

inside BERKS business:

A five-day learning experience for educators

YMCA of Reading and Berks County

Reed and Washington Streets

Reading, PA

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Description of the iBb Program

The BCIU has designed an internship that brings members of the education and business communities together to give the educator an inside look at what qualities are needed for students to be successful in the work force.

Host Business and Contact Information

The YMCA of Reading and Berks County has been serving the community for 151 years and is a leading human service organization in Berks County. The YMCA's core services include drug and alcohol rehabilitation, homeless initiatives, child care for low income families, teen parenting services, youth obesity prevention, and teen leadership. It also offers traditional YMCA programs including adult membership, aquatics, sports, and fitness.

Pre-Internship Meeting

Host: Kim Johnson

- **Tour of Facilities**
- **Discussed adding Phys. Ed. component to the day care program**

Four Day Experience at the YMCA

Organization and instruction of physical education activities for three different age groups of the day care center.

Activities included:

- Warm Up: Four Square, Catching Games, Hula Hoops**
- Work Out: Curl Ups, Push Ups, Stretching, Tag Games, Relay Races**
- Games/Activities: Kickball, Basketball, Football**

Educational Skill Requirements of New Hires

It depends on position. In child care staff must have a minimum of a high school diploma. Exempt staff (Salaried Staff) must have a bachelors degree and some level of YMCA training following their date of hire.

Salary Ranges and Benefits for Entry-Level Positions

Again it depends on the position. Child care staff, Life guards, cleaning staff, day camp staff start at a minimum wage (\$7.25 an hour). Salary staff starts at \$30,000 a year and branch executives start at \$38,000 a year. Upper management starts at \$60,000 a year. Benefits for full time employees include, paid vacation, personal days, sick days, and medical benefits. Also all employees that work over 1000 hours per year are part of their retirement program.

Company's Greatest Asset

The programs they provide for the community and the community support they receive in return. Their program and policy volunteers are a large asset and the fact that they are part of a National Organization.

Company's Greatest Challenge and How it is Being Addressed

In difficult economic times, funding is always a challenge. They are continuously looking for ways to increase fund raising efforts, partner with like agencies and to look for grant opportunities.

Technology utilized by the company

They use a MIS (Management Information System) system from Christensen Computer Company for all aspects for their operation, which includes financial membership and program packages.

Skills students are required to have to be successful

- **Dependability**
- **Member Friendly**
- **Knowledge of Work Area**
- **Training as Required**
- **First Aid/CPR certification**
- **Life Guard Certification (If Applicable)**
- **Ability to learn and willingness to try**

Curriculum Connection

Career Retention & Advancement (13.3.8)

Explain and demonstrate conflict resolution skills.

Safety and Injury Prevention (10.3.9)

Analyze and apply strategies to avoid/manage conflict and violence during adolescence.