



# ANNUAL STATEMENT OF IMPACT 2023



Economic Progress  
Through Workforce  
Development

# OVERVIEW

The Lancaster County STEM Alliance (LCSA) is a collective of business, education, and community partners, ensuring the long-term prosperity of Lancaster County by creating, aligning, and investing in equitable access to STEM experiences that build a talented workforce.

LCSA is committed to fostering diversity, equity, inclusion, and belonging in STEM by cultivating environments that embrace individuals from historically underrepresented communities. We aim to establish inclusive and equitable spaces where all members feel respected and can envision themselves reflected in educational pathways and career opportunities within STEM fields.

Dedicated to evaluating the effectiveness of the programs it supports, LCSA aims to maximize the impact of each dollar invested in the community.

**LCSA IS PROUD TO BE MEMBERS OF THE FOLLOWING ORGANIZATIONS:**



**The Steinman Foundation invested more than \$1.1 million in STEM programming and workforce development in 2023, including awarding 26 competitive grants to community-serving organizations.**

## LCSA SUPPORTED PROGRAMS

### SCHOOL YEAR PROGRAMMING

- Bridge to Employment
- Patients R Waiting
- National Society of Black Engineers (Millersville University Chapter)
- Junior Achievement
- Community Action Partnership STEM Groups
- Lancaster Science Factory
- Imagine Science
- Engineering is Elementary

### SUMMER OF STEM PROGRAMMING

- Aviation Camp
- Cadet Camp
- Food Science Camp
- Waste Not/Want Not
- All Star Code
- Lancaster Creative Factory in Art STEM Collaboration
- The Mix Camps
- STEM Summer Camps

### ADULT STEM PROGRAMMING

- 2030 Workforce Summit
- Externships
- Teachers as Temporary Workers
- Parent Engagement Breakfasts

# STRATEGIC PRIORITY AREAS

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01

## OUT-OF-SCHOOL STEM LEARNING

Hands-on educational STEM programming outside of the classroom.

02

## STEM CAREER EXPLORATION

Offering career exploration activities for all ages including pre-k, elementary, middle school, high school & educators.

03

## IN SCHOOL K-12 PROJECT BASED LEARNING

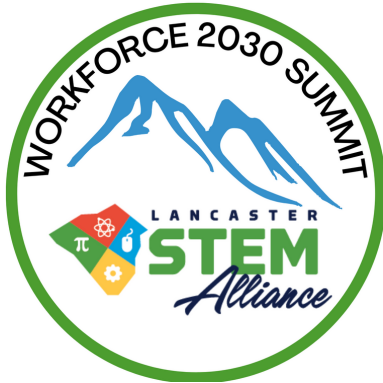
Advocating for project-based learning as a key instructional delivery system for STEM learning.

04

## DIVERSITY, EQUITY, INCLUSION & BELONGING IN STEM

Committed to DEIB. This commitment must be evident in principle, as well as in organization's practices, ensuring that services and opportunities are extended to all individuals.

# LCSA INITIATIVES



## THE WORKFORCE 2030 SUMMIT

The Workforce 2030 Summit, hosted by the Lancaster County STEM Alliance and The Steinman Foundation, brought community members from business, education, nonprofit & government sectors together to develop collaborative strategies addressing local workforce challenges.

57% OF ATTENDEES FORMED NEW PARTNERSHIPS

40% OF ATTENDEES MADE NEW COLLABORATIVE CONNECTIONS

30% ARE RETURNING ATTENDEES (16% MORE THAN 2022)

35% TOOK AWAY NEW INFORMATION

## ADOPT A MIDDLE SCHOOL

This program facilitated collaboration between businesses and education to create project-based learning experiences that align with the districts' curricula while also increasing students' awareness of local job opportunities.

**COHORT 1** 10 MIDDLE SCHOOLS | 26 EDUCATORS | 13 BUSINESSES

**COHORT 2** 13 DISTRICTS | 1 UNIVERSITY | 38 EDUCATORS  
19 BUSINESSES & GROWING!

# ROBOTIC WorX

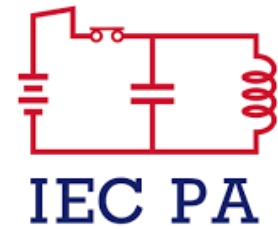


12 INTERNSHIPS  
2 JOB SHADOWS  
65 TOURS OF MU LAB



174 ON-SITE SPEAKING ENGAGEMENTS

# WORKFORCE 2030 SUMMIT PRESENTERS



# ADOPT A MIDDLE SCHOOL PARTNERS



LANCASTER COUNTY  
CONSERVATION DISTRICT



Lancaster**History**



# IMPACT OVERVIEW

LCSA REQUIRES GRANT RECIPIENTS TO REPORT OUTCOME-RELATED DATA

## Increased HARD STEM Skills

Hard skills are specific, teachable, and measurable abilities that include but are not limited to mathematical proficiency, scientific research capabilities, technological expertise, and engineering acumen.

Average 71% of participants reported increased HARD STEM skills

7 out of 10



## Increased SOFT STEM Skills

LCSA programs support the “High Five” Soft skills to lead school and work success. These skills include problem-solving, communication, teamwork, resilience, and integrity.

Average 95% of participants reported increased SOFT STEM skills

9 out of 10



## Increased Knowledge of STEM Careers

In environments where access to STEM role models is scarce, students may need to realize the vast array of opportunities in science, technology, engineering, and mathematics available to them. By increasing awareness and providing exposure to these careers, we open new horizons for young minds, igniting a passion for subjects they may not have considered otherwise.

Participants reported increased knowledge of STEM careers

5 out of 10

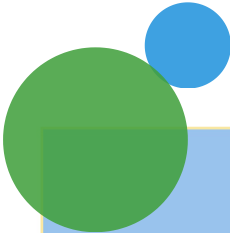


Students reported as “Careers of Interest” after participating in LCSA STEM programming.

Engineering or Physics I'm intrested in the dentistry field.  
Technology  
Pediatrician Engineer Chef  
I am interested in becoming a Neurologist in the future!  
Veterinarian  
navy aviation Chemist n/a Ecologist Nursing  
Software Engineering Aviation Surgery  
Making robotic animals. Physicist or Biologist Dentist  
Engineering, Medicine(Dermatology, Radiology, Imaging)  
environmental scientist Pilot Engineer Dentistry  
Aviation Medical Something in medicine  
Aircraft mechanic Coding Software Engineer  
I want to become an ER/trauma surgeon.  
Software engineer or computer science  
Musician or Studio Engineer or Vet  
some sort of job in the engineering/fliht field

# IMPACT SUMMARY

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	AGGREGATED	SCHOOL YEAR	SUMMER OF STEM	ADULT STEM	AVERAGE COST PER OUTCOME
INCREASED HARD STEM SKILLS	71%	61%	74%	73%	\$1,182
INCREASED SOFT STEM SKILLS	95%	100%	95%	93%	\$864
INCREASED KNOWLEDGE OF STEM CAREERS	54%	76%	43%	93%	\$1,720



## NEXT STEPS

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Following the program evaluation, the subsequent plan seeks to further **improve the growth of both soft and hard STEM skills**, along with **fostering career awareness** throughout the upcoming year.



# MAGNITUDE OF IMPACT

Since its inception in 2015, The Lancaster County STEM Alliance has connected with multiple students, businesses and community partners.

## 1,000+ EDUCATORS & COMMUNITY PARTNERS

102,00  
STUDENTS

126  
NON-PROFITS

105 GRANTS  
AWARDED

128  
SCHOOLS

16 SCHOOL  
DISTRICTS

108  
BUSINESSES

**Inspire Lancaster** is a digital platform connecting employers, educators & students around work-based learning opportunities, including apprenticeships, internships & mentoring.



- 3 PARTNER ORGANIZATIONS
- 60 ORGANIZATIONS
- 38 WORK-BASED LEARNING OPPORTUNITIES
- 30 STUDENT-TO-BUSINESS CONNECTIONS

# INSPIRE LANCASTER PARTNERS



Tanger Outlets



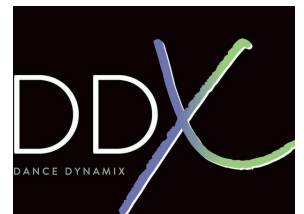
Lancaster Chamber



DISCOVER Lancaster



UPOHAR WORLD KITCHEN



Goodhart Sons Inc. STEEL FABRICATION & INSTALLATION 4 GENERATIONS \* 8 DECADES



# INSPIRE LANCASTER PARTNERS

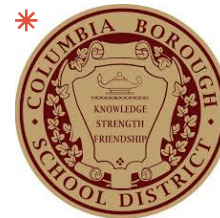


# K-12 PARTNERS



THE JANUS SCHOOL

Because Not All Great Minds Think Alike



Elizabethtown Area School District



Together We Can!



# HIGHER EDUCATION PARTNERS



Pennsylvania College  
of Art & Design



Thaddeus Stevens  
College of Technology



Elizabethtown College



EMU



MORAVIAN  
UNIVERSITY



PennState  
York



# NON-PROFIT PARTNERS



BOYS & GIRLS CLUB OF LANCASTER



# OTHER PARTNERS



New Tech Network



WE APOLOGIZE FOR ANY  
OVERSIGHTS CONCERNING  
PARTNER ORGANIZATIONS

LEARN MORE  
ABOUT LCSA &  
JOIN OUR  
MAILING LIST

SCAN  
HERE!



[WWW.LANCASTERSTEM.ORG](http://WWW.LANCASTERSTEM.ORG)

# LANCASTER COUNTY STEM ALLIANCE ADVISORY BOARD

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## LEADERSHIP & STAFF

**Dr. Lauren Beal**  
*Executive Director*  
**Andrew Garner**  
*Program Coordinator*  
**Adrienne Epler**  
*Foundations  
Operations Coordinator*



**INTERESTED IN  
GETTING INVOLVED  
WITH LCSA?**

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