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HERMITAGE

# Wallace and Pancher Inc. grows, diversifies

Work force grows from 5 to 100

By Kimberly Nanosky  
Marketing Coordinator  
for Wallace and Pancher

Daniel Wallace, P.E., and Brian Pancher began Wallace and Pancher Inc. in 2001 to provide engineering and environmental consulting services to developers, nonprofit organizations and state and municipal agencies.

The company has rapidly grown and diversified into many areas, including civil site design, surveying, energy re-

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A community source management and construction point of view

It has continued to grow into a full-service construction company that provides landscaping stream and wetland mitigation, and commercial roofing and sheet metal installation. In 2010, these activities grew to the point where construction became a separate company called Wallace & Pancher Construction, Inc. (WPC).

"While our companies have grown to provide an array of services," Wallace says, "our mission remains the same: To provide the best quality services to our clients to meet their project goals and needs." With the complexity of the regulatory



Contributed

Wallace and Pancher designed and completed this landscaping for Applebee's at the new Butler Crossing.

environment, permitting requirements, building codes, etc., this is not an easy task, but WPI has been doing it successfully for almost 10 years.

"It's unusual to have a firm that contains engineers, ecologists, taxonomists, GIS analysts, and construction personnel working in an array of industries from retail/commercial to energy to provide con-

sistent quality services with the same focused vision, to give more than what's expected, Pancher says.

However, it is the relationship between these skills that differentiates WPI in project planning, development and implementation.

WPI continues to grow and think "outside the box" to solve complex issues for its clients. Steadfast focus on cus-

tom service leads to continued growth. WPC follows the same focus with its customers, resulting in repeat business and continued growth.

"Having the support of engineers, surveyors and technicians provides the construction company the technical skills and know-how to bid on projects more reliably and accurately," says Frank Rudge, who recently joined WPC as

vice president of construction.

The need to strengthen our company's administrative abilities became evident during 2010 when WPC was awarded the landscaping contract for the Flight 93 National Memorial Project in Shanksville, Pa.

"Our company has grown from five employees in August of 2005 to over 100 employees during 2010," says Wallace. "You can only imagine how

complex the administration of our company has become."

This led to the hiring of Antoinette Wallace, chief financial officer, and Rosemary McBurney, human resources manager. Ms. Wallace comes to WPI with more than 23 years of corporate accounting and management experience and Ms. McBurney has been in the human resource industry for about 30 years.

And most recently, Frank Rudge, who earned an executive MBA from the University of Pittsburgh and has worked for many years with international companies in the United States and Europe on business development, operations and acquisitions.

"We've done a great job building our technical and construction capabilities to meet our clients' needs and realized that our administrative staff had to also grow to keep up with our internal operations," Pancher says.

WPI and WPC continue to focus on customers' needs and to further grow and expand.

The company continued its growth pattern in 2010, realizing 58 percent revenue growth compared to 2009. This momentum is planned to continue for 2011 with expansion of commercial roofing operations into North Carolina and the Southeast and through an expansion of services offered to the Marcellus Shale gas producers.

MERCER COUNTY

# CareerLink matches worker skills, employer needs

By Angela Palumbo  
Manager, Mercer County  
CareerLink

The OH-PENN Interstate Workforce Region, which includes our Pennsylvania CareerLink Mercer County, is providing to our customers,

**The Outlook**  
A community point of view

The WorkKeys System. WorkKeys is a job skills assessment system that measure "real world" skills employers believe are critical to job success. These skills are valuable for any occupation - skilled or professional - and at any level of education. The components included are Job Analysis (profiling), which identifies the skill requirements, and WorkKeys, skill levels an individual must have to perform successfully.

WorkKeys Assessments measure the current skills of individuals in four key areas: communication, problem-solving, interpersonal skills and personal skills.

Employers can have a Job Analysis that will identify the skills required for a job. It would also evaluate job applicant skills, evaluate the skills of current employers, determine individual and organizational skill needs, provide focused education and training

needed to meet both individual and organization goals and aid communication between employers and educators/trainees.

Individuals can document and credential generic employability skills, provide employers with evidence of skills attained, identify personal education and training needs, see a reason to take coursework seriously, document skill development over time, identify jobs for which current preparation is sufficient and explore appropriate career paths. All of this can be accomplished through a computer-based training system, WIN (Worldwide Interactive Network), which is offered

through the CareerLink in Mercer and Lawrence counties and now in the One Stops in Ohio.

The WIN Program and WorkKeys provide a career readiness certificate to employees or prospective employees, attesting to their skills in applied math, reading for information and locating information. If companies have jobs requiring other skills, for instance, communication, teamwork, performance and more, they also can be tested for those.

Depending on their scores, job seekers and employees can receive either a bronze, silver, gold or platinum certificate - ranging from scores of

3 on the three core skills to 6 or higher at the platinum level.

The WorkKeys testing can also be used for training and promotion of existing employees.

As employers begin to hire again, required skills are likely going to be higher as workers will have to be more productive and have multiple skills. The WorkKeys and WIN system can benefit both our employers and job seekers to raise the bar for successful job placements.

For more information on Pennsylvania CareerLink Mercer County at 724-347-9257.

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February 24<sup>th</sup> through March 7<sup>th</sup>

Opening Reception: Thursday, February 24<sup>th</sup> at 5 p.m.

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For more information, call 800-377-8828 x303 or visit [www.PABreastCancer.org](http://www.PABreastCancer.org)

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