



# HELPING ALL THRIVE THROUGH THROUGH WORKFORCE DEVELOPMENT

## JANUARY 2026 EDITION



**UNITED WAY**  
Capital Region

## WORKFORCE DEVELOPMENT



### Issue

39% (average) of people in Cumberland, Dauphin and Perry counties do not make enough money to make ends meet, or live below the federal poverty level.



### Solution

United Way of the Capital Region's **Workforce Development program** helps people get – and keep – jobs with opportunities for advancement to earn a living wage.



### Results

**259 individuals** graduated from the program and are independent with a stable income.

**140 individuals** are currently employed in the program.

**79% retention rate** (employed 6 months or more) for Road to Success participants with partner employers versus the standard rate of 64% reported by partner employers.



### Helping People Succeed in the Workforce



We help individuals become ready for employment. We:

- Assess skill level.
- Provide training on soft skills.
- Connect to additional education and training support.
- Provide budget counseling to help individuals become financially independent.

We also help people overcome barriers to success by connecting them to:

- Language support
- Transportation assistance
- Child care programs
- Clothing/uniform providers
- Health care

### PROGRAM OUTPUTS

**24**  
partner employers

**246 individuals** are currently enrolled in the program and receiving job support, training, or support services.



# FINANCIAL SECURITY

Through our work with community partners, we hope to help lift individuals and families out of poverty through workforce development.



## CORE SOLUTION PARTNERS AND ROLES

### Backbone Organization and Funding Source



### Partner Employers

- AAA Central Penn
- Advance Local/PA Media Group
- Amoroso Woodridge
- Asbury Bethany Village
- Country Meadows Retirement Communities
- Encompass Health Rehabilitation Hospital
- Essintial Enterprise Solutions
- Flagger Force
- The Gardens at Camp Hill, West Shore
- GIANT
- Hamilton Health Center, Inc.
- The Hershey Company
- High Hotels – Hampton Inn, Homewood Suites, Towneplace Suites
- Hilton Harrisburg
- Members 1st Federal Credit Union
- Messiah Lifeways
- Penn State Health
- PepsiCo
- Ralph E. Jones, Inc.
- ThredUp
- Transitions Healthcare Allens Cove
- UPMC Central PA
- UPS
- Weis Markets (Newport)

### Case Management Service Providers Receiving Funding from United Way

- Family Promise of Harrisburg Capital Region
- Hamilton Health Center
- New Hope Ministries, Inc.
- Perry County Literacy Council
- The Salvation Army Harrisburg Capital City Region
- Tec Centro
- Tri-County OIC

### Support Service Providers Receiving Funding from United Way

- Best Friends Child Care
- CONTACT Helpline, Inc. – 211 Information/Referral Services
- CyraCom – Translation Services
- Discovery Kids Childcare Center
- Hope Rides – Transportation
- KinderCare Learning Center – Child Care
- Little Steps Child Care Center – Child Care
- South Central PA Works – Labor Market Data
- Suits to Careers, Inc. – Work Attire & Interview Prep. Services
- Tiny Learner Early Learning Center – Child Care

### Subject Experts

- Center for Community Building
- Central Penn College
- The Foundation for Enhancing Communities
- HACC, Central Pennsylvania's Community College
- Leading Age PA
- Penn State Harrisburg
- Pennsylvania Health Care Association
- Service Employees International Union
- Shippensburg University

## DEMOGRAPHIC INFORMATION

### Race of participants:

- 40% identify as White
- 37% identify as Black/African American
- 8% identify as Asian
- 8% prefer not to say
- 7% identify as Multiracial

### Ethnicity of participants:

- 72% identify as not Hispanic/Latino
- 24% identify as Hispanic/Latino
- 4% prefer not to say

### Gender of participants:

- 73% identify as female
- 26% identify as male
- 1% identify as transgender