



HELPING ALL THRIVE THROUGH THROUGH WORKFORCE DEVELOPMENT

APRIL 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

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

167 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

25
partner employers

290 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
- Catherine Hershey Schools for Early Learning
- 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

- Belco Community Credit Union
- 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:

- 36% identify as White
- 35% identify as Black/African American
- 19% identify as Multiracial
- 7% identify as Asian
- 3% prefer not to say

Ethnicity of participants:

- 62% identify as not Hispanic/Latino
- 35% identify as Hispanic/Latino
- 3% prefer not to say

Gender of participants:

- 71% identify as female
- 28% identify as male
- 1% identify as transgender