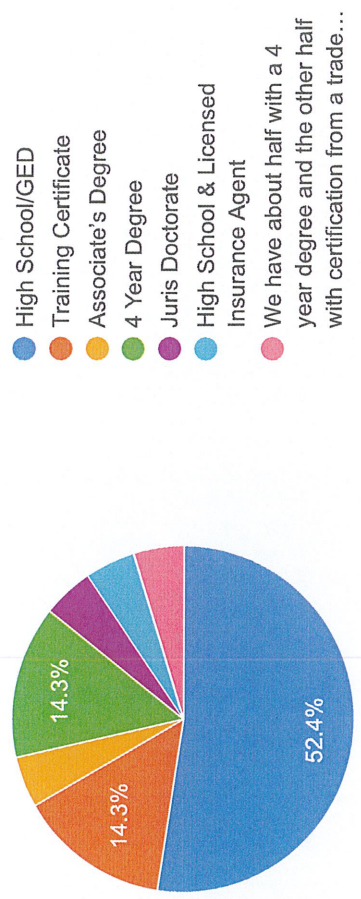
Q3: What is the average age demographic of your current employees?

21 responses



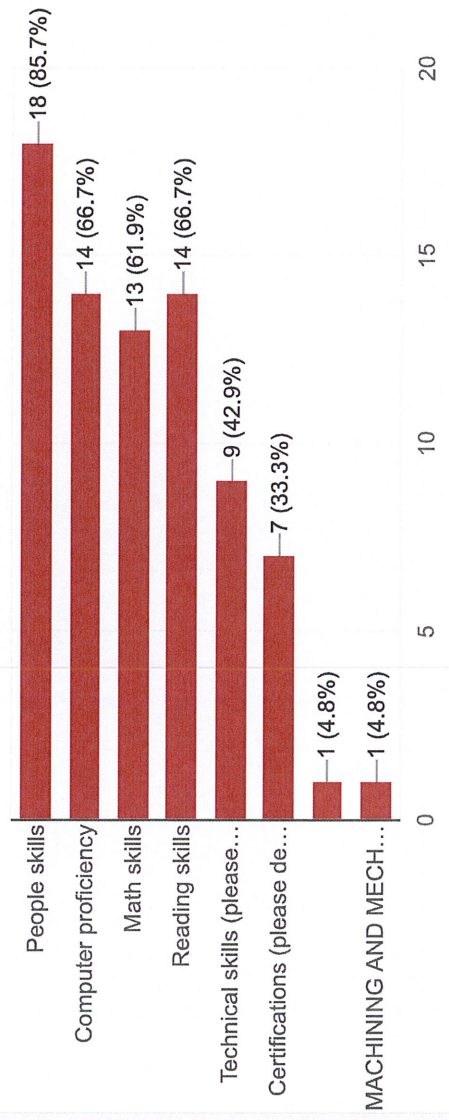
Q4: What is the highest level of education for the majority of your candidates seeking employment?

21 responses



Q5: What additional skills or trainings do your existing employees need? (select top 3)

21 responses



Q5.1: If you selected Technical skills or Certifications in the previous questions, please describe below.

12 responses

Bar Certification, Law Knowledge

NA

Law Enforcement Training

Mechanical knowledge is a must when working in a hardware store. Employees also need certified for propane, forklift, and other rental related items.

Insurance license

License to practice cosmetology

Equine Specialist, Riding instructor, volunteers

TOOL AND DIE

any knowledge of electrical plumbing hvac etc is a plus

basic computer hardware and software skills

Troubleshooting skills, Cisco networking certification, calm under pressure

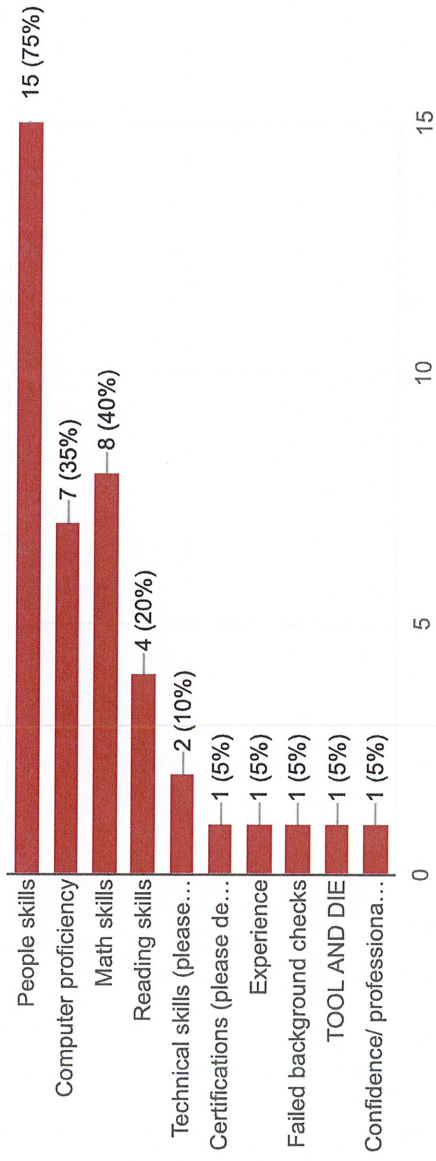
Would prefer that our candidates have entry level machining experience.





Q6: Historically, what have you seen your recruits lacking that would prevent you from hiring them? (select top 3)

20 responses



Q6.1: If you selected Technical skills or Certifications in the previous questions, please describe below.

2 responses

NA

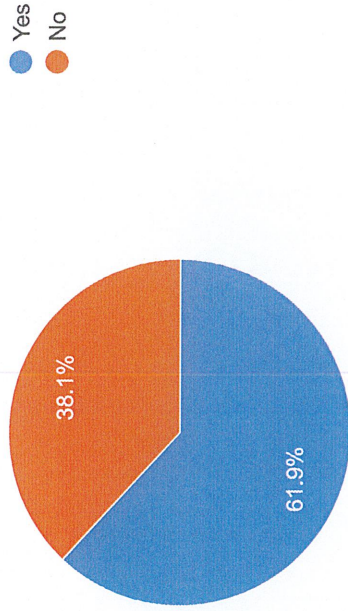
General troubleshooting of technical issues, understanding the process and gaining experience in fixing problems on many devices.



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Q7: If classes were offered locally, would you pay for your employees/applicants to attend such trainings?

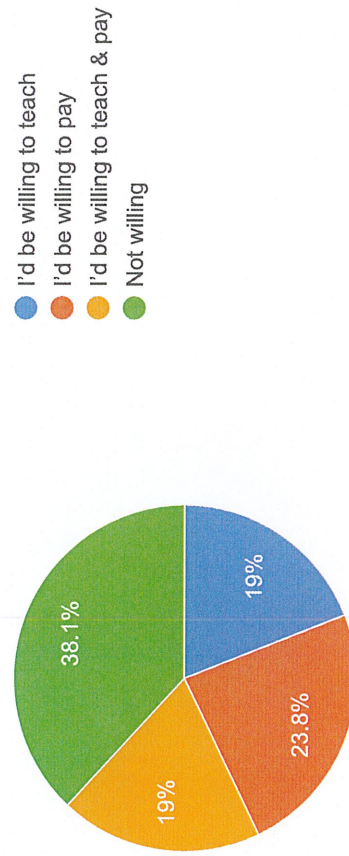
21 responses



Copy

Q8: Would you be willing to invest your time or money to teach or pay for such a class or program?

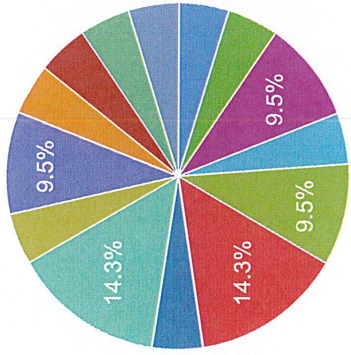
21 responses



Q9: How would you classify your industry operations? (select top 5)



21 responses



- Agriculture
- Arts, Culture & Entertainment
- Automotive
- Business, Personal & Profes...
- Computers & Telecommunic...
- Construction
- Family, Community & Civic O...
- Finance & Insurance

1/3 ▼



Q10: Please provide any additional information that might be valuable for us to consider in order to develop a training program.

5 responses

Being open minded to different soft skills your students need when entering into the work force

VISIT LOCAL COMPANYS TO SEE THEIR NEEDS IN PERSON

Municipal Government- Our biggest problem is lack of concern/laziness. Second would be getting people to think outside of the box and care about the greater good. Third would be proper delegation of work. We deal with people of all walks of life, but the most commonly seen thing is seem to be very selfish lately. We only have 3 people who pull the weight for the entire building /council. No one else will help or go out of their way to do anything! They come, they listen, they speak their opinions, they leave, and repeat. I would say Teamwork/Team building would be something that would greatly benefit businesses overall in any line of work. People need to get out of their own heads (or their screens) and understand that you don't have to like or agree with everyone but you do need to be able to conduct yourself professionally and contribute to making progress on the goals/tasks at hand.

Besides finding folks who are technically proficient in a trade isn't always a problem. It's the soft skills that are lacking in candidates or the interns we bring in. Professionalism is lacking or having the necessary education to pass entry exams requiring math and/or reading/comprehension skills. Even college graduates are lacking these necessary skills and abilities.

Emphasize remote troubleshooting via phone/Teams call. Many times the skilled technician is not the person on site.



Optional: Please provide your contact information (name/phone/email) if you'd like to participate in these workforce efforts & potential training opportunities.

10 responses

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