



**Advance
Central PA**
Linking People & Business

Workforce Development Board (WDB) and Local Elected Official (LEO) Board Joint Meeting

December 15, 2021

Virtual Meeting via Zoom Webinar/Teleconference

Workforce Development Board (WDB) and Local Elected Official (LEO) Board Meeting

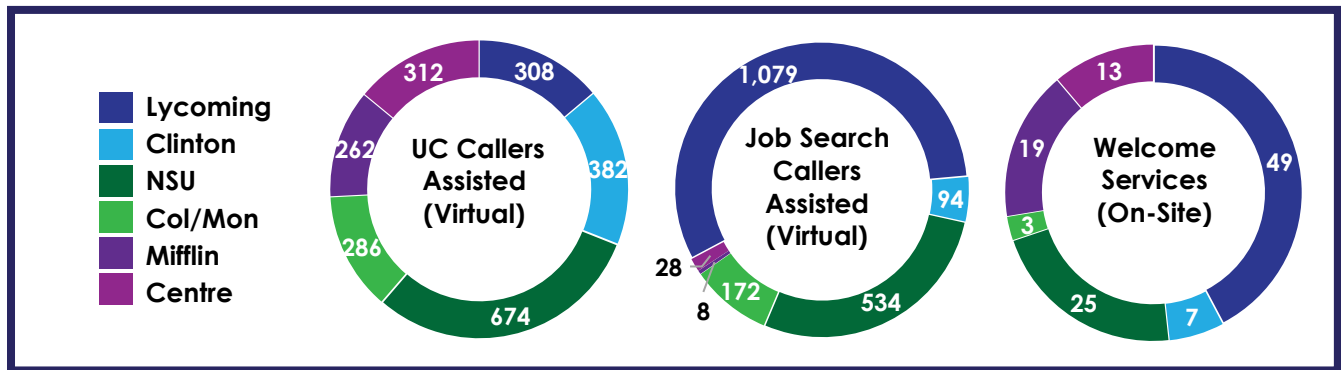
Agenda

Zoom Webinar/Teleconference
Wednesday, December 15, 2021 10:00 a.m.

- | | | |
|---------------|--|--------------------------------|
| 10:00 – 10:10 | Call to Order, Welcome, and Introduction of Guests | Jamie Aurand &
Dave Kovach |
| 10:10 – 10:15 | Public Comment | |
| 10:15 – 10:25 | PA CareerLink® Operator Update | Cheryl Johnson |
| 10:25 – 10:40 | Title II Adult Basic Education Presentation | Title II Coalition
Partners |
| 10:40 – 11:30 | WDB and LEO Board Action Items | Jamie Aurand &
Dave Kovach |
| | <ul style="list-style-type: none"> • WDB Non-Consent Agenda & Committee Reports <ul style="list-style-type: none"> – Action Needed: 2022 Meeting Schedule – Action Needed: Stance on Statewide EARN Procurement ○ Audit/Finance <ul style="list-style-type: none"> – Action Needed: Acceptance of FY 2021 Fiscal Audit ○ EARN ○ Governance <ul style="list-style-type: none"> – Action Needed: Appointment of Workforce Development Board Chair ○ Personnel ○ Policy & Performance ○ Youth <ul style="list-style-type: none"> – Action Needed: Award of Competitive Contract for In-School Youth Programming • LEO Board Action Items | |
| 11:30 – 11:50 | Executive Director's Update | Erica Mulberger |
| 11:50 – 11:55 | Open Discussion | |
| 11:55 | Date of Next Meeting <ul style="list-style-type: none"> • Executive Committee – January 14, 2022 from 10:00 a.m. – 12:00 p.m. • LEO Board Meeting – March 16 from 9:00 a.m. – 9:30 a.m. • WDB/LEO Board Meeting – March 16 from 10:00 a.m. – 12:00 p.m. | Jamie Aurand |
| 12:00 | Adjournment | Jamie Aurand &
Dave Kovach |

PA CareerLink® Jobseeker Services

July - September 2021 Q3



Based on on-site and virtual services

Total Workshops Offered: 184

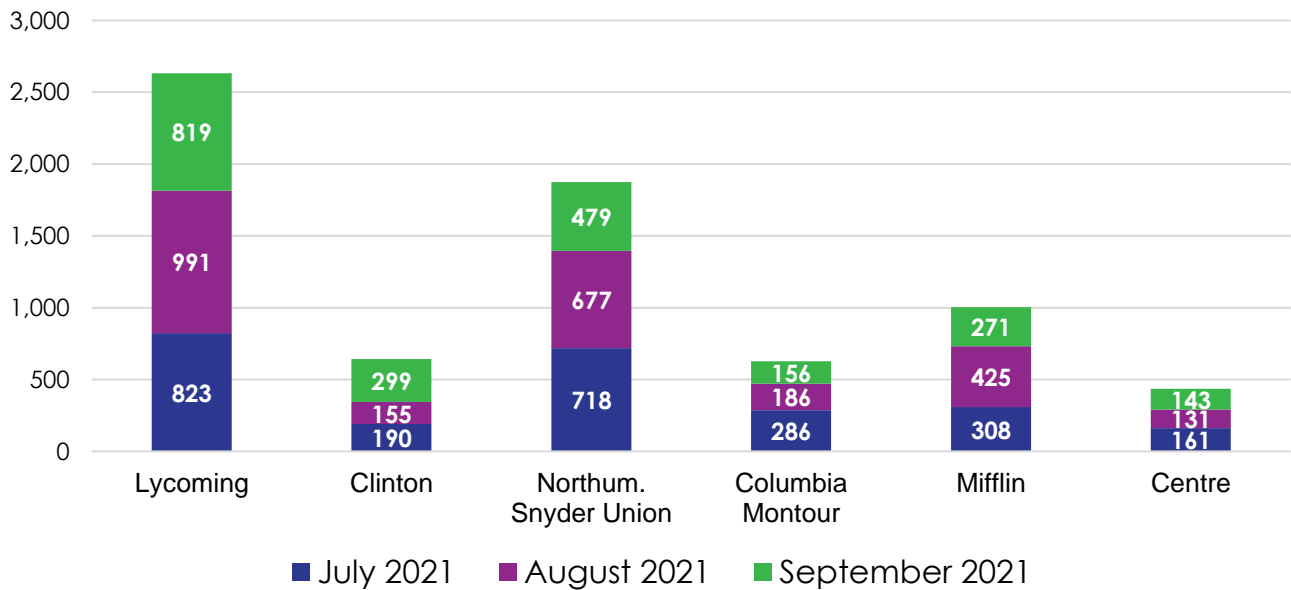
Total Workshop Attendance: 1,792

Total Services Provided: 20,940

Unique Quarterly Participants: 7,218

Based on on-site and virtual services

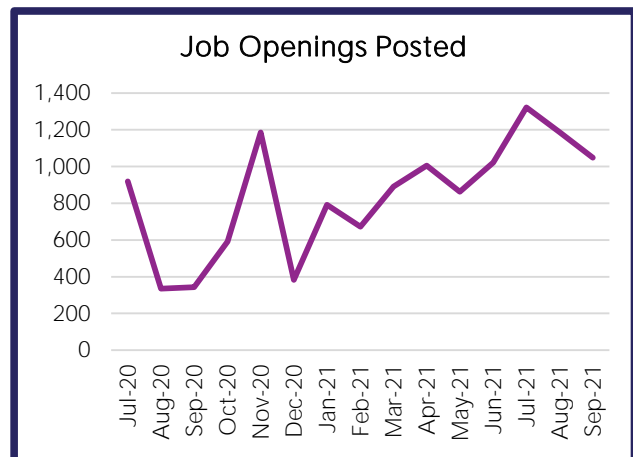
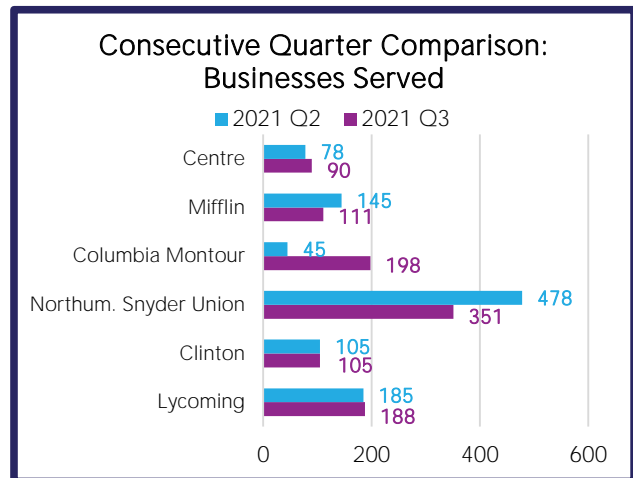
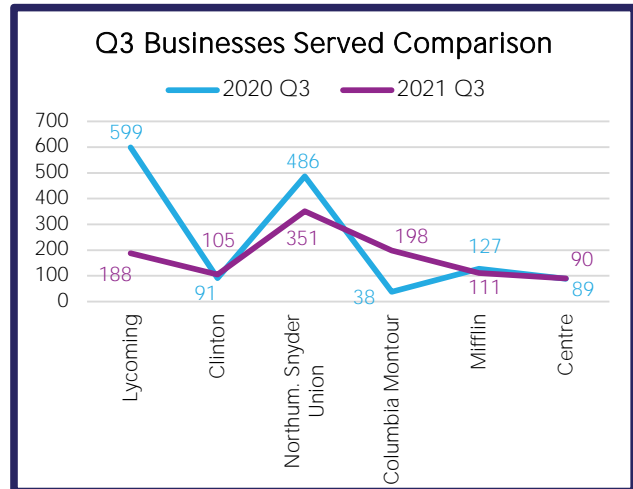
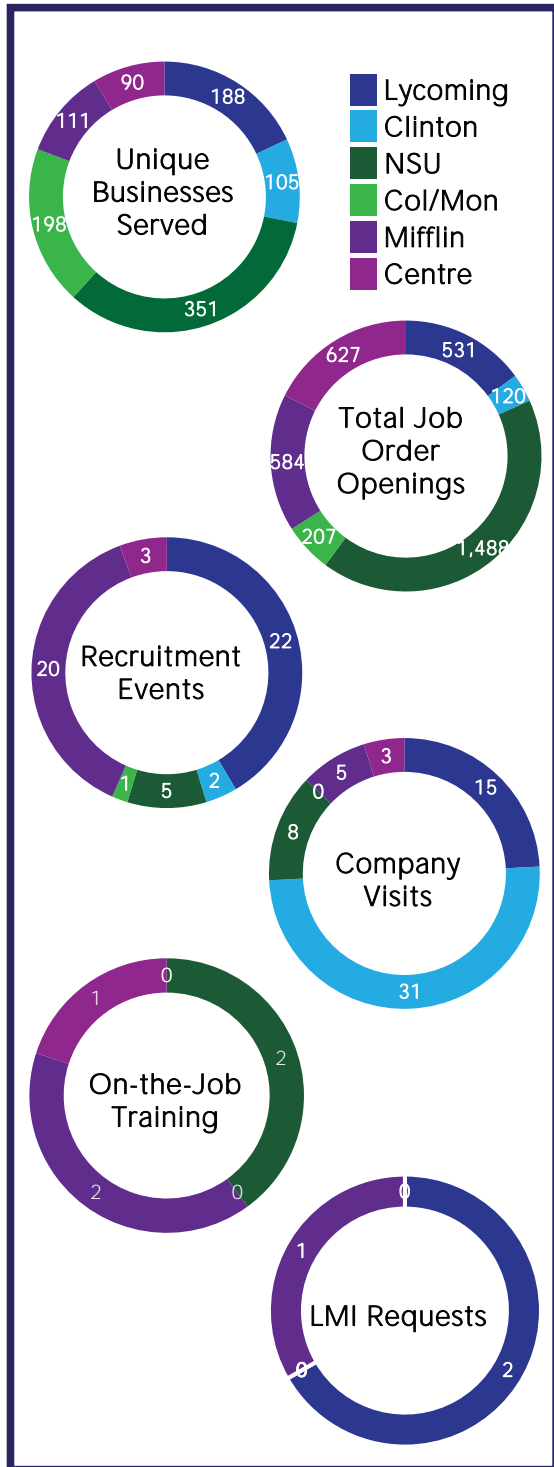
Total Unique Participants Served By Month



PA CareerLink® Business Solutions

July - September 2021 Q3

Employer Services Overview

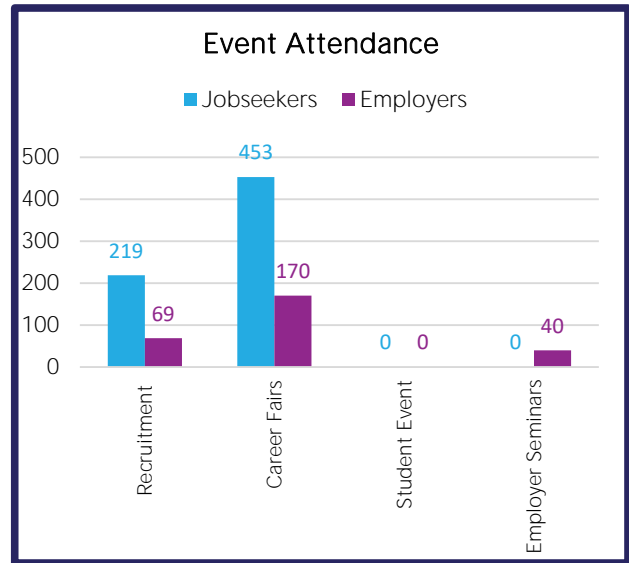


PA CareerLink® Business Solutions

July - September 2021 Q3

Employer Event Highlights

- OJT Business Roundtable (16 businesses and 3 community partners that work with businesses)
- What's New in UC Employer Seminar (22 employers)
- Job Fair at Brandon Park (47 employers and 103 jobseekers)
- EAC-sponsored Employer Seminar (12 companies)
- Job Fair at Cameron Park (55 employers and 114 jobseekers)
- 2 Job Fairs for Find a Job Friday (25 employers and 50 jobseekers)
- Fall Career Fair at Lock Haven Area YMCA (24 employers and 85 jobseekers)



- Top 3 Industries Served**
- Accommodation and Food Services
 - Construction
 - Health Care and Social Assistance

Rapid Response Events

Company	<i>Shikellamy School District</i>	<i>RR Donnelley</i>
PA CareerLink® County	<i>Northumberland, Snyder, and Union Counties</i>	<i>Northumberland, Snyder, and Union Counties</i>
Rapid Response Date	<i>7/8/2021</i>	<i>10/13/2021 and 10/14/2021</i>
Workers Affected	<i>63</i>	<i>70</i>
Workers at RR Event	<i>31</i>	<i>62</i>
Layoff/Closure	<i>Layoff</i>	<i>Closure</i>
Status	<i>Permanent</i>	<i>Permanent</i>

Workforce Development Board (WDB) and Local Elected Officials (LEO Board)

**Joint Meeting
September 15, 2021**

Advance Central PA's Board of Directors (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, September 15, 2021 at 10:00 a.m. via Zoom webinar/teleconference.

WDB Members Attending

Jay Alexander
Sue Auman
Jamie Aurand
Jim Beamer
Kenneth Chappell
Michele Foust
Dean Girton
Bruce Jones
Keith Koppenhaver
Jim Nemeth
Jim Stopper
Steve Stumbris
Susan Swartz
Todd Taylor
Suzanne White
Jenna Witherite
Tracie Witter
Dave Zartman

LEO Board Members Attending

Angela Harding
Ken Holdren
Joe Klebon
Richard Mirabito
Stacy Richards
Robert Postal

WDB Staff Attending

Bill Berry
Brooke Gessner
Alexa Hann
Jennifer Hopwood
Korrie Lucas
Jamie Mercaldo
Erica Mulberger
Patrick O'Connor
Marca O'Hargan
Rachael Ulmer

WDB Members Excused

Lynn Kuhns
Jeff Lowry

LEO Board Members Excused

Steven Dershem
David Kovach
Chuck Steininger

Guests Attending

Lenair Ahlum
Megan Bair
Carol Bailey
Meghan Beck
Jon DeWald - Solicitor
Marjorie Eby
Melanie Erb
Judy Fitzgerald
Angelic Hardy
Cheryl Johnson
Karin Knode
Dave Nowroski
Katherine Vastine
Jill Walter
Jennifer Waltman
Gale Zalar
Jennifer Zyry
George Vinios

Call to Order and Welcome

Jamie Aurand, Advance Central PA Chairperson, called the meeting to order at 10:03 a.m. and confirmed a quorum.

Jamie noted there are two meetings occurring simultaneously; the Workforce Development Board (WDB) quarterly meeting and Local Elected Official (LEO) Board quarterly meeting. He explained each board takes actions from their respective agendas.

Commissioner Kenneth Holdren, LEO Chairperson, welcomed his fellow Commissioners to the meeting and noted the quorum present.

Invitation for Public Comments

Jamie Aurand opened the floor for public comments.

Lenaire Ahlum, Susquehanna Valley Community Education Project Executive Director described an opportunity to support the Milton Makerspace via the PA Department of Community & Economic Development (DCED) Training-to-Career Grant Program. A \$200,000 grant application will be submitted to support community education classes allowing the public to become familiar with equipment that leads them to jobs with local manufacturers. The application requires a formal letter of support from Advance Central PA as the local WDB.

Erica Mulberger, Advance Central PA Executive Director, cited familiarity with both the Milton Makerspace and the grant opportunity through DCED. She requested Lenaire provide a summary of the grant application in the form of a draft support letter which she will review to assure it aligns with Advance Central PA goals and strategies before providing a signed letter of support; Erica anticipates no concerns with the project. Lenaire expressed her thanks to Board members and Erica for their consideration.

PA CareerLink® Operator Update

Cheryl Johnson, representing the PA CareerLink® Operator, provided an update focused on the regional response to local businesses in finding talent. PA CareerLink® staff have offered innovative services over the last quarter, and will continue to do so, including: onsite job preparation/interview preparation activities in partnership with employers who have open positions, mini job fairs coordinated with job seeker preparation sessions, outdoor job fairs including one focused on manufacturing in which Steve Wolf, Interim Director for the PA Department of Labor & Industry Bureau of Workforce Partnership Operations (BWPO) visited with employers and the 40 job seekers in attendance. Other outdoor job fairs have drawn 100 job seekers and have positive feedback from employers. Additionally, regional workshops designed to prepare a pool of talent saw increased attendance from 123 in June to 597 in July.

Another critical issue facing local businesses is unemployment compensation (UC) fraud; briefings were held to help employers understand what was happening and what to do. On the other side of things, the local PA CareerLink® sites implemented an all hands-on deck approach to addressing the implementation of a system for UC claimants to verify their identity. The system requires a level of tech savvy that many customers do not possess and with nowhere else to turn, they are coming to the PA CareerLink®. The local staff rose the significant challenge to assist customers. Advance Central PA staff accessed additional resources such as laptops and requested onsite UC staff to help increase efficiency of the time-consuming UC procedures.

Labor Market Information Presentation

Erica provided a detailed overview of the results to Advance Central PA's survey which staff released to better understand the local labor market climate and the decisions being made by local individuals in light of the pandemic, including why people are not returning to the workplace. The survey was widely distributed through the PA CareerLink® network and partner agencies such as the United Way offices,

county coalitions (Local Management Committees), Chambers of Commerce, and social media. A total of 570 responses were received since August 17th. Staff diligently reviewed responses and removed spam leaving 285 valid responses. Success with the response rate may be attributable to both the wide distribution strategy and gift cards which were offered to the first 50 respondents plus a random grand-prize drawing to two others.

Along with Bill Berry, Advance Central PA Sr. Research Analyst, Erica reviewed the responses to each of the questions explaining staff will complete a thorough analysis to show correlations based on demographics. Of significance, Erica and Bill noted:

- 195 of the 237 respondents employed at the start of the pandemic reported their jobs were impacted by the pandemic, including 88 who shifted to different working conditions/remote work, 45 who experienced a temporary company closure, and 32 whose positions were eliminated.
- 75 respondents prefer a job that offers flexibility to work in a blended environment with time on-site and time working from home compared to 53 who would prefer to work entirely from home and 41 who want to work on-site.
- Most individuals are not looking for a new job, 33% are. Of those looking for new employment, better pay is the top reason followed by quality of life.
- Of 59 individuals seeking a new job, 69% plan to change industries in which they work. Zero respondents selected Food Service as an industry they would like to gain employment.
- Those who are employed at present and considering a career change are seeking higher wages, flexible hours, the ability to work from home, and health benefits. Child care concerns may be part of the need for flexibility.
- Those who are unemployed are most frequently seeking entry level positions.
- 77 people who are not working are also not receiving UC.
- Of 48 people who are not working and who are receiving UC, 39 received UC payments that were less than their pay when employed while 9 made more with UC than the wages at their employment. 31 of the 48 said that they would not be working even if they were not receiving UC plus the \$300 supplement.

Erica ended the presentation noting 76 of the respondents wish to be contacted by the PA CareerLink® and outreach and service delivery is underway.

Board members discussed findings, drew correlations, and expressed a desire for more information, including in regard to women and the impact of childcare and safety concerns. Stacy Richards noted the value of the insights that can be gathered from the survey and inquired as to whether results are statistically validated to which Erica responded that there are too few respondents for that to be true. Jamie and Jim Nemeth sparked discussion regarding results showing 33% of respondents who currently have a job are seeking a new job noting perhaps with job openings being so prevalent it's easy to move into other employment and request higher wages and flexibility, etc. Bill noted there are 10.7 million openings across the United States at present and the numbers continue to increase, perhaps supporting the conclusion that people can more easily change careers at present.

Jamie asked how the survey results will be released to other businesses and partners to which Erica responded a handout is being developed to summarize the key takeaways. The handout will be provided to Chambers and other partners for distribution and use and the press may be notified as well; the Daily Item is already aware the survey was released.

WDB Updates and Action Items

Jamie called for a motion to approve the Consent Agenda.



Dean Girton made a motion to approve the September 15, 2021 Consent Agenda Action Items. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.

Audit/Finance Committee

Jim Stopper, Committee Chair, provided the update.

Financial Reports through 6/30/21 and Fiscal Year 22 Budget Update Report

Jim referenced the detailed financial reports through FY21 end which were provided in the meeting packets and sent to members in advance of the meeting. There are no significant or unexpected items to note in the year end reports.

The FY22 Budget Update reflects final carryover amounts from FY21 and the addition of \$317,000 in grant funds from the PA Dept. of Labor and Industry. The majority of the funds will be used to upgrade technology equipment and furnishings at each of the PA CareerLink® offices. Included in the technology upgrades will be video conferencing equipment for each of the six physical sites as well as the Advance Central PA office.

Jim welcomed questions on the reports and there were none.

Advance Central PA Lease

The lease for Advance Central PA's office is set to end November 30th. Staff have been in communication with the landlord and a two-year extension at the same rate has been successfully negotiated.



Jim Stopper made a motion to approve a 2-year lease renewal with William J. Metzger for the Advance Central PA office located at 130 Kelly Square, Suite 1, Lewisburg PA effective December 1, 2021 through November 30, 2023 at the current rates and conditions. Jay Alexander seconded the motion. The motion was unanimously approved with no abstentions.

The Audit/Finance Committee will meet as necessary.

EARN Committee

Ken Chappell, EARN Committee Chair, provided the update noting the EARN Committee met August 4th.

Program Year 20 Performance

Ken presented the EARN Enrollment Report showing the number of participants served from July 1, 2020 through June 30, 2021. There were 62 participants that carried over on the case load from the prior program year and 251 new enrollments. Across the state, enrollment numbers fell 30% while those in Central increased from 211 in the year prior.

An EARN Year in Review document showed successes despite the challenges the last year presented. The report developed by the subcontractor, Central Susquehanna Opportunities, Inc. (CSO) and presented to the EARN Committee highlights the family-centric, comprehensive services of Advance Central PA's EARN program. Among the highlights:

- The recently revised EARN Incentive Services Policy is having a positive impact for the families served; staff look forward to tracking data regarding the impact on performance.
- Virtual services including case management, workshops, and job development proved to be beneficial for participants with transportation and childcare barriers.
- The Wellness Coach (licensed on-staff EARN counselor) successfully facilitated sessions focused on mental health awareness and participant led group discussions about nutrition and fitness, all while providing a wealth of services to individuals such as domestic violence intervention and navigation of custody issues.

- This year marked the fourth that Advance Central PA was honored by having a Governor's Achievement Award winner – a trend staff plan to continue.

Recognition

A revised version of the EARN Manual from the PA Department of Human Services is anticipated this October for the current program year. Advance Central PA staff have been invited to review the Manual prior to release and offer feedback.

The Administration for Children and Families (ACF) and the Health Resources and Services Administration (HRSA) are funding a study to better understand the delivery of human services programs in rural contexts. The study team will conduct virtual site visits to 12 rural communities across the nation to collect data to understand the unique opportunities and challenges of administering programs in rural areas. Advance Central PA has been invited to take part with a focus on Clinton County. More info is forthcoming.

EARN Contract

Ken explained the contract for EARN services with the current provider, CSO, has exhausted its annual renewals. A new procurement was necessary for due diligence, ensuring Advance Central PA has the best provision of services possible. A request for proposals for EARN service delivery was released on August 9th with a submittal deadline of September 2nd. Multiple proposals were received.

An evaluation committee that included himself and Bruce Jones in addition to staff individually read and carefully rated each proposal before meeting for discussion on September 10th. The consensus was that CSO's proposal was the strongest showing demonstrated capacity, commitment, and well thought out strategies to deliver comprehensive family-centric services to the target population while maintaining compliance with the complex regulations. The recommendation of the evaluation committee is to award a contract to CSO for a contract beginning October 1, 2021.



Ken Chappell made a motion to award a contract for EARN services to Central Susquehanna Opportunities, Inc. for the nine counties of the Central Region from October 1, 2021 through June 30, 2022 with a budget to be negotiated by staff, and an option to extend funding annually for up to four years through June 30, 2026 based on successful performance outcomes and available funding. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.

The next EARN Committee meeting is November 3, 2021.

Governance Committee

Dean Girton, Governance Committee Chair, provided an update.

Committee Membership

Dean asked members to watch their inboxes for an email from Erica regarding Committee membership.

Retirement Notices

Advance Central PA's WDB is currently meeting all required membership categories, however Dean cautioned that if there are changes due to retirements or members changing jobs, it can put the Board out of compliance. Dean requested that everyone be aware of this and asked that anyone planning a retirement or other change let Erica know as soon as possible so there is adequate time to recruit new members as necessary.

Personnel Committee

Jay Alexander, Personnel Committee Chair, presented the update.

Healthcare Benefits

Advance Central PA budgeted for a 10% increase in healthcare premiums based on historical increases that ranged from 6 – 14% over the past several years. The Personnel Committee was pleasantly surprised to learn the renewal rate for the current healthcare plan has an 8.3% decrease in monthly premiums. On August 30th, the Personnel Committee voted unanimously to stay with the current Geisinger plan in which Advance Central PA is grandfathered.

- ▲ **Jay Alexander made a motion to renew the Geisinger Health Solutions Direct HMO with a \$500 deductible and 80/20 coinsurance plan effective for the November 1, 2021 with no increases to the employee contribution. Suzanne White seconded the motion. The motion was unanimously approved with no abstentions.**

Staffing Updates

The person recently hired into the Office/Board Coordinator position vacated it shortly after the last WDB/LEO meeting. Staff have since made an offer to a well-qualified job candidate: Kelly Walter.

Staff also continue to interview candidates for the Business Engagement Coordinator position which has been vacant since March.

Consent Agenda Actions

Jay asserted the importance of ensuring Advance Central PA is both competitive in securing new talent and in retaining the current talent. The Consent Agenda included four motions the Personnel Committee and Executive Committee passed to that end, including adjustments to the salary scale using P50 midpoints from a third-party evaluator and implementation of a formal policy and procedure for working from home.

The Personnel Committee will meet as necessary.

Policy & Performance Committee

Jim Beamer, Policy & Performance Committee Chair, provided the update.

Monitoring

Jim provided an update on monitoring completed by staff, including review of on-the-job training (OJT) contracts, on-site OJT monitoring, and Out-of-School Youth monitoring. The PA Department of Labor & Industry Bureau of Workforce Development Administration began a remote review of 41 case files that staff provided in June; findings have not yet been received.

Program Year (PY) 20 Adult/Dislocated Worker Exit Reports

Jim presented statistics related to the outcomes for Adult and Dislocated Worker participants exited in PY20 compared to PY19. Exits in PY20 are lower than in PY19 since overall there were fewer enrollments while the overall rate of Exit with Employment held steady at 64%. When reviewing just the outcome of individuals who received an individual training account (ITA) or OJT, the Exit with Employment for PY20 is 75% compared to 82% in PY19 while the rate of Exit with Employment for those who did not receive training was 54% in PY20, almost level to PY19.

Members discussed whether the Exit Reports should continue to be broken out by subcontractor or whether a summary is preferred; consensus was to continue with a format that shows both a summary and a breakout by provider.

Common Measures- PY20 4th Quarter Reports

Jim reviewed these official measures for WIOA Title I Adult, Dislocated Worker, and Youth programs. Overall, Youth performance shows a year-to year improvement of nearly 3 percentage points in the Employment & Education Rate 2nd Quarter after Exit. The Median Earnings for the Dislocated Worker program rose by \$140 this year. Otherwise, there was a decline in performance across all three programs from PY19 to PY20. In addition to each of the detailed measures, the Commonwealth also calculates an

Average Indicator Score combining all targets. Scores must equal 90% or higher and Advance Central PA is meeting expectations with a score of 94.3%.

The Policy & Performance Committee will meet as needed.

Youth Committee

Suzanne White, Committee Chair, provided the update.

Suzanne reported meeting with Alexa Hann, Advance Central PA Youth Programs Manager, to learn details about Advance Central PA's youth-related initiatives. She acknowledged Alexa for her passion and knowledge noting to fellow Board members how lucky Advance Central PA is to have such outstanding staff.

In-School Youth (ISY) Programming- Bridges to the Future

There are currently 134 active youth and 88 youth receiving follow-up services. While 73 new youth enrolled in spring, schools and students remained impacted by the pandemic, resulting in fewer youth joining the program than planned. Therefore, staff have given the program permission to continue enrollment into fall. Camp STEAM, a key foundational summer activity that these new enrollments will have missed will be offered this Fall to get them up to speed. Meanwhile, the ISY staff continues to schedule meetings with key school personnel to discuss the services and opportunities available to the districts and their students through the program.

Business-Education Partnership Grant

Advance Central PA's Business-Education Partnership grant includes funding to support Student & Educator in the Workplace tours. At this time, tentative plans include: partnering with Innovative Manufacturers' Center (IMC) and The Foundation of the Columbia/Montour Chamber to support "What's So Call About Manufacturing" for middle schoolers from 9 schools; coordinating career pathway and business tours for districts; and facilitating Lunch & Learns with small groups of students and business professionals.

Out-of-School Youth (OSY) Programming- YES to the Future

There are 93 active young adults being served with an additional 86 young adults receiving follow-up services in addition to 19 new enrollments in the pipeline. Data is being gathered regarding successful outreach and recruitment. Based on a study from October 1, 2020 – August 23, 2021, a majority of young adults learn about YES and are referred by: PA CareerLink® partners, community/partner agencies, parents, and friends. Suzanne shared the success young adults can have when partaking of YES services such as paid internships and OJT.

Continuous Improvement

During a visit to the PA CareerLink®, Advance Central PA staff observed the welcome process for a young adult seeking services. Staff identified room for improvement in partner staff adequately explaining YES. As a result, YES staff created Welcome Overview Sheets to provide a friendly introduction to the YES Career Counselors the young adults will meet and work with one-on-one. The goal is to reduce confusion and possible anxiety of meeting new staff. Staff have talked to the Operator about incorporating similar materials for other program partners.

Path to Careers

Suzanne recalled Advance Central PA's launch of www.PathToCareers.org in July 2019. Path To Careers helps efficiently and effectively build connections between businesses, schools, and young people in the region and increases student access to career exploration activities to help them identify career interests while learning about local businesses. Suzanne provided an overview of the business and schools registered on Path To Careers including 77 businesses and 33 schools/programs noting there are only 7 active and available experiences. Advance Central PA aims to not only increase the number of registered

business users but also to exponentially increase the number of available experiences in a variety of industries across the region. She welcomed members to contact staff to learn more about how they can be involved; virtual opportunities are welcomed and valued.

Suzanne added that staff are working through a licensing agreement with the Northern Tier WDB for use of Path to Careers.

In closing, Suzanne appealed to those who might be interested in learning more about the Youth Committee to do so. Erica added that any member who might want to connect to students and educators via Lunch & Learn should reach out; the cost of transportation and lunch can be covered.

LEO Board Action Items

Commissioner Ken Holdren called for the LEO Board to take note of the planned Action Items and called for a motion to approve the previous meetings minutes.



Rick Mirabito made a motion to approve the minutes from the June 16, 2021 joint WDB/LEO Board meeting. Rob Postal seconded the motion. The motion was unanimously approved with no abstentions.

Executive Directors Update

Erica Mulberger, Advance Central PA Executive Director, presented the update.

Competitive Funding Portfolio

Erica reviewed new grants obtained referencing Jim Stopper's Audit/Finance Committee update and the WIOA Statewide Activity funds which will allow for replacement of outdated customer computers and chairs in the PA CareerLink®, in addition to updated outreach materials including email handles that will help improve communications for job seekers.

The United States Dept. of Commerce Economic Development Administration has released a Good Jobs Challenge that aims to get Americans back to work by building and strengthening systems and partnerships that bring together employers who have hiring needs with other key entities to train workers with in-demand skills that lead to good-paying jobs. Grant applications are due in January 2022 and Advance Central PA plans to be a lead applicant.

As a member of the Heartland Partnership, Erica has also been in discussion with PA Wilds regarding a potential collaboration for the Build Back Better Regional Challenge for awards up to \$100 million.

Also on the horizon, Erica shared there have been several conversations with multiple training providers across the region interested in applying for PAsmart Apprenticeship grants. Advance Central PA will be the lead applicant for at least one application and will likely provide a letter of support to others.

Labor Market Information (LMI)

Erica turned the floor over to Bill reminding the members that all of the LMI reports can be found at www.AdvanceCentralPA.org. Bill provided highlights, including discussion about the spike in initial UC claims that occurred in June and July 2021 noting the timeframe corresponds to UC system updates and therefore may be a result of fraudulent claims. Members discussed the fraud they have experienced personally or within their businesses and then turned to the work Central PA CareerLink® staff are doing to assist individuals in proving their identities so they may proceed with their claims according to new UC protocol and ID.me software. Erica explained she has requested that UC staff come on-site to assist customers in-person and expressed gratitude that at least one staff has been deployed and has a rotating schedule across sites. Partner staff in the sites are doing a majority of the work assisting customers who present in person or call. Some local workforce development boards have made the decision not to assist customers with UC, including the time intensive ID.me process. At present Advance Central PA is choosing to assist UC customers as they have nowhere else to turn, but staff is monitoring the impact on overall

operations. Erica expressed gratitude to the staff in the sites who are stepping up and providing outstanding customer service.

Working Metrix Job Pilot Program

Coming this Fall, Erica announced the ability to take part in a study that will help local businesses evaluate pay scales, benefits, and workforce demographics in comparison to other companies in the area and across the county. This pilot program will help the state determine if it's something to pursue more widely. Erica will share more information as it's available.

Recognition

Erica will be recognized as one of 100 most influential people from labor unions, government, advocacy, and business in Pennsylvania by City & State Magazine as part of PA Labor Power 100. Eight local WDB directors in total received the recognition. Erica attributed the award to the entire staff of Advance Central PA, the Central PA CareerLink® team and the WDB and LEO Board and their passion for workforce development. She thanked the WDB and LEO for the flexibility they have given staff to do their jobs so well. Jamie offered congratulations to Erica and team.

Open Discussion

None.

Date of Next Meetings

Jamie and Ken announced the upcoming meetings as follows noting the format (in-person or virtual) is to be determined.

- Executive Committee- October 8th from 10:00 a.m. – 12:00 p.m.
- LEO Board Meeting- December 15th from 9:00 a.m. – 9:30 a.m.
- WDB/LEO Quarterly Meeting- December 15th from 10:00 a.m. – 12:00 p.m.

Adjournment

With no further business to attend to, Ken then Jamie adjourned the LEO Board and WDB meetings at 11:57 a.m. thanking everyone for participating wishing everyone well.

Respectfully submitted,



Korrie Lucas
Assistant Director

Workforce Development Board Consent Agenda Action Items December 15, 2021

1. Motion to approve the minutes from the September 15, 2021 joint WDB/LEO Board meeting.

Workforce Development Board Non-Consent Agenda Action Items December 15, 2021

1. Motion to approve the December 15, 2021 Consent Agenda Action Items.

Motion:

Second:

- **Action Needed:** Approve the 2022 WDB LEO Meeting Schedule
- **Action Needed:** Stance on Statewide EARN Procurement

Audit/Finance Committee • Jim Stopper, Chair

- **Action Needed:** Approval of the FY2021 Single Audit

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

The EARN Committee will be scheduling quarterly meetings for 2022.

Governance Committee • Dean Girton, Chair

- **Action Needed:** Appointment of Workforce Development Board Chair for January 1, 2022 – December 31, 2023

The Governance Committee will meet as necessary.

Personnel Committee • Jay Alexander, Chair

The Personnel Committee will meet as necessary.

Policy and Performance Committee • Jim Beamer, Chair

The Policy & Performance Committee will meet as necessary.

Youth Committee • Suzanne White, Chair

- **Action Needed:** Award of competitive contract for In-School Youth Programming

The Youth Committee will meet as necessary.

PROPOSED 2022 MEETING SCHEUDLE:
**Executive Committee, Workforce Development Board, and Local
 Elected Official Board**

January 14 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
February 11 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
March 16 <i>Third Wednesday</i>	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
April 8 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
May 13 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
June 15 <i>Third Wednesday</i>	Annual Meeting of the Members (LEO) 9:00 a.m. to 9:30 a.m. WBD/LEO Board Meeting 10:00 a.m. to Noon
August 12 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
September 21 <i>Third Wednesday</i>	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
October 14 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
November 11 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
December 21 <i>Third Wednesday</i>	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon

Unless otherwise notified of Webinar/Teleconference, **Executive Committee Meetings** are scheduled to be held at the Advance Central PA office and **LEO & WDB/LEO Meetings** are scheduled to be held at the Union County Government Center.

Advance Central PA
 FY 22 Contract Expense and Obligation Report
 From 7/1/2021 Through 9/30/2021

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds ¹	% of Total Oblig. and Exp.	Unoblig. Amount
07/20 - 06/22	PY20 1st Inc. WIOA Adult	84,304	84,304	0	100.00%	0
10/20 - 06/22	PY20 2nd Inc. WIOA Adult	888,907	267,539	540,579	90.91%	80,789
07/21 - 06/23	PY21 1st Inc. WIOA Adult	241,435	0	217,292	90.00%	24,143
10/21 - 06/23	PY21 2nd Inc. WIOA Adult	1,137,912	0	424,888	37.34%	713,024
	Adult Programs	2,352,558	351,843	1,182,759	65.23%	817,956
10/20 - 06/22	PY20 2nd Inc. WIOA DW	1,301,663	378,723	794,367	90.12%	128,573
07/21 - 06/23	PY21 1st Inc. WIOA DW	258,005	0	232,204	90.00%	25,801
10/21 - 06/23	PY21 2nd Inc. WIOA DW	1,097,820	0	74,626	6.80%	1,023,194
	Dislocated Worker Programs	2,657,488	378,723	1,101,197	55.69%	1,177,568
07/21 - 06/22	PY19 Rapid Response	100,000	25,098	72,729	97.83%	2,173
10/20 - 06/22	PY20 Rapid Response	25,000	0	0	0.00%	25,000
	Rapid Response Programs	125,000	25,098	72,729	78.26%	27,173
04/20 - 06/22	PY20 WIOA Youth	735,252	288,080	391,634	92.45%	55,538
04/20 - 06/23	PY21 WIOA Youth	1,596,433	0	1,201,516	75.26%	394,917
07/20 - 06/22	PY20 TANF Youth	509,662	92,431	367,575	90.26%	49,656
07/21 - 06/22	PY21 TANF Youth	664,200	0	424,041	63.84%	240,159
02/21 - 09/21	PY20 SLIP	14,439	14,439	0	100.00%	0
01/20 - 06/22	PY19 Business & Education Partnership	79,633	10,268	0	12.89%	69,365
	Youth Programs	3,599,619	405,218	2,384,766	77.51%	809,635
07/20 - 06/21	EARN	2,720,377	368,186	1,203,050	57.76%	1,149,141
	Welfare Programs	2,720,377	368,186	1,203,050	57.76%	1,149,141
01/19 - 06/22	Next Gen 18 - Adv. Man.	66,596	36	0	0.05%	66,560
01/19 - 06/22	Next Gen 18 - Healthcare	65,541	0	0	0.00%	65,541
02/20 - 06/22	Next Gen 19 - Adv. Man.	233,572	0	0	0.00%	233,572
02/20 - 06/22	Next Gen 19 - Healthcare	247,640	314	0	0.13%	247,326
NA	IP Sustainability Fund	337,248	0	0	0.00%	337,248
	Industry Partnerships	950,597	350	0	0.04%	950,247
03/20 - 06/22	PASmart CNC Apprenticeship	241,053	6,031	0	2.50%	235,022
	Reemployment Services	241,053	6,031	0	2.50%	235,022
NA	Research Department	51,275	10,622	0	20.72%	40,653
NA	Gold Standard	64,671	1,854	945	4.33%	61,872
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	3,917	10	0	0.26%	3,907
05/20 - 06/22	COVID-19 PACL	149,384	10,424	138,959	100.00%	1
10/20 - 09/23	ARC Reboot	1,009,186	33,169	946,481	97.07%	29,536
08/21 - 09/23	Statewide Funds	217,392	1,710	0	0.79%	215,682
	Other Programs	1,496,602	57,789	1,086,385	76.45%	352,428
	Grand Total	14,143,294	1,593,238	7,030,886	60.98%	5,519,170

Notes:

1 Obligated funds include the funds unexpended but obligated for the FY 22 subcontractor, training, and Resource Sharing Agreement budgets.

Advance Central PA
Operating Budget to Actual Comparison
From 7/1/2021 Through 9/30/2021

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	921,991	198,672	723,318.52	21.55%
Staff Travel & Development	28,418	2,706	25,712.18	9.52%
Board Expenses	8,674	3,771	4,903.00	43.47%
General Office Supplies	5,566	1,019	4,546.62	18.31%
Leases - Copiers/Equipment	2,500	150	2,350.39	5.98%
Outreach	2,250	0	2,250.00	0.00%
Subscriptions	22,251	96	22,154.81	0.43%
Memberships	10,510	8,605	1,905.47	81.87%
Vehicles	4,850	2,685	2,165.00	55.36%
Equipment And Furnishings	10,212	140	10,072.12	1.37%
Professional Fees	15,750	0	15,750.00	0.00%
Business Services	14,300	5,645	8,655.00	39.48%
Computer Services	31,944	11,817	20,126.54	36.99%
Facility Costs	<u>81,029</u>	<u>19,978</u>	<u>61,050.94</u>	<u>24.66%</u>
Total Operational Expenses	1,160,245.00	255,284.41	904,960.59	<u>22.00%</u>
Total Expenditures	<u>1,160,245.00</u>	<u>255,284.41</u>	<u>904,960.59</u>	<u>22.00%</u>

Notes:

* Anticipated expenditure rate of 25%.

Advance Central PA
 FY22 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2021 Through 9/30/2021

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
REVENUE:					
WIOA Adult	188,687	36,649	152,038	19.42%	80.58%
WIOA Dislocated Worker	188,687	36,649	152,038	19.42%	80.58%
WIOA In School Youth ¹	10,646	10,646	-	100.00%	0.00%
WIOA Out of School Youth	92,903	17,962	74,941	19.33%	80.67%
EARN	172,486	33,939	138,547	19.68%	80.32%
Advance Central PA Total: ²	653,409	135,844	517,565	20.79%	79.21%
WAGNER PEYSER	317,561	61,492	256,069	19.36%	80.64%
WP REGIONAL	12,112	2,611	9,501	21.56%	78.44%
VETS	73,413	14,151	59,262	19.28%	80.72%
RAPID RESPONSE	1,683	281	1,402	16.70%	83.30%
OVR	92,884	17,666	75,218	19.02%	80.98%
STAFF	12,112	2,611	9,501	21.56%	78.44%
DEVELOPMENT					
OVERSIGHT	12,112	2,611	9,501	21.56%	78.44%
TRADE	25,979	5,191	20,788	19.98%	80.02%
FOREIGN LABOR CERT.			-	#DIV/0!	#DIV/0!
State Partner Total:	547,855	106,614	441,241	19.46%	80.54%
Total REVENUE	1,201,264	242,458	958,806	20.18%	79.82%
EXPENSES:					
PERSONNEL					
Total PERSONNEL	476,511	105,911	370,600.51	22.23%	77.77%
FACILITY					
Total FACILITY	648,294	143,886	504,408.47	22.19%	77.81%
OPERATIONAL					
Total OPERATIONAL	329,132	46,880	282,252	14.24%	85.76%
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	263,284	54,218	209,065	20.59%	79.41%
TOTAL EXPENDITURES	1,453,937	350,895	1,103,043	24.13%	75.87%

NOTE: Revenue amounts show details by RSAB partner. The expenses are listed by category. Monthly, the expenses are allocated to all partners and then the revenues are collected. Therefore revenues and expenditures should be equal.

* Anticipated expenditure rate of 25%.

1 WIOA In-School Youth was charged to the RSAB for the 1st quarter only while the WIOA youth staff were not in the local schools.

2 Advance Central PA is responsible for approximately 54% of the total shared PA CareerLink[®] operating costs compared to 46% paid by other required PA CareerLink[®] partners.

Advance Central PA
 Subcontractor Budget and Actual Comparison
 From 7/1/2021 Through 9/30/2021

Tuscarora Intermediate Unit 11(TIU)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	512,598	111,603	400,995	21.77%	78.23%
Dislocated Worker Pool	511,500	125,388	386,112	24.51%	75.49%
OS Youth Pool ³	109,836	21,647	88,189	19.71%	80.29%
TANF	30,000	5,966	24,034	19.89%	80.11%
ARC Reboot	73,780	17,866	55,914	24.22%	75.78%
EARN Pool ³	100,000	19,772	80,228	19.77%	80.23%
Total OPERATIONAL EXPENSES	1,337,714	302,242	1,035,472	22.59%	77.41%
DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	2,500	900	1,600	36.00%	64.00%
Dislocated Worker Pool	3,598	900	2,698	25.01%	74.99%
Total DIRECT CUSTOMER SERVICES	2,500	900	1,600	36.00%	64.00%
TOTAL EXPENDITURES	1,340,214	303,142	1,037,072	22.62%	77.38%

Central Susquehanna Opportunities, Inc. (CSO)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	606,892	121,167	485,725	19.97%	80.03%
IS Youth Pool ⁵	85,922	83,066	2,856	96.68%	3.32%
TANF Youth	78,694	48,819	29,875	62.04%	37.96%
Dislocated Worker Pool	606,892	135,830	471,062	22.38%	77.62%
Rapid Response ⁶	95,866	24,676	71,190	25.74%	74.26%
ARC Reboot	107,711	12,993	94,718	12.06%	87.94%
EARN Pool ⁷	278,019	252,316	25,703	90.75%	9.25%
EARN SNAP	7,679	1,949	5,730	25.38%	74.62%
Total OPERATIONAL EXPENSES	1,867,675	680,816	1,186,859	36.45%	63.55%

DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	10,000	2,613	7,387	26.13%	73.87%
IS Youth Pool	304,426	49,098	255,328	16.13%	83.87%
TANF Youth	117,630	833	116,797	0.71%	99.29%
Dislocated Worker Pool	10,000	884	9,116	8.84%	91.16%
ARC	4,000		4,000	0.00%	100.00%
EARN Pool	23,200	5,141	18,059	22.16%	77.84%
Total DIRECT CUSTOMER SERVICES	469,256	58,569	410,687	12.48%	87.52%
TOTAL EXPENDITURES	2,336,931	739,385	1,597,546	31.64%	68.36%

Central Susquehanna Intermediate Unit⁸

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
TANF Youth	106,442	0	106,442	0.00%	100.00%
OS Youth Pool	631,527	0	631,527	0.00%	100.00%
Total OPERATIONAL EXPENSES	737,969	-	737,969	0.00%	100.00%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	63,580	0	63,580	0.00%	100.00%
OS Youth Pool	254,324	0	254,324	0.00%	100.00%
Total DIRECT CUSTOMER SERVICES	317,904	-	317,904	0.00%	100.00%
TOTAL EXPENDITURES	1,055,873	-	1,055,873	0.00%	100.00%

NOTES:

1 Anticipated expenditure rate of 25% for operating expenses.

2 Operational expenses include personnel, facilities, and operating expenses for the subcontractors.

3 These budgets are for TIU's Business Solutions contract in which TIU assists with placements of program participants and helps employers find talent from all PA CareerLink® programs.

4 Direct customer services include wages and benefits for participants in paid work experience and support services like transportation, clothing, and clearances.

5 CSO's ISY and TANF contract budget represent July - September.

6 CSO Rapid Response budget includes The Link.

7 CSO's EARN contract budget represents July - September.

8 CSIU did not invoice during the 1st quarter.

FY22 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS
As of 11/30/2021

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY22 ITA	
Adult	\$63,090	\$20,692	\$9,996	\$30,688	\$32,402	10	48.64%
Adult POS	\$83,090	\$35,527	\$24,119	\$59,646	\$23,444	17	71.78%
Dislocated Worker	\$100,373	\$16,351	\$32,560	\$48,910	\$51,463	14	48.73%
TOTAL ITA	\$246,553	\$72,570	\$66,674	\$139,244	\$107,309	41	56.48%

ON THE JOB TRAININGS (OJTs)						FY22 OJT	
Adult	\$48,727	\$0	\$4,408	\$4,408	\$44,318	1	9.05%
Adult POS	\$48,727	\$12,146	\$11,015	\$23,161	\$25,566	4	47.53%
Dislocated Worker	\$66,916	\$17,411	\$13,834	\$31,245	\$35,671	5	46.69%
Out of School Youth	\$79,822	\$7,756	\$8,500	\$16,256	\$63,566	6	20.37%
TOTAL OJT	\$244,191	\$37,313	\$37,757	\$75,070	\$169,121	16	30.74%
TOTAL ITA/OJT	\$490,744	\$109,883	\$104,431	\$214,314	\$276,430	57	43.67%

INCUMBENT WORKER TRAINING						Number of Participants	Percentage of Total Budget Obligated
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
Next Gen Adv. Manuf. 2019	\$68,000	\$0	\$27,900	\$27,900	\$40,100	20	41%
Next Gen Healthcare 2019	\$65,751	\$0	\$0	\$0	\$65,751	0	0%
Next Gen Adv. Manuf. 2020	\$210,000	\$0	\$0	\$0	\$210,000	0	0%
Next Gen. Healthcare 2020	\$193,800	\$0	\$0	\$0	\$193,800	0	0%
Total	\$343,751	\$0	\$27,900	\$27,900	\$315,851	20	8%

FY21 Central Region Budget Updates As of December 15, 2021

The Central Region has increased revenues of \$153,435 from the budget presented at the September 15, 2021 meeting for a revised available revenue total of \$14,315,493. Adjustments include additional Statewide Activities funds.

Advance Central PA's available funding for operations decreased by \$424 due to adjustments in the EARN budget.

The training budget decreased by \$155,866 due to a realignment of EARN funds based on negotiations with the EARN provider chosen through the competitive procurement process.

CSO's budget increased and the Other Service Delivery budget decreased as EARN funds were realigned based on the new EARN contract.

The Regional Budget increased by \$142,843 due to the additional Statewide Activities grant funds.

The unallocated amounts decreased by \$64,559 due to the changes made above.

Note: Additional financial details can be found on the back of this page.

**Advance Central PA
FY 22 Central Region Budget Updates
As of December 15, 2021**

Following is the net change to the FY22 Revenues that were presented on September 15, 2021. Changes include an additional \$144,620 in Statewide Activities funds and a realignment of EARN funds based on negotiations with the chosen EARN provider.

Total Revenues presented 9/15/21	\$ 14,162,058
Adjustments:	
Statewide Activities	153,435
Net Increase	<u>153,435</u>
Revised Available Revenues	<u><u>\$ 14,315,493</u></u>

Below is a summary of adjustments to the FY22 expense budgets along with explanations for the changes. The budgets represent all funding sources.

Total Budget presented 9/15/21	\$ 14,162,058
Net Increase in Allocated Funds	217,994
Net Decrease in Unallocated Funds	<u>(64,559)</u>
Revised Total Budget	<u><u>\$ 14,315,493</u></u>

Advance Central PA's available budget had a slight decrease due to adjustments to the EARN budget.

Advance Central PA Budget presented 9/15/21	\$ 1,227,669
Adjustments:	
Net Decrease	<u>(424)</u>
Revised Advance Central PA Budget	<u><u>\$ 1,227,245</u></u>

The Training Budget decreased due to a realignment of EARN funds based on negotiations with the chosen EARN provider.

Training Budget presented 9/15/21	\$ 1,762,497
Net Decrease	<u>(155,866)</u>
Revised Training Budget	<u><u>\$ 1,606,631</u></u>

CSO's EARN budget increased and the Other Service Delivery EARN budget decreased due to a realignment of funds based on the chosen EARN subcontractor budget negotiations.

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 9/15/21	\$ 2,075,661	\$ 1,458,872	\$ 930,315	\$ 2,628,659
Net Increase/Decrease	<u>1,028,333</u>	<u>-</u>	<u>-</u>	<u>(796,892)</u>
Revised Service Delivery Budgets	<u><u>\$ 3,103,994</u></u>	<u><u>\$ 1,458,872</u></u>	<u><u>\$ 930,315</u></u>	<u><u>\$ 1,831,767</u></u>

The Regional Budget increased due to the new Statewide Activities grant.

Regional and Other Budget presented 9/15/21	\$ 483,977
Net Increase	<u>142,843</u>
Revised Regional and Other Budget	<u><u>\$ 626,820</u></u>

The unallocated amounts were adjusted to reflect the adjustments previously mentioned.

Unallocated Budget presented 9/15/21	\$ 2,341,000
Adjustments:	
Net Decrease	<u>(64,559)</u>
Revised Unallocated Budget	<u><u>\$ 2,276,441</u></u>

CENTRAL PENNSYLVANIA WORKFORCE DEVELOPMENT CORPORATION
d/b/a ADVANCE CENTRAL PA
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
FOR THE YEAR ENDED JUNE 30, 2021

Summary of Auditor's Results

1. An unmodified opinion was issued on the Corporation's financial statements.
2. There were no material weaknesses in internal control identified by the audit of the financial statements.
3. The audit of the financial statements did not disclose any noncompliance that is material to the Corporation's financial statements.
4. An unmodified opinion was issued on the Corporation's compliance for major programs.
5. No material weaknesses in internal control based on a financial statement audit and over major programs were identified by the audit.
6. The audit disclosed no audit findings that are required to be reported under 2 CFR Section 200.516(a).
7. The Corporation's major programs are the WIOA Cluster (WIOA Adult Program; WIOA Youth Activities; and WIOA Dislocated Worker Formula Grants).
8. The dollar threshold used to determine Type A and Type B programs was \$750,000.
9. The Corporation was deemed to be a low-risk auditee.

Financial Statement Findings

None identified

Federal Award Findings

None identified

**CENTRAL PENNSYLVANIA WORKFORCE DEVELOPMENT CORPORATION
d/b/a ADVANCE CENTRAL PA
SUMMARY SCHEDULE OF PRIOR YEARS' FINDINGS
FOR THE YEAR ENDED JUNE 30, 2021**

No prior year findings were noted.

INDEPENDENT AUDITOR'S REPORT

Board of Directors
Central Pennsylvania Workforce
Development Corporation
d/b/a Advance Central PA
130 Kelly Square, Suite 1
Lewisburg, PA 17837

Report on the Financial Statements

We have audited the accompanying financial statements of Central Pennsylvania Workforce Development Corporation (a nonprofit organization) d/b/a Advance Central PA, which comprise the statements of financial position as of June 30, 2021 and 2020, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Central Pennsylvania Workforce Development Corporation as of June 30, 2021 and 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters*Other Information*

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of federal awards, as required by Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 4, 2021, on our consideration of Central Pennsylvania Workforce Development Corporation's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Central Pennsylvania Workforce Development Corporation's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Central Pennsylvania Workforce Development Corporation's internal control over financial reporting and compliance.

Young, Becker, Brown & Company, P.C.

Monitoring Update

September 2021 through November 2021

Advance Central PA staff conducts regular monitoring of its subrecipients and overall PA CareerLink® operations. The monitoring/oversight process includes: onsite visits to review records and observe operations; desk reviews of files, reports and statistics; reviews of training providers' financial and progress reports; interviews with appropriate staff and participants; and reviews of subrecipient fiscal practices. All contacts and reports are documented. When written corrective action plans are required, they may be submitted for committee approval. Complete monitoring reports are available to the appropriate WDB member or committee for review.

Following are brief summaries of monitoring conducted by Advance Central PA between September and November 2021.

ON-THE-JOB TRAINING (OJT) CONTRACT MONITORING

Staff completed desk reviews of 3 new contracts submitted for approval with start dates between September 2021 and November 2021; each contract was approved for funding. In addition, staff completed desk reviews for the 6 other open OJT contracts to monitor for risks, quality of services provided, and adherence to the training plan and fiscal requirements; technical assistance was provided to the subcontractors as needed.

TRAINING PROVIDER MONITORING

Approval of Training Programs for Funding

Before a PA CareerLink® customer may receive funding assistance for classroom training, the chosen programs or courses must be approved by Advance Central PA and then the PA Department of Labor and Industry. Each program year, training providers must re-post all programs and adhere to strict guidelines regarding high priority occupations and detailed course descriptions. All schools must submit data from each course from prior years that, when matched with wage records of past students, produce employment and wage outcomes that meet state mandated levels. This annual submission of training programs for approval ensures PA CareerLink® customers are getting reliable course information and occupational outcomes before obtaining training services. It also ensures prudent use of WIOA funds at the state and local levels.

- Staff continue to review applications as they are received and provide technical assistance to training providers as needed. A total of 112 program offerings have been approved by both Advance Central PA and the state to date. Applications may be submitted at any time during the year.

OUT-OF-SCHOOL YOUTH (OSY) MONITORING

Central Susquehanna Intermediate Unit (CSIU) submitted a timely response to the PY20 monitoring report issued in regard to delivery of Out-of-School programming. CSIU adequately addressed all required actions and recommendations, and an acceptance of the corrective action plan has been issued along with guidance that further communications are forthcoming regarding challenges and possible contract modifications raised within the plan.

ADULT AND DISLOCATED WORKER (ADW) MONITORING

Staff conducted a monitoring of program year 2020 Adult and Dislocated Worker (ADW) operations and released reports to subcontractors as follows. Corrective action plans are due within 30 days of issuance.

- Monitoring of Central Susquehanna Opportunities, Inc.'s (CSO) service delivery included a review of 46 hard copy case files. A monitoring report outlining seven required actions and three recommendations to improve service delivery and performance was issued to CSO.
- Tuscarora Intermediate Unit's (TIU) monitoring included a review of 13 hard copy ADW case files. The monitoring report to TIU outlined six required actions and two recommendations.

EARN MONITORING

Staff is currently monitoring Central Susquehanna Opportunities, Inc.'s (CSO) delivery of the EARN program. A total of 33 files will be monitored along with general program operations and performance.

PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY/BUREAU OF WORKFORCE DEVELOPMENT ADMINISTRATION (BWDA) MONITORING

- **PY2020 FISCAL INTEGRITY, AUDITS, LOCAL MONITORING, ONE-STOP OPERATOR, AND CASE FILE REVIEW**

BWDA issued a final report for of their PY 2020 Fiscal Integrity, Audits, Local Monitoring, One-Stop Operator, and Case File Review. There was one finding requiring corrective action and one recommendation. A timely response addressing both has been sent to BWDA.

- **PY2021 PROCUREMENT AND SUBCONTRACTOR MONITORING**

BWDA remotely conducted their PY2021 Procurement and Subcontractor Monitoring. Concluding November 1, all requested documentation was provided with a report forthcoming.

- **PY2021 POLICIES, AGREEMENTS AND SERVICE DELIVERY MONITORING**

For this monitoring, BWDA requested the submission of all LWDB policies and agreements that were new or revised since January 15, 2021. Staff also completed a monitoring tool that identified the entities providing services for the 13 required one-stop partner programs. The documentation was submitted timely on November 30th.

PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY OFFICE OF EQUAL OPPORTUNITY (OEO) COMPLIANCE REVIEW

OEO conducted a 2021 compliance review requiring staff to complete a detailed ADA accessibility review at each PA CareerLink® site. Site Administrators are working with landlords to address findings. In addition to the ADA reviews, staff had to complete a monitoring survey and submit a number of documents to demonstrate compliance with other WIOA non-discrimination regulations. At the conclusion of the monitoring, OEO will issue a report and will schedule a technical assistance training for the Equal Opportunity Officer, Liaisons, and the PA CareerLink® Site Administrators.

Adult/Dislocated Worker Outcomes Report

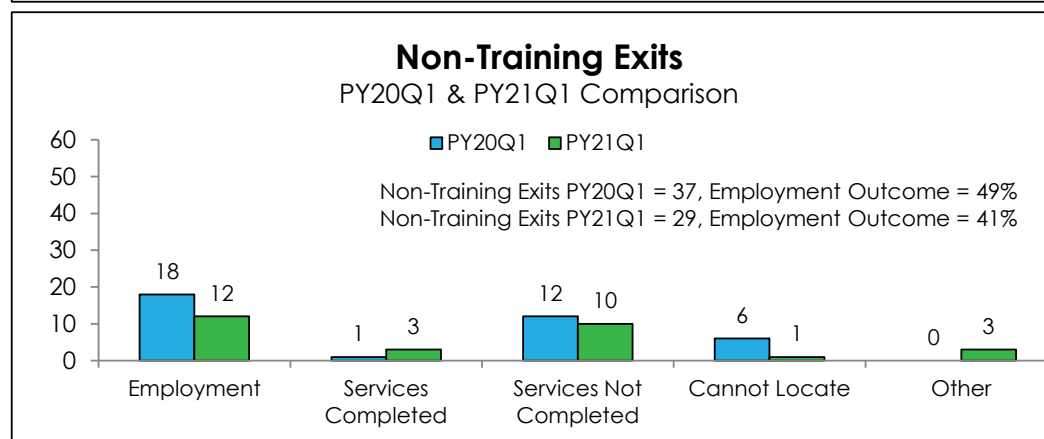
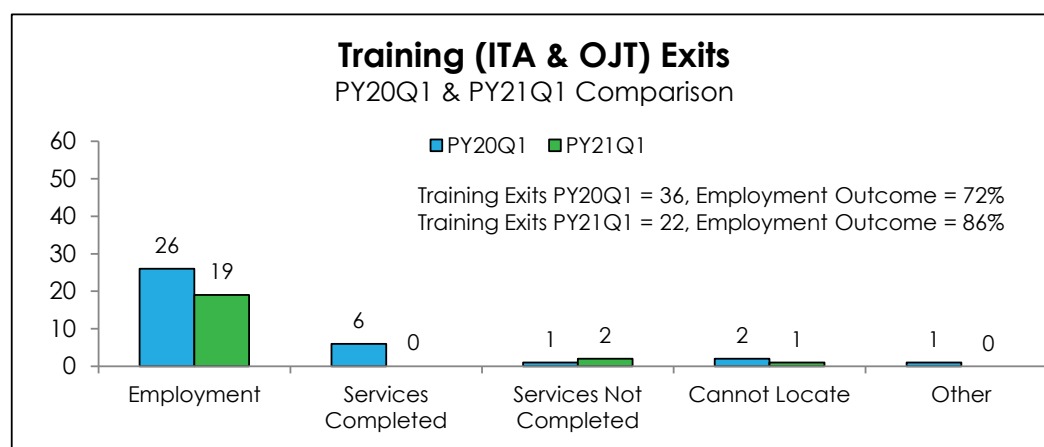
PY20 Q1 and PY21 Q1 Comparison

July 1, 2020 - September 30, 2020 & July 1, 2021 - September 30, 2021

Central Pennsylvania



Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.



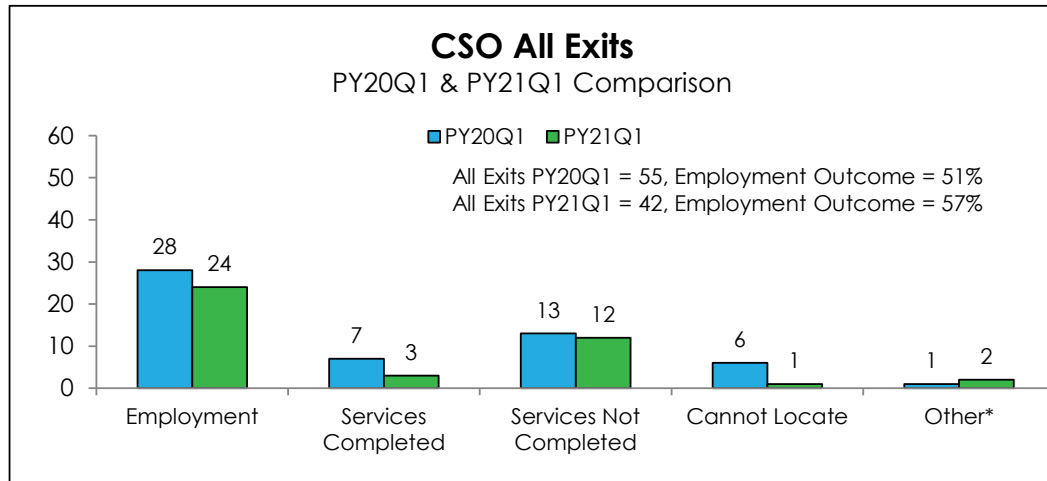
Other* PY20Q1: Health, Medical (1)
(applies to All Exits) PY21Q1: Health, Medical (2), Institutionalized (1)

Adult/Dislocated Worker Outcomes Report

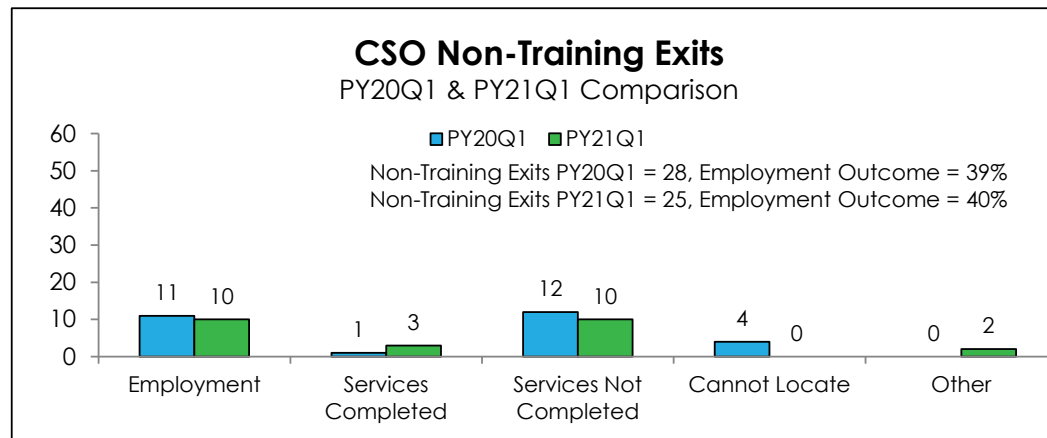
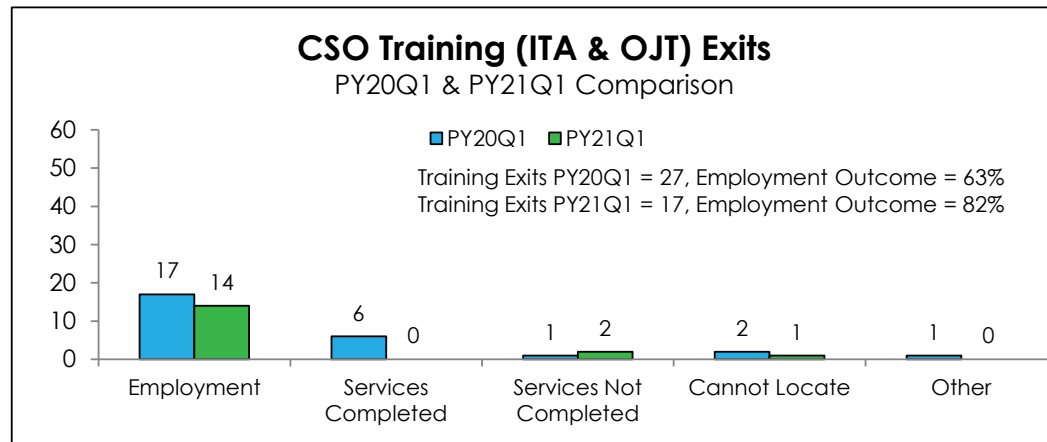
PY20 Q1 and PY21 Q1 Comparison

July 1, 2020 - September 30, 2020 & July 1, 2021 - September 30, 2021

Central Susquehanna Opportunities, Inc.



Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.



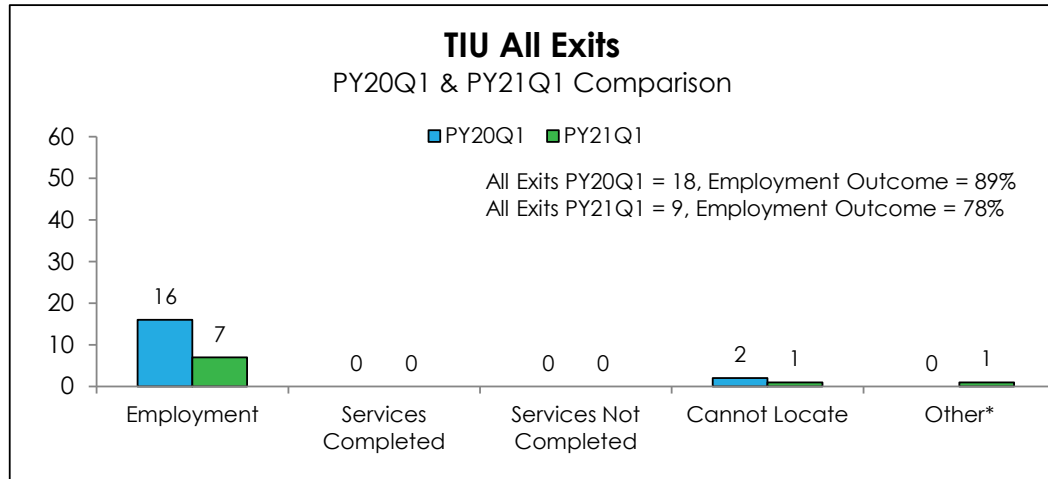
Other* PY20Q1: Health, Medical (1)
(applies to All Exits) PY21Q1: Health, Medical (1), Institutionalized (1)

Adult/Dislocated Worker Outcomes Report

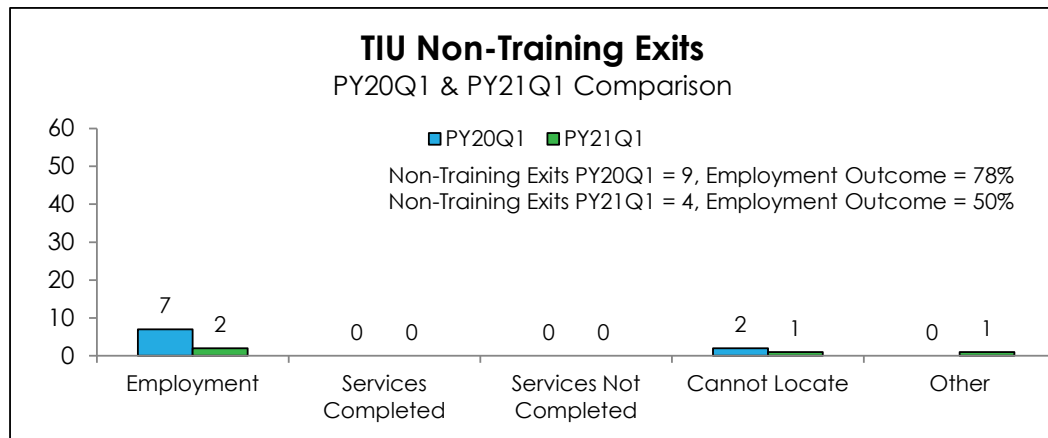
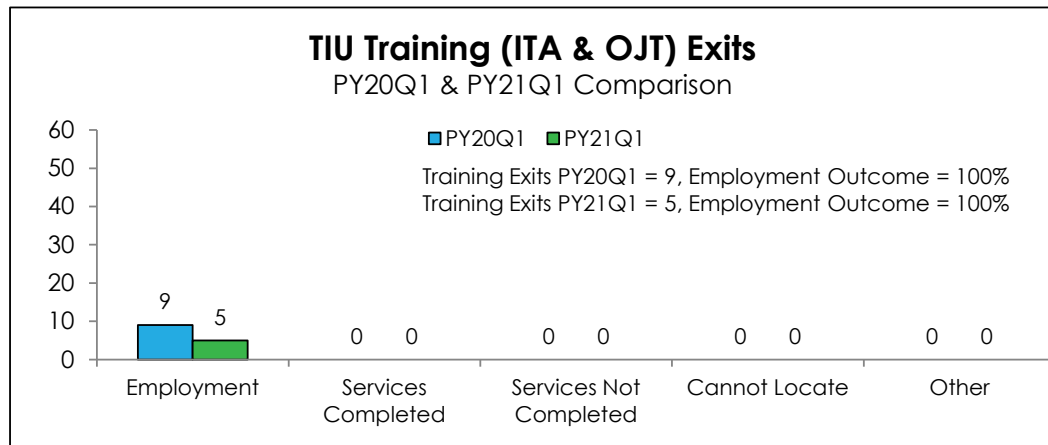
PY20 Q1 and PY21 Q1 Comparison

July 1, 2020 - September 30, 2020 & July 1, 2021 - September 30, 2021

Tuscarora Intermediate Unit 11



Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.

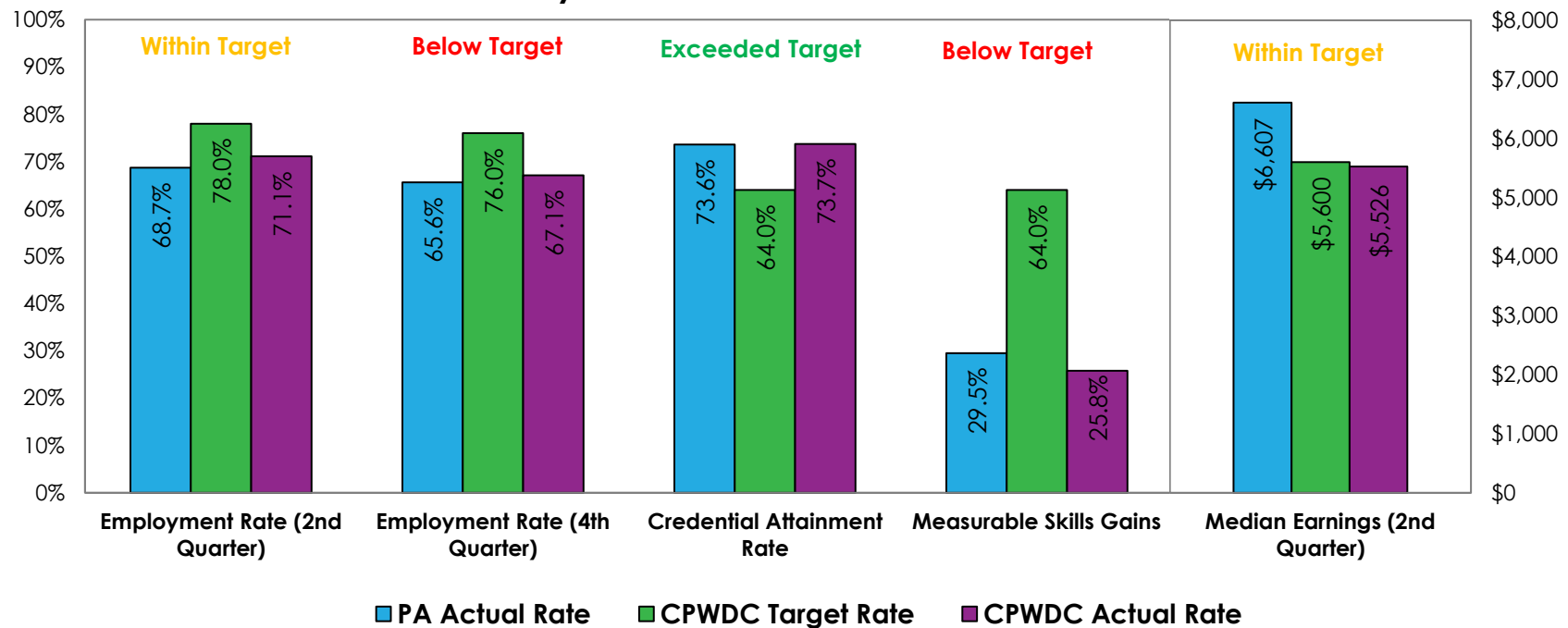


Other*
(applies to All Exits) PY21Q1: Health, Medical (1)

Advance Central PA Adult Program 1st Quarter Program Year 2021 Common Measure Summary

Improvement needed in:

- Employment Rate (2nd Qtr.)
- Employment Rate (4th Qtr.)
- Measurable Skills Gains
- Median Earnings (2nd Qtr.)



Common Measure Definitions

Employment Rate (2nd Quarter) - % of Adults in unsubsidized employment in the 2nd quarter after exit

Employment Rate (4th Quarter) - % of Adults in unsubsidized employment in the 4th quarter after exit

Credential Attainment Rate - % of Adults who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

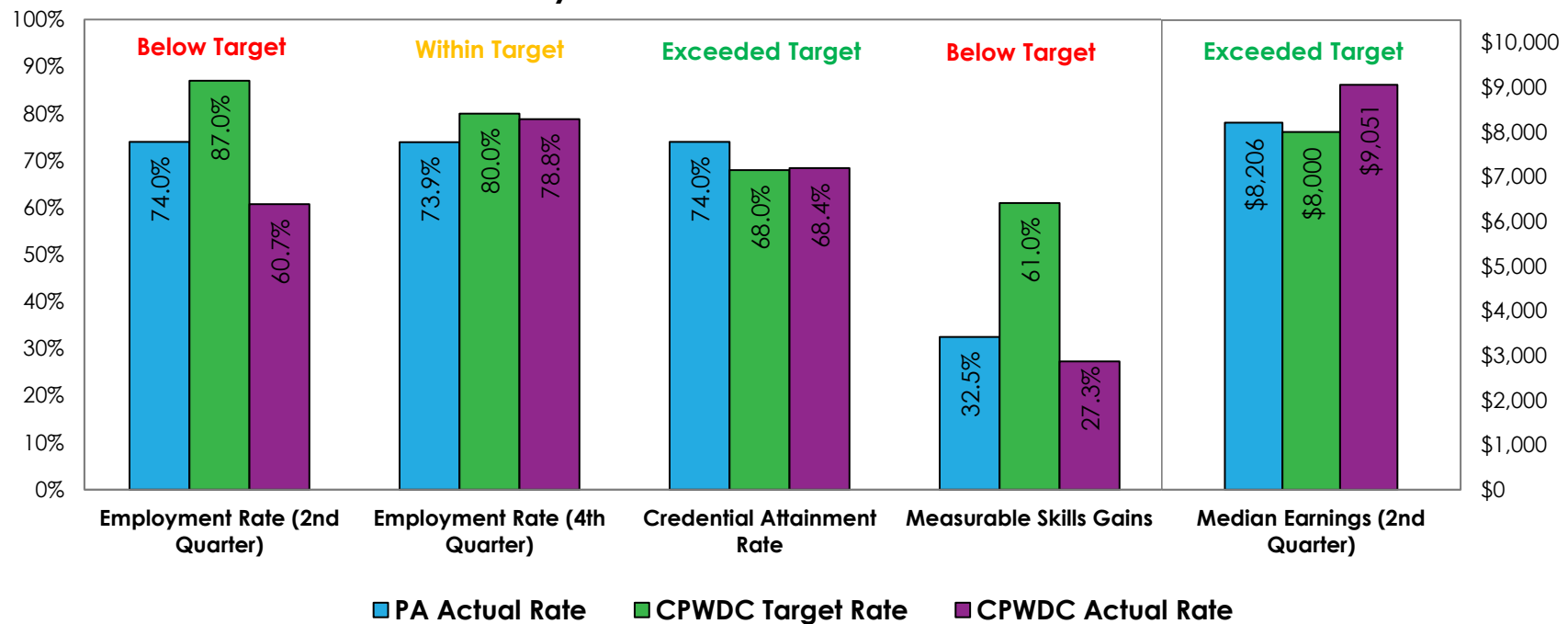
Measurable Skills Gain - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Median Earnings - Median earnings of Adults who have unsubsidized employment during the 2nd quarter after exit

Advance Central PA Dislocated Worker Program 1st Quarter Program Year 2021 Common Measure Summary

Improvement needed in:

- Employment Rate (2nd Qtr.)
- Employment Rate (4th Qtr.)
- Measurable Skills Gains



Common Measure Definitions

Employment Rate (2nd Quarter) - % of Dislocated Workers in unsubsidized employment in the 2nd quarter after exit

Employment Rate (4th Quarter) - % of Dislocated Workers in unsubsidized employment in the 4th quarter after exit

Credential Attainment Rate - % of Dislocated Workers who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

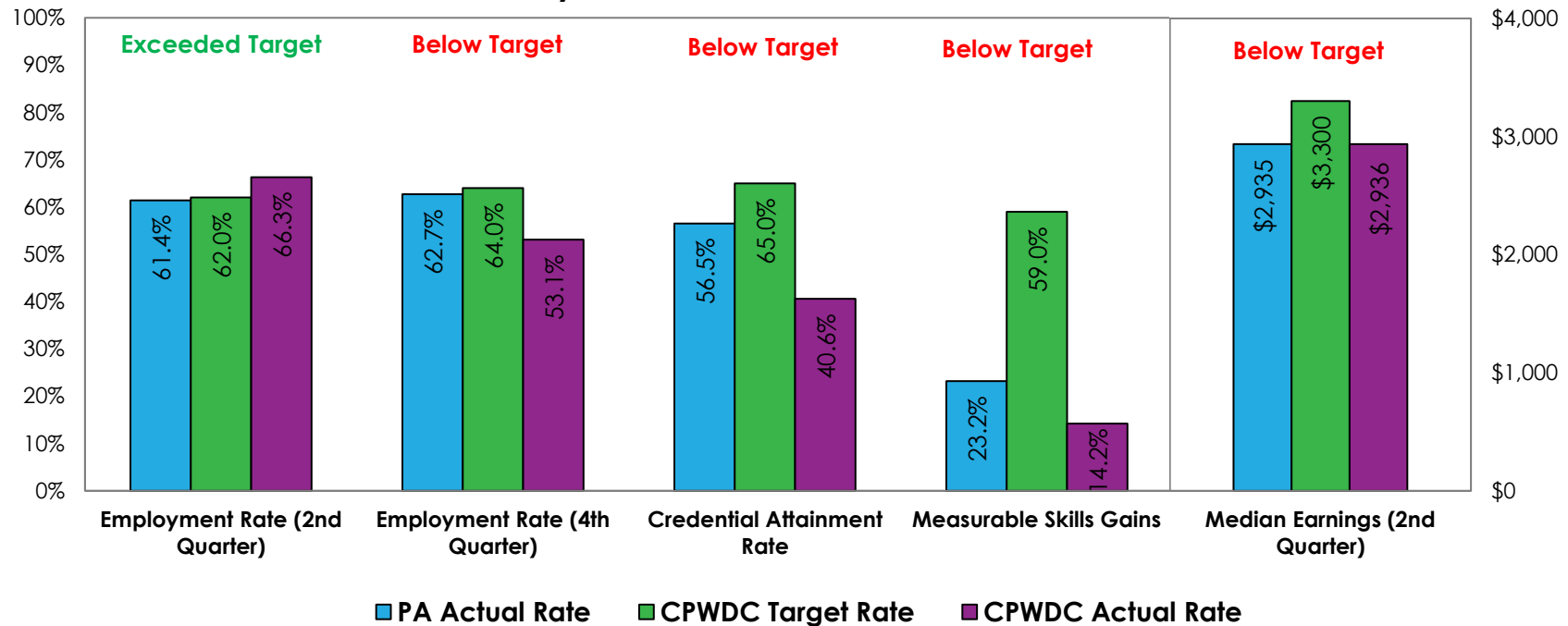
Measurable Skills Gain - % of Dislocated Workers in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Median Earnings - Median earnings of Dislocated Workers who have unsubsidized employment during the 2nd quarter after exit

Advance Central PA Youth Programs 1st Quarter Program Year 2021 Common Measure Summary

Improvement needed in:

- Employment Rate (4th Qtr.)
- Credential Attainment Rate
- Measurable Skills Gains
- Median Earnings (2nd Qtr.)



Common Measure Definitions

Employment Rate (2nd Quarter) - % of Youth in unsubsidized employment in the 2nd quarter after exit

Employment Rate (4th Quarter) - % of Youth in unsubsidized employment in the 4th quarter after exit

Credential Attainment Rate - % of Youth who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

Measurable Skills Gain - % of Youth in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Median Earnings - Median earnings of Youth who have unsubsidized employment during the 2nd quarter after exit

Advanced Manufacturing Pre-Apprenticeship



Interested in a career in manufacturing but
not sure where to start?

AMP is for you!

Registration Is Now Open!

Training Start Date:
January 19, 2022



AMP is a short-term training program that prepares you for high-demand employment in manufacturing. You will:

Complete up
to 70 hours of
learning with
an instructor

Gain key skills
employers
want for
entry level
employment

Participate in
hands-on lab
sessions to
gain experience

Interview with
employers at
the end of the
program



A proud partner of the AmericanJobCenter network



Auxiliary aids and services are available upon request to
individuals with disabilities.

Equal Opportunity Employer/Program

Pre-Apprentices are supported through the PA CareerLink®!

- Explore career pathways with local manufacturers
- Discover opportunities that fit your skills and experience
- Access additional funding and support to help you get into your first manufacturing job

Email us at Training@CentralPACL.com to
learn more and register for the next AMP class!

Business Profiles as of 12/1/21

Centre County (7)

Cintas
Glenn O. Hawbaker
Home Instead Senior Care
Juniper Village at Brookline
Scott's Landscaping, Inc.
South Hills School of Business & Technology
Strawberry Fields, Inc.

Clinton County (5)

Chapman Township
First Quality Enterprises, Inc.
Highway Equipment & Supply Co.
Susque-View Home Inc.
Wayne Township Landfill

Columbia County (12)

Autoneum North America, Inc.
Boulder Landscape, LLC
CSS Industries, Inc.
Dyco Inc.
Girton Manufacturing Co., Inc.
Independence Honda
JDK Management Company, LP
MSP
Sekisui SPI
The Foundation of the Columbia Montour Chamber
Vision Home Builders
Zeigler Institute for Professional Development (ZIPD) – Bloomsburg University

Lycoming County (12)

Cable Services Company, Inc.
Construction Specialties, Inc.
Emergency Medical Transportation Solutions, LLC
Intrada Technologies
Jersey Shore Branch YMCA
Lewis Lumber Products
Pennsylvania College of Technology
Qor-Tek, Inc.
PMF Industries Inc.
Ralph S Alberts Company
UPMC Susquehanna
Wire Rope Works, Inc.

Mifflin County (4)

Central PA Dock & Door, LLC
Hide-n-Seek Christian Daycare
Tuscarora Intermediate Unit 11-CEWS
William Penn Healthcare and Rehabilitation Center

Montour County (2)

Geisinger
Grandview Nursing and Rehabilitation

Northumberland County (17)

Assist Home Care, Inc.
Central Builders Supply Company
Central Susquehanna Opportunities, Inc.
Community Services Group (CSG)
Furmano Foods
Great Dane
IT Data Consultants, Inc.
LandPro Equipment LLC
Luzerne County Community College:
Northumberland Regional Center
Nottingham Village
Professional Drivers Academy
Sentry Services and Supports
Service Electric Cablevision
Triangle Tech
Watsontown Trucking Company
Weis Markets
Zartman Construction, Inc.

Snyder County (8)

Apex Homes of PA, LLC
Architectural Precast Innovations, Inc.
Conestoga Wood Specialties
Meck-Tech, Inc.
Northway Industries
PIC Group, Inc.
Supercuts
Timberhaven Log & Timber Homes

Union County (9)

Advance Central PA
Albright Care Services/Riverwoods
Bucknell University
Contrast Communications
GAF
Lewisburg Children's Museum
TPS – Thermal Product Solutions
Visiting Angels
XPO Logistics

Other Counties – Dauphin, Juniata, Lehigh & Montgomery (7)

Commonwealth of Pennsylvania
Empire Kosher Poultry
Fine Wine & Good Spirits Stores
Pennsylvania Historical & Museum Commission
PPL Electric Utilities
Shreiner Tree Care
The Juniata Valley Bank

Available Experiences as of 12/1/21

	County	Business/Organization	Experience Type
1	Columbia	MSP	Guest Speaker
2	Columbia	MSP	Industry Tour
3	Columbia	MSP	Job Shadow
4	Columbia	MSP	Teacher in the Workplace
5	Lycoming	Emergency Medical Transport Solutions, LLC	Co-Op
6	Lycoming	Emergency Medical Transport Solutions, LLC	Internship
7	Lycoming	Emergency Medical Transport Solutions, LLC	Job Shadow
8	Lycoming	Emergency Medical Transport Solutions, LLC	Mentoring
9	Lycoming	PMF Industries Inc.	Co-Op
10	Lycoming	PMF Industries Inc.	Guest Speaker
11	Lycoming	PMF Industries Inc.	Industry Tour
12	Lycoming	PMF Industries Inc.	Job Shadow
13	Lycoming	PMF Industries Inc.	Pre-Apprenticeship
14	Mifflin	Hide-n-Seek Christian Daycare	Job Shadow
15	Northumberland	LandPro Equipment LLC	Co-Op
16	Northumberland	LandPro Equipment LLC	Internship
17	Northumberland	LandPro Equipment LLC	Job Shadow

Available Experiences as of 12/1/21 (Continued)

	County	Business/Organization	Experience Type
18	Snyder	Conestoga Wood Specialties	Co-Op
19	Snyder	Conestoga Wood Specialties	Industry Tour
20	Snyder	Conestoga Wood Specialties	Job Shadow
21	Snyder	Emergency Medical Transport Solutions, LLC	Summer Employment
22	Snyder	Northway Industries, Inc.	Co-Op
23	Snyder	Northway Industries, Inc.	Industry Tour
24	Snyder	Northway Industries, Inc.	Internship
25	Snyder	Northway Industries, Inc.	Job Shadow
26	Snyder	Northway Industries, Inc.	Summer Employment
27	Snyder	Super Cuts	Co-Op
28	Snyder	Super Cuts	Job Shadow
29	Snyder	Timberhaven Log & Timber Homes	Industry Tour
30	Union	Bucknell University	Guest Speaker
31	Union	Bucknell University	Job Shadow

Local Elected Official Board Joint Meeting Action Items December 15, 2021

1. Motion to approve the minutes from the September 15, 2021 joint WDB/LEO Board meeting.

Fiscal Year 2022 Competitive Funding Portfolio As of December 9, 2021

GRANTS CARRIED OVER FROM FY21

Program/Project Name & Funding Information	Funding Available	Grant Objectives
PASmart Next Generation Sector Partnerships (2019/2020) PA Dept. of Labor & Industry January 1, 2019 – June 30, 2021 (Waiver in process to extend through June 30, 2022)	\$223,300	<ul style="list-style-type: none"> Supports the Central Region's Next Generation Sector Partnerships including continued growth of the Manufacturing partnership and a re-launch of the Healthcare partnership. Next Generation Sector Partnerships are employer-led with support and follow-up from workforce development, economic development, education, organized labor and community organizations to address sector defined needs to compete and thrive in the Central Region. Funding for both partnerships includes incumbent worker training that requires a 50% match from employer.
Business Education Partnership Grant PA Dept. of Labor & Industry January 1, 2020 – June 30, 2021 (Waiver in process to extend through June 30, 2022)	\$121,080	<ul style="list-style-type: none"> Support at least 3,425 students and 130 teachers in workplace events including a minimum of 75 businesses. Host 8 Parent Pathways Nights for 1,200 parent and student nights providing information on local career and training opportunities available. Support year long mentoring for 30 students and their mentors. Increase awareness for students and parents local career opportunities and decreased employer fatigue in responding to school requests for career exploration activities using PathToCareers.org.
COVID-19 Disaster Recovery National Dislocated Worker Grant US Department of Labor May 1, 2020 – June 30, 2021 (Extended through June 30, 2022)	\$156,065	<ul style="list-style-type: none"> Supports the PA CareerLink® network's re-opening by funding security, janitorial, and additional staff to manage customer flow and crowds, and provide basic career services while assuring staff and customer safety. <p>Note: Funds can only be used to hire temporary workers that are WIOA Dislocated Worker eligible and can remain in the position no longer than 12 months. None of the security guards hired qualified for this funding.</p>
PASmart Growing Registered Apprenticeships and Pre-Apprenticeships in Pennsylvania Grant PA Dept. of Labor & Industry June 30, 2022	\$250,000	<ul style="list-style-type: none"> Support and expand a Registered Apprenticeship for CNC Machining and implement a consortium model pre-apprenticeship program within the career & technical education departments at local school districts in order to: Enroll 59 non-traditional pre-apprentices. Enroll 15 non-traditional Registered Apprentices. Increase the number of businesses in the local Registered Apprenticeship for CNC Machining program.
State/Local Internship Program (SLIP) Grant PA Dept. of Labor & Industry May 1, 2021 – August 27, 2021	\$35,000 (35% business match is required)	<ul style="list-style-type: none"> Support 8-9 interns ages 16-24 with the opportunity to have an internship with local businesses fulfilling work experience while also gaining career awareness, soft skills, and exposure to the PA CareerLink® network. Reimburse 8-9 businesses for intern wages in the amount of \$10.35 per hour.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
Appalachian Regional Commission Partnership for Opportunity and Workforce and Economic Revitalization (POWER) Initiative Appalachian Regional Commission October 2020- September 2023	\$1,018,500	CPWDC in partnership with Geisinger and SEDA-COG will provide solutions to address the opioid crisis in Central PA. <ul style="list-style-type: none"> Expand access to treatment services by connecting individuals impacted by opioid using telemedicine. Referral of patients to CPWDC's Reboot program initiated via the National Dislocated Worker Grant to Address the Opioid Crisis. Connect individuals in recovery to businesses who are "Recovery Friendly" as identified by the PA CareerLink® Business Service Team and SEDA-COG. Educate businesses and increase "Recovery Friendly" statuses.
Engage! PA Dept. of Community and Economic Development July 1, 2020 – June 30, 2021 Extended through June 30, 2022)	\$13,600 (as part of larger grant submitted by SEDA-COG)	<ul style="list-style-type: none"> Develop strong and regular interaction with specific companies as part of a statewide business retention and expansion program designed to help companies identify their needs and then match them with resources to help address challenges so they are competitive and successful in the local region. This is the 3rd year of the program. Targeted to economic development entities, SEDA-COG submitted a grant proposal on behalf of the Central PREP Region. As a partner in the grant, CPWDC and TIU business services staff will conduct interviews of C-Suite executives from and host 2 Business Forums for a minimum of 10 companies each to discuss companies' needs and match them with solutions for economic stability and/or growth.

NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
WIOA Statewide Activity Projects PA Dept. of Labor & Industry July 1, 2021 – June 30, 2022	\$370,827	<ul style="list-style-type: none"> Replace outdated computers, equipment, and copiers and purchase new technology such as Smart Boards for PA CareerLink® Career Resource Areas and workshop rooms, and portable printers and scanners for the Business Solutions Team for offsite events. Purchase conferencing equipment for the PA CareerLink® and Advance Central PA to improve communication. Replace outdated staff and customer chairs and purchase other needed furnishings, including tables and workstations. Purchase email handles (@CentralPACareerLink) so customers can access programming more easily Develop outreach materials for Advance Central PA and the Central PA CareerLink®. Procure a provider to conduct evaluative research related to meeting the employment and education needs of youth, adults and dislocated workers. Provide Advance Central PA staff and the Business Solutions Team with training that results in a Certified Business Services Consultant™ credential.

GRANTS SUBMITTED

Funding Source/Grant Name	Funding Requested	Funding Range/ Grant Details
Business Education Partnership Grant PA Dept. of Labor & Industry	\$150,000	Advance Central PA requested funds to have a PA CareerLink® Student Outreach Coordinator dedicated to working with all 31 districts in the Central PA region with alignment of PDE requirements, connecting students to the PA CareerLink® resources and delivering curriculum to increase workforce competencies resulting in increased career awareness. Funds will also support Student/Educator in the Workplace Activities to strengthen engagement between businesses and schools and provide students, parents, and educators with understanding of business needs and expectations for bright career opportunities.
PAsmart Apprenticeship Grant PA Dept. of Labor & Industry	\$650,000	In collaboration with Central Pennsylvania Institute of Science and Technology (CPI) and a consortium of three (3) local employers, Advance Central PA requested funds to develop two non-traditional Registered Apprenticeship (RA) programs: Water & Wastewater Operator and Solar Photovoltaic (PV) Installer. The proposed initiative will create pathways to stable, rewarding careers with advancement opportunities and family-sustaining wages while supporting local businesses with an aging workforce and/or limited opportunity for expansion without a pipeline of workers.

FUNDING SOURCES BEING EXPLORED

Funding Source/Grant Name	Submission Deadline	Funding Range/ Grant Details
Good Jobs Challenge U.S. Economic Development Administration	January 26, 2022	\$500 million available to help train Americans for good jobs by developing and strengthening regional workforce training systems and sectoral partnerships. These systems and partnerships will create and implement industry-driven training programs, designed to connect unemployed, underemployed, or under-skilled workers to existing and emerging job openings.
Veterans Employment Program PA Dept. of Labor & Industry	December 30, 2021	The Pennsylvania Department of Labor & Industry (L&I) announces the availability of \$800,000 of funding for a Veterans Employment Program (VEP) Grant. This Notice of Grant Availability (NGA) seeks applications to support initiatives across the Commonwealth of Pennsylvania (PA) that innovatively and creatively address barriers to employment facing veterans.

County Unemployment Rates October 2021 (Lowest to Highest)

Rank	County	Unemployment Rate
1	Chester County	3.4%
2	Montour County	3.7%
3	Cumberland County	3.8%
4	Centre County	4.0%
4	Montgomery County	4.0%
4	Perry County	4.0%
7	Adams County	4.1%
7	Union County	4.1%
9	Juniata County	4.2%
10	Bucks County	4.3%
10	Lancaster County	4.3%
12	Franklin County	4.4%
13	Susquehanna County	4.6%
13	York County	4.6%
15	Bradford County	4.7%
15	Lebanon County	4.7%
17	Northampton County	4.8%
18	Allegheny County	4.9%
18	Butler County	4.9%
18	Dauphin County	4.9%
18	Snyder County	4.9%
22	Columbia County	5.1%
22	Delaware County	5.1%
22	Fulton County	5.1%
25	Mifflin County	5.2%
25	Westmoreland County	5.2%
27	Bedford County	5.3%
27	Blair County	5.3%
29	Warren County	5.4%
29	Washington County	5.4%
29	Wyoming County	5.4%
32	Lehigh County	5.5%
32	Wayne County	5.5%
34	Jefferson County	5.6%

Rank	County	Unemployment Rate
34	Lackawanna County	5.6%
36	Carbon County	5.7%
36	Clarion County	5.7%
36	Crawford County	5.7%
36	Schuylkill County	5.7%
40	Berks County	5.8%
40	Lycoming County	5.8%
40	McKean County	5.8%
40	Potter County	5.8%
40	Venango County	5.8%
45	Clinton County	5.9%
45	Elk County	5.9%
45	Northumberland County	5.9%
45	Somerset County	5.9%
45	Sullivan County	5.9%
45	Tioga County	5.9%
51	Beaver County	6.0%
51	Mercer County	6.0%
53	Clearfield County	6.1%
54	Greene County	6.2%
55	Erie County	6.3%
55	Huntingdon County	6.3%
55	Indiana County	6.3%
55	Pike County	6.3%
59	Lawrence County	6.4%
60	Cameron County	6.6%
61	Armstrong County	6.8%
61	Luzerne County	6.8%
63	Monroe County	6.9%
64	Cambria County	7.0%
65	Philadelphia County	7.3%
66	Forest County	7.4%
67	Fayette County	7.5%

For Comparison Purposes

Pennsylvania

6.0%

United States

4.6%

Preliminary October 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (November 2021). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Workforce Development Area Unemployment Rates October 2021 (Lowest to Highest)

Rank	Workforce Development Area	Unemployment Rate
1	Chester County WDA	3.4%
2	Montgomery County WDA	4.0%
3	Bucks County WDA	4.3%
3	Lancaster County WDA	4.3%
3	South Central WDA	4.3%
6	Central WDA	4.9%
6	Three Rivers WDA	4.9%
8	Northern Tier WDA	5.0%
9	Delaware County WDA	5.1%
10	Lehigh Valley WDA	5.2%
11	Tri-County WDA	5.5%
12	Lackawanna County WDA	5.6%
13	Southern Alleghenies WDA	5.7%
13	Southwest Corner WDA	5.7%
15	Berks County WDA	5.8%
15	North Central WDA	5.8%
15	Westmoreland and Fayette Counties WDA	5.8%
18	Northwest WDA	5.9%
19	Pocono Counties WDA	6.1%
20	West Central WDA	6.2%
21	Luzerne-Schuylkill Counties WDA	6.4%
22	Philadelphia County WDA	7.3%
For Comparison Purposes		
	Pennsylvania	6.0%
	United States	4.6%

Preliminary October 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (November 2021). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Central PA Monthly Initial Claims

Geography	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21
Centre County	740	990	1,930	1,460	970	870	720	750	1,270	1,900	230	450	230
Clinton County	280	490	790	510	400	370	340	220	360	590	130	310	140
Columbia County	450	720	1,380	990	850	620	660	490	750	1,260	210	630	270
Lycoming County	940	1,200	2,270	1,650	1,320	1,170	1,190	990	1,310	1,930	410	720	470
Mifflin County	570	860	1,050	690	510	440	440	340	480	780	190	250	160
Montour County	90	120	260	160	110	120	130	120	210	310	40	80	40
Northumberland County	710	1,150	1,930	1,410	1,140	960	1,040	780	1,070	1,540	340	700	430
Snyder County	270	530	1,070	670	520	370	310	260	410	710	140	220	120
Union County	180	310	740	500	370	280	280	230	360	530	110	180	90
Central PA	4,230	6,370	11,420	8,040	6,190	5,200	5,110	4,180	6,220	9,550	1,800	3,540	1,950

Note: This report does not include federal or military claims (UCFE/UCX). May not match claim amounts reported elsewhere due to rounding.

Initial Claims include all applications for a determination of entitlement to unemployment insurance benefits. (New, Additional, & Transitional)

New Claims are the first applications for a determination of entitlement to unemployment insurance benefits made by an individual in a claim year.

Additional Claims are any application for unemployment insurance benefits for a new period of unemployment within a benefit year after a break in benefits of at least one week due to employment.

Transitional Claims are a claim filed to request a determination of eligibility and establishment of a new benefit year having an effective date within the 7-day period immediately following the benefit year ending date and a week for which period immediately following the benefit year ending date and a week for which compensation or waiting period credit was claimed.

Source: Center for Workforce Information & Analysis

Source Data Updated: 11/02/2021

Central PA Monthly Initial Claims by Industry - October 2021 (Current)

Geography	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Information	Financial Activities	Professional and Business Services	Education and Health Services	Leisure and Hospitality	Other Services	Government	Industry Not Available	Oct-21
Centre County	0	44	15	32	6	6	22	48	26	7	6	18	230
Clinton County	2	31	17	25	1	4	13	18	14	3	4	7	140
Columbia County	0	29	78	52	3	4	20	36	22	5	3	19	270
Lycoming County	12	80	62	75	4	12	78	83	23	15	3	24	470
Mifflin County	3	26	43	8	1	2	26	23	16	4	1	5	160
Montour County	1	4	11	4	0	1	3	5	9	0	0	3	40
Northumberland County	11	76	78	75	0	1	41	64	40	3	12	29	430
Snyder County	6	25	33	12	0	1	6	24	5	2	1	4	120
Union County	2	11	14	23	0	2	5	17	8	2	1	5	90
Central PA	37	325	351	306	16	33	212	319	163	42	31	114	1,950

Central PA Monthly Initial Claims by Industry - October 2020 (Previous Year)

Geography	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Information	Financial Activities	Professional and Business Services	Education and Health Services	Leisure and Hospitality	Other Services	Government	Industry Not Available	Oct-20
Centre County	6	130	66	137	7	16	58	126	118	20	8	47	740
Clinton County	1	79	53	39	1	1	15	34	24	9	9	14	280
Columbia County	4	55	104	67	9	1	38	74	52	13	3	32	450
Lycoming County	25	191	167	139	8	15	109	119	96	26	4	42	940
Mifflin County	8	84	259	44	5	2	39	60	39	13	5	14	570
Montour County	1	8	18	8	1	0	5	28	14	2	0	4	90
Northumberland County	21	100	169	103	1	7	35	125	86	15	5	41	710
Snyder County	22	47	89	32	1	2	11	37	17	3	2	8	270
Union County	6	33	40	21	0	2	15	24	22	8	0	9	180
Central PA	94	726	968	589	33	46	325	625	467	109	36	211	4,230

Note: This report does not include federal or military claims (UCFE/UCX). May not match claim amounts reported elsewhere due to rounding.

Initial Claims include all applications for a determination of entitlement to unemployment insurance benefits. (New, Additional, & Transitional)

New Claims are the first applications for a determination of entitlement to unemployment insurance benefits made by an individual in a claim year.

Additional Claims are any application for unemployment insurance benefits for a new period of unemployment within a benefit year after a break in benefits of at least one week due to employment.

Transitional Claims are a claim filed to request a determination of eligibility and establishment of a new benefit year having an effective date within the 7-day period immediately following the benefit year ending date and a week for which period immediately following the benefit year ending date and a week for which compensation or waiting period credit was claimed.

Source: Center for Workforce Information & Analysis

Source Data Updated: 11/15/2021

Central PA Monthly Continued Weeks Claimed

Geography	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21
Centre County	7,680	8,640	10,310	12,770	9,650	7,690	5,480	5,480	4,860	4,670	3,410	2,780	2,640
Clinton County	3,050	3,960	4,380	5,180	4,100	3,730	2,510	2,350	1,920	1,660	1,490	1,300	1,380
Columbia County	5,380	5,970	7,040	8,710	6,970	5,880	4,410	4,680	3,960	3,420	2,770	2,280	2,310
Lycoming County	11,460	13,010	14,150	16,210	13,830	12,310	8,870	9,680	8,100	6,560	6,180	4,890	4,250
Mifflin County	4,160	5,330	5,750	6,130	4,710	3,910	2,800	2,960	2,400	2,210	2,010	1,490	1,460
Montour County	1,040	1,260	1,480	1,710	1,260	1,180	880	850	860	730	560	400	410
Northumberland County	8,950	10,140	10,930	12,460	10,290	8,730	6,770	7,110	6,190	5,060	4,440	3,350	3,230
Snyder County	2,370	2,910	4,160	4,730	4,220	3,240	2,110	1,910	1,880	1,820	1,690	1,270	1,210
Union County	2,370	2,620	3,460	3,930	3,110	2,420	1,650	1,750	1,570	1,450	1,250	950	850
Central PA	46,460	53,840	61,660	71,830	58,140	49,090	35,480	36,770	31,740	27,580	23,800	18,710	17,740

Note: This report does not include federal or military claims (UCFE/UCX). May not match claim amounts reported elsewhere due to rounding.

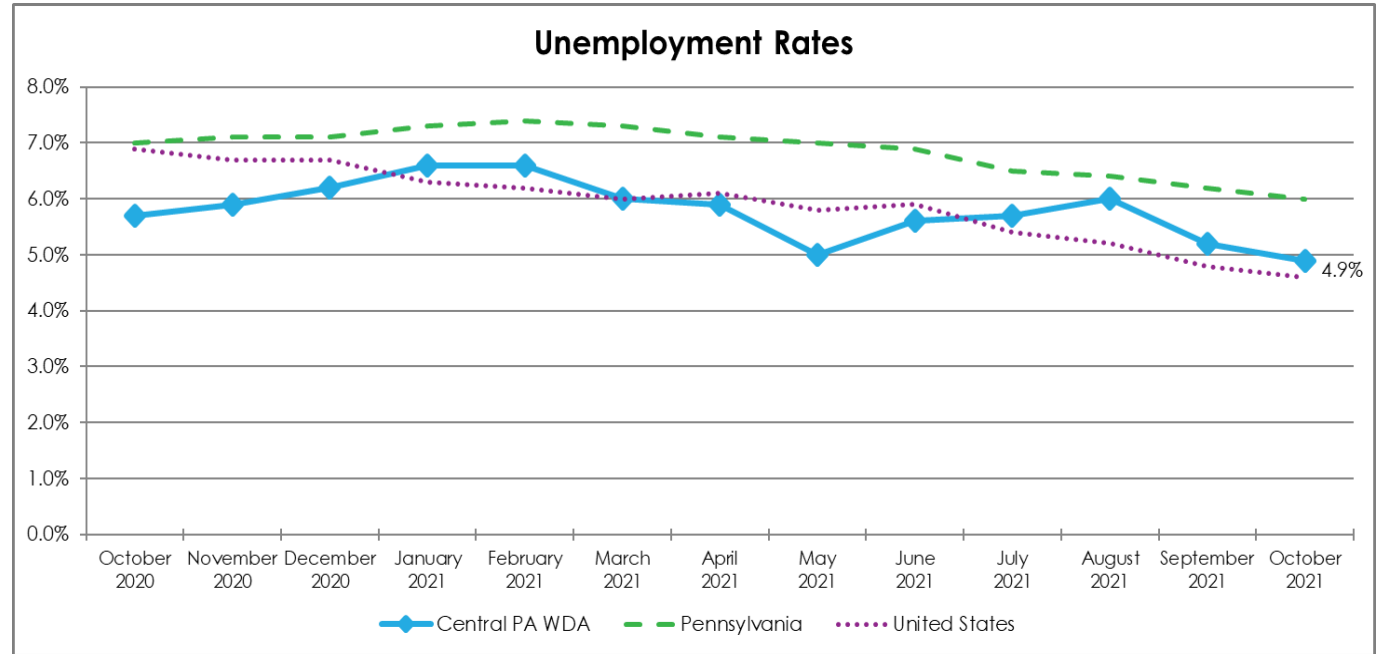
Continued Weeks Claimed is a count of claimant's weekly certification of eligibility for unemployment insurance during a claim series.

Note: Individuals may have filed multiple weekly continued claims in the same month (i.e., there may be duplicates)

Source: Center for Workforce Information & Analysis

Source Data Updated: 11/02/2021

Unemployment Rates			
	October 2021	Monthly Change	Annual Change
Centre	4.0%	↔	↓
Clinton	5.9%	↓	↓
Columbia	5.1%	↓	↓
Lycoming	5.8%	↔	↓
Mifflin	5.2%	↓	↓
Montour	3.7%	↓	↓
Northumberland	5.9%	↓	↓
Snyder	4.9%	↓	↓
Union	4.1%	↓	↓
Central PA WDA	4.9%	↓	↓
Pennsylvania	6.0%	↓	↓
United States	4.6%	↓	↓



	October 2021	September 2021	Monthly Change	October 2020	Annual Change
Central PA WDA					
Labor Force	292,000	292,100	↓	289,900	↑ 2,100
Employed	277,800	276,900	↑	273,500	↑ 4,300
Unemployed	14,200	15,200	↓	16,400	↓ -2,200
Unemployment Rate	4.9%	5.2%	↓	5.7%	↓ -0.8%
Pennsylvania					
Labor Force	6,270,000	6,276,000	↓	6,314,000	↓ -44,000
Employed	5,892,000	5,886,000	↑	5,870,000	↑ 22,000
Unemployed	378,000	390,000	↓	444,000	↓ -66,000
Unemployment Rate	6.0%	6.2%	↓	7.0%	↓ -1.0%
United States					
Labor Force	161,458,000	161,354,000	↑	160,718,000	↑ 740,000
Employed	154,039,000	153,680,000	↑	149,669,000	↑ 4,370,000
Unemployed	7,419,000	7,674,000	↓	11,049,000	↓ -3,630,000
Unemployment Rate	4.6%	4.8%	↓	6.9%	↓ -2.3%

Central Pennsylvania Labor Market Status Report -- October 2021



Civilian Labor Force:

change since last...	month	year
Central PA WDA	↓	↑
Pennsylvania	↓	↓
United States	↑	↑

Employed Population:

change since last...	month	year
Central PA WDA	↑	↑
Pennsylvania	↑	↑
United States	↑	↑

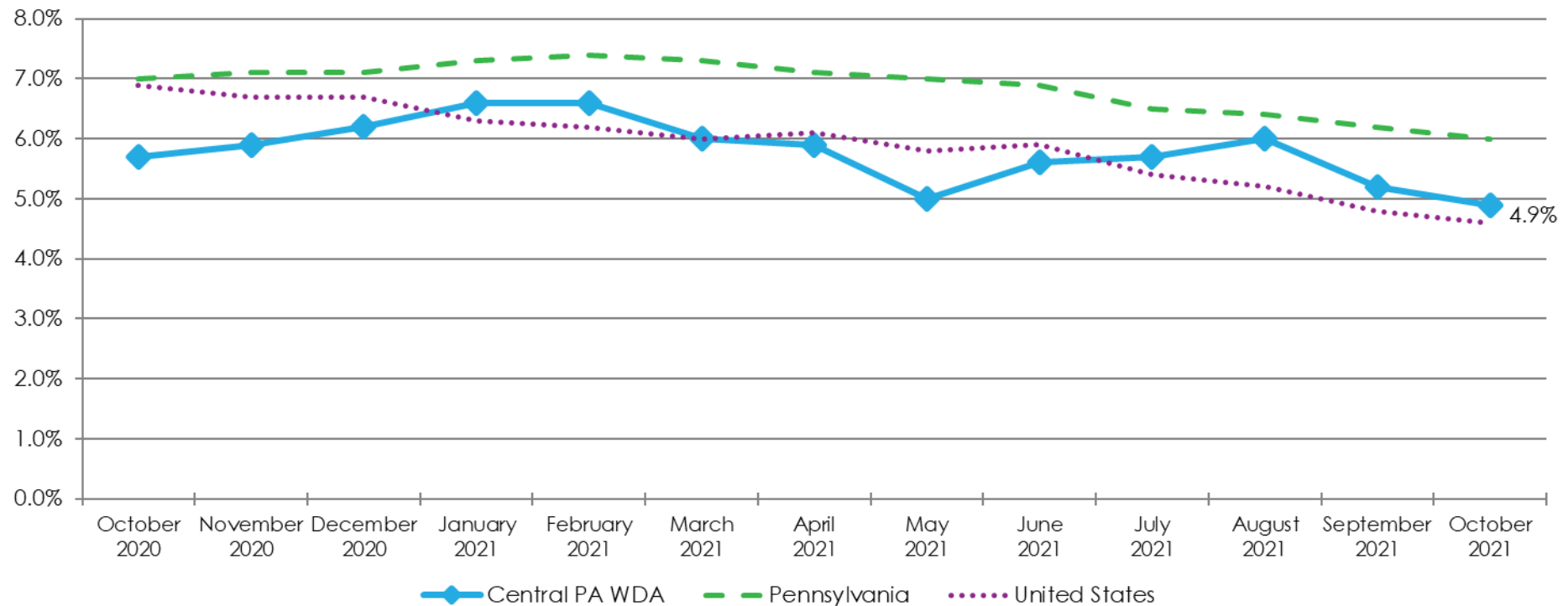
Unemployed Population:

change since last...	month	year
Central PA WDA	↓	↓
Pennsylvania	↓	↓
United States	↓	↓

Unemployment Rate:

change since last...	month	year
Central PA WDA	↓	↓
Pennsylvania	↓	↓
United States	↓	↓

Unemployment Rates



Preliminary October 2021 seasonally adjusted data (downloaded November 2021)

Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry.
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Civilian Labor Force

Centre County	74,100
Clinton County	18,000
Columbia County	33,800
Lycoming County	55,000
Mifflin County	21,200
Montour County	9,200
Northumberland County	41,300
Snyder County	19,400
Union County	19,400

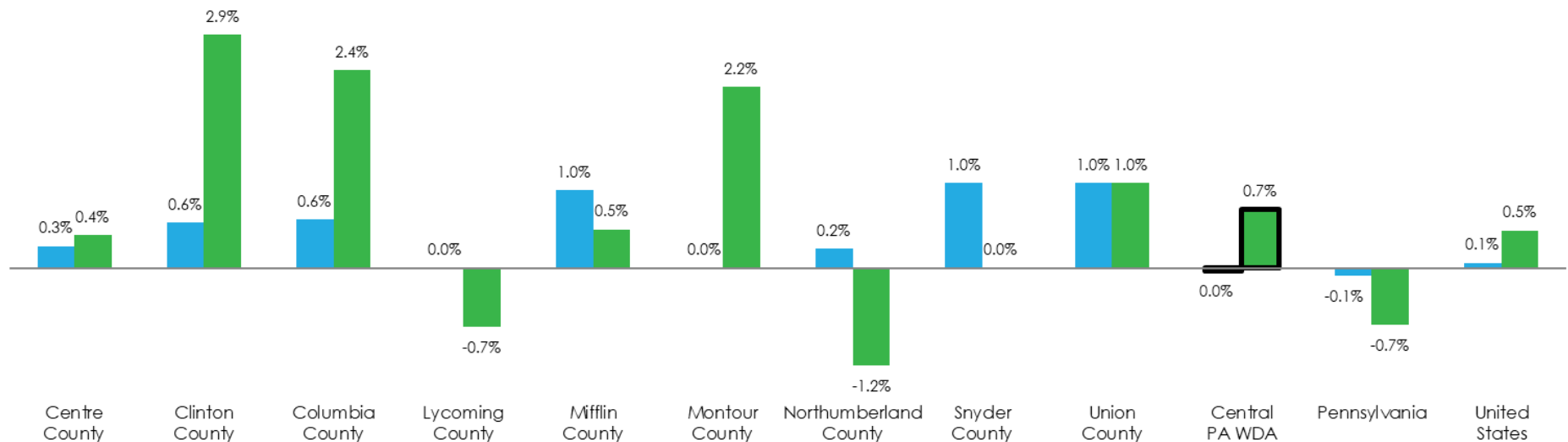
The labor force is comprised of individuals who are working, waiting for a layoff to end, or are actively seeking work. The graph below highlights changes in the civilian labor force as a percentage of the area's total civilian labor force.

October 2021

	Change Since		
	October 2021	September 2021	October 2020
Central PA WDA	292,000	-100	2,100
Pennsylvania	6,270,000	-6,000	-44,000
United States	161,458,000	104,000	740,000

Percent Change in Civilian Labor Force: October 2021

■ Month Change ■ Year Change



Preliminary October 2021 seasonally adjusted data (downloaded November 2021)

Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry.
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Employed Population

Centre County	71,100
Clinton County	16,900
Columbia County	32,000
Lycoming County	51,800
Mifflin County	20,100
Montour County	8,900
Northumberland County	38,900
Snyder County	18,400
Union County	18,600

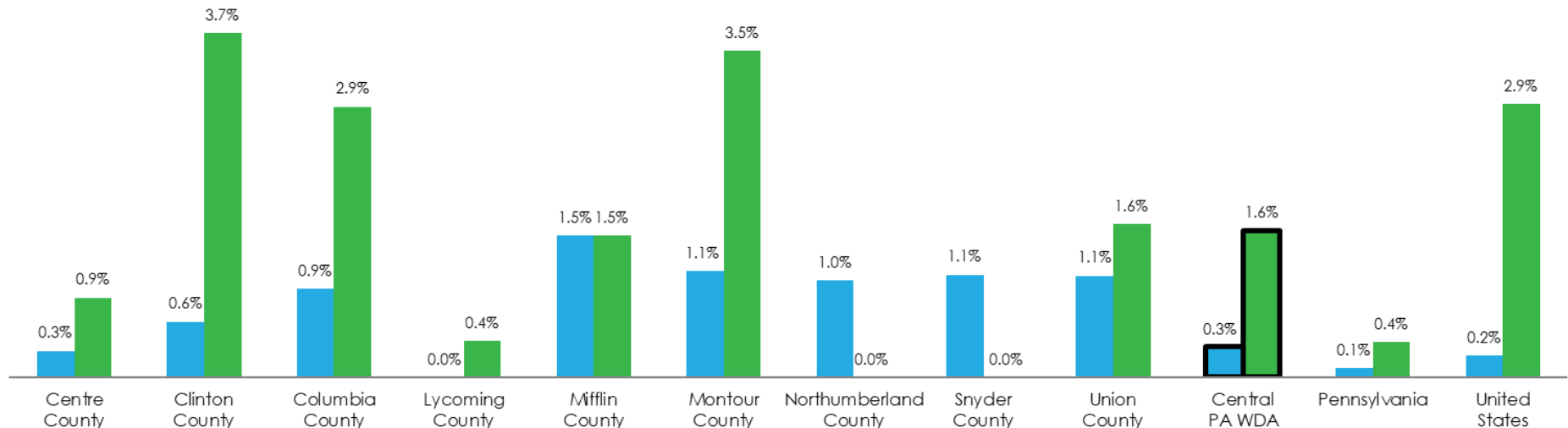
The employed population includes individuals who are working. The graph below highlights changes in employment as a percentage of the area's total employment.

October 2021

	Change Since		
	October 2021	September 2021	October 2020
Central Pennsylvania	277,800	900	4,300
Pennsylvania	5,892,000	6,000	22,000
United States	154,039,000	359,000	4,370,000

Percent Change in Employed Population: October 2021

■ Month Change ■ Year Change



Preliminary October 2021 seasonally adjusted data (downloaded November 2021)

Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry. CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Unemployed Population

Centre County	2,900
Clinton County	1,100
Columbia County	1,700
Lycoming County	3,200
Mifflin County	1,100
Montour County	300
Northumberland County	2,400
Snyder County	1,000
Union County	800

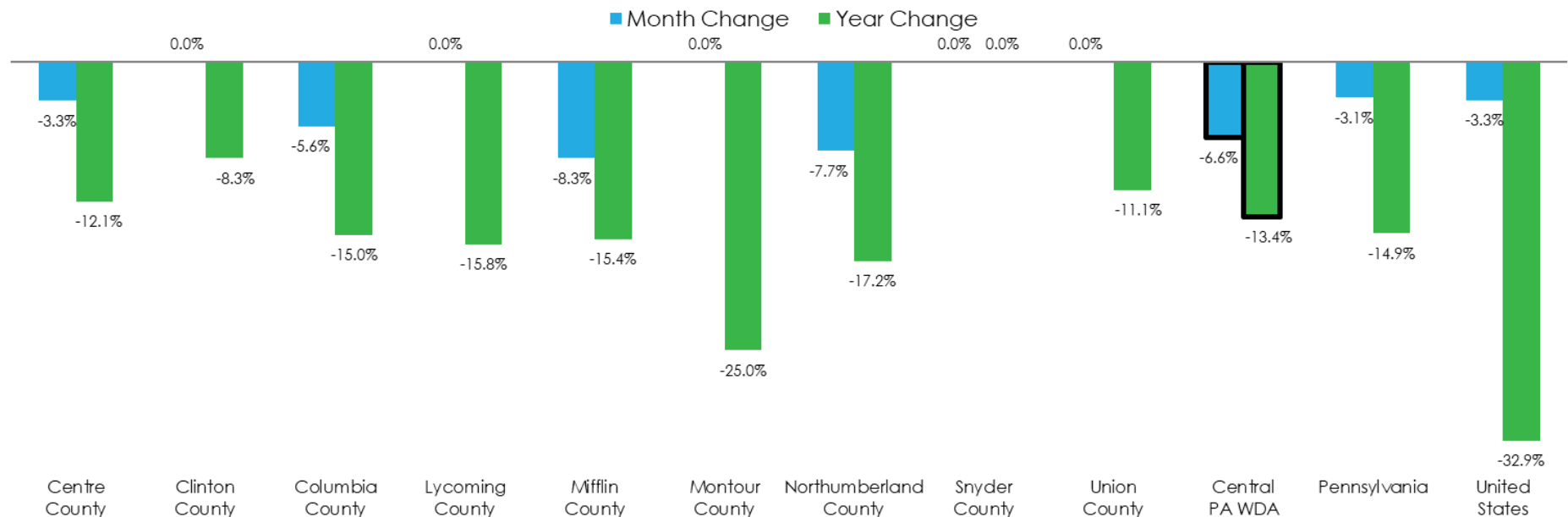
The unemployed population is made up of individuals who are not working, but are waiting for a layoff to end or are actively seeking work. The graph below highlights changes in unemployment as a percentage of the area's total unemployment.



October 2021

	Change Since		
	October 2021	September 2021	October 2020
Central Pennsylvania	14,200	-1,000	-2,200
Pennsylvania	378,000	-12,000	-66,000
United States	7,419,000	-255,000	-3,630,000

Percent Change in Unemployed Population: October 2021



Preliminary October 2021 seasonally adjusted data (downloaded November 2021)

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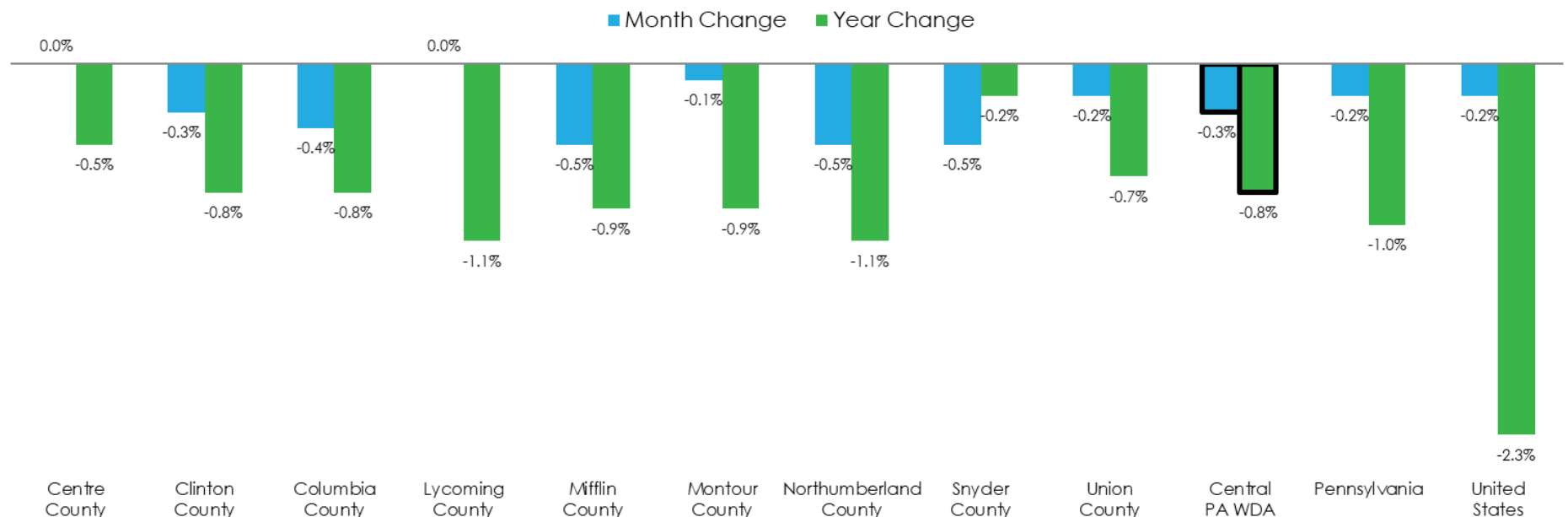
Unemployment Rates

	October 2021	September 2021	October 2020
Centre County	4.0%	4.0%	4.5%
Clinton County	5.9%	6.2%	6.7%
Columbia County	5.1%	5.5%	5.9%
Lycoming County	5.8%	5.8%	6.9%
Mifflin County	5.2%	5.7%	6.1%
Montour County	3.7%	3.8%	4.6%
Northumberland County	5.9%	6.4%	7.0%
Snyder County	4.9%	5.4%	5.1%
Union County	4.1%	4.3%	4.8%
Central Pennsylvania	4.9%	5.2%	5.7%
Pennsylvania	6.0%	6.2%	7.0%
United States	4.6%	4.8%	6.9%

October 2021

The unemployment rate represents the proportion of individuals in the civilian labor force who are not working, but are waiting for a layoff to end or are actively seeking work. The graph below highlights changes in unemployment rates.

Change in Unemployment Rate: October 2021



Preliminary October 2021 seasonally adjusted data (downloaded November 2021)

Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry.
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New Online Job Postings

Central Pennsylvania

Centre, Clinton, Columbia, Lycoming, Mifflin,
Montour, Northumberland, Snyder, and Union Counties



EMPLOYERS

- Aerotek
- Amazon
- BAYADA Home Health Care
- C.R. England
- CareGivers America
- Carrols Corporation
- Commonwealth of Pennsylvania
- CVS Health
- Encompass Health
- FedEx
- Geisinger Health System
- Michael Foods
- MissionCare
- Mount Nittany Health
- Paschall Truck Lines
- Pennsylvania State University
- UPS
- Verizon Communications
- Walmart
- Weis Markets

OCCUPATIONS

- Cashiers
- Childcare Workers
- Customer Service Representatives
- Fast Food and Counter Workers
- First-Line Supervisors of Food Preparation and Serving Workers
- First-Line Supervisors of Production and Operating Workers
- First-Line Supervisors of Retail Sales Workers
- Heavy and Tractor-Trailer Truck Drivers
- Home Health and Personal Care Aides
- Laborers and Freight, Stock, and Material Movers, Hand
- Licensed Practical and Licensed Vocational Nurses
- Light Truck Drivers
- Maintenance and Repair Workers, General
- Medical Assistants
- Nursing Assistants
- Postsecondary Teachers
- Registered Nurses
- Retail Salespersons
- Social and Human Service Assistants
- Stockers and Order Fillers

Based on employers and occupations with the highest number of new online job postings from November 06, 2021 through December 05, 2021
Source: EMSI, 2021.4
Updated: December 2021

Online Job Postings Analysis

Central Pennsylvania

Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties

Online Job
Postings:
27,900

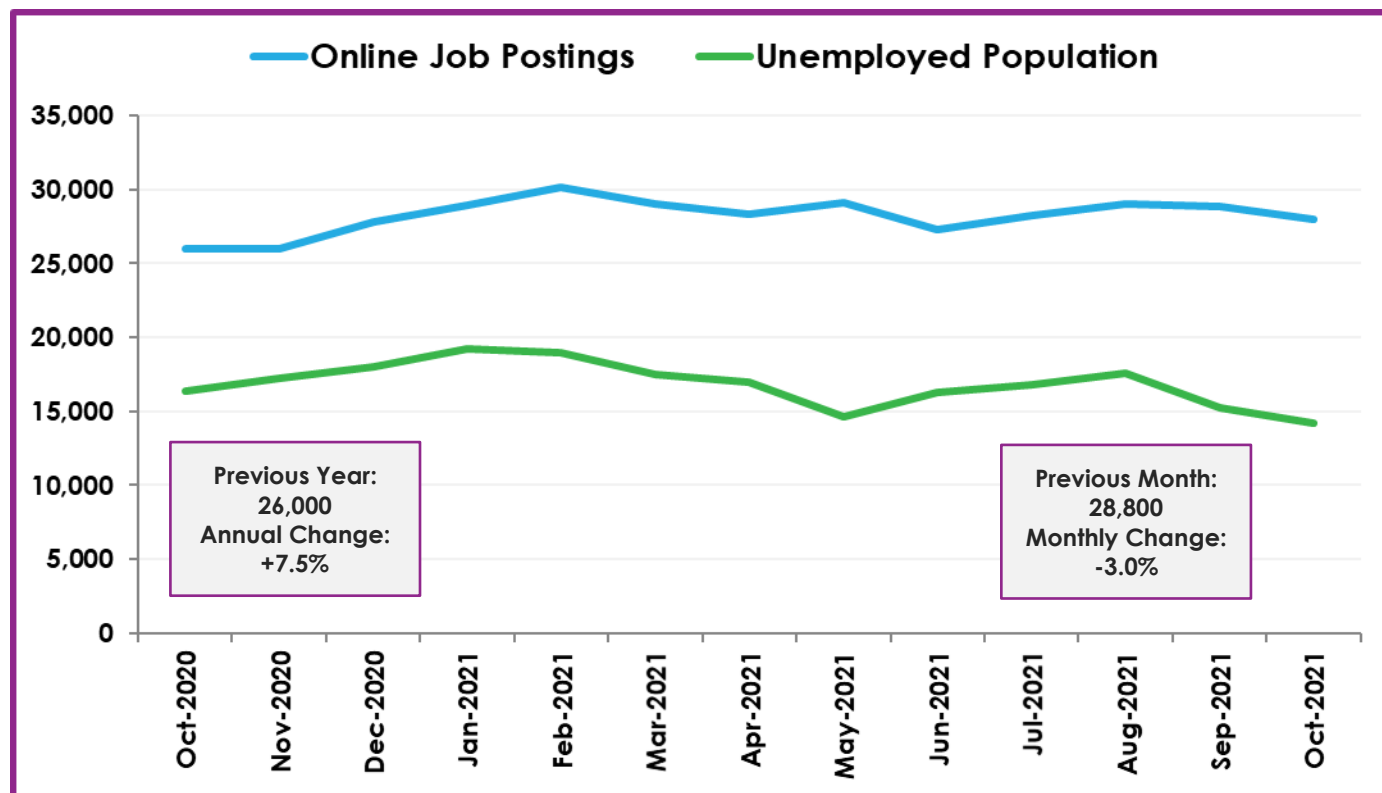
Unemployed:
14,200

Unemployment
Rate:
4.9%

Unemployed
/Job Posting:
0.5

Online Job Postings are not seasonally adjusted. Annual trends reveal overall changes.

Unemployed and unemployment rate are seasonally adjusted. The number of unemployed persons only includes individuals who are not working and are eligible and actively searching for employment.



Unemployed and Unemployment Rate Source: PA Department of Labor and Industry, Center for Workforce Information & Analysis

*If every online job posting was filled by Central Pennsylvania jobseekers,
the unemployment rate in Central Pennsylvania would drop to 0.0%.*

Online Job Postings by Occupational Grouping

Occupational Grouping	October 2021	September 2021	October 2020	Monthly Change	Annual Change	Unemployed
Healthcare Practitioners and Technical	6,635	6,436	5,071	3.1%	30.8%	608
Transportation and Material Moving	4,437	4,643	7,283	-4.4%	-39.1%	1,152
Sales and Related	2,808	2,946	2,348	-4.7%	19.6%	1,209
Healthcare Support	1,742	1,926	1,337	-9.6%	30.3%	736
Office and Administrative Support	1,738	1,827	1,648	-4.9%	5.5%	1,887
Management	1,545	1,536	1,027	0.6%	50.4%	1,492
Food Preparation and Serving Related	1,428	1,397	1,210	2.2%	18.0%	1,088
Computer and Mathematical	909	998	745	-8.9%	22.0%	141
Production	885	1,051	682	-15.8%	29.8%	1,058
Business and Financial Operations	809	774	539	4.5%	50.1%	395
Educational Instruction and Library	777	763	683	1.8%	13.8%	435
Installation, Maintenance, and Repair	742	830	657	-10.6%	12.9%	558
Community and Social Service	711	728	579	-2.3%	22.8%	223
Architecture and Engineering	514	525	396	-2.1%	29.8%	199
Arts, Design, Entertainment, Sports, and Media	426	400	286	6.5%	49.0%	311
Personal Care and Service	423	491	321	-13.8%	31.8%	389
Building and Grounds Cleaning and Maintenance	420	408	373	2.9%	12.6%	289
Life, Physical, and Social Science	381	407	357	-6.4%	6.7%	75
Protective Service	282	318	164	-11.3%	72.0%	216
Construction and Extraction	225	266	199	-15.4%	13.1%	1,202
Legal	69	88	54	-21.6%	27.8%	38
Farming, Fishing, and Forestry	34	36	35	-5.6%	-2.9%	71
Military	6	6	4	0.0%	50.0%	6
Total Online Job Postings	27,946	28,800	25,998	-3.0%	7.5%	13,780

Unemployed data provided by EMSI; derived from Characteristics of the Insured Unemployed, Local Area Unemployment Statistics, and EMSI databases; based on 12-month averages ending September 2021; unclassified indicates no previous work experience or unspecified

Employers

- BAYADA Home Health Care
- C.R. England
- CVS Health
- CYNET SYSTEMS
- Dollar General
- Geisinger Health System
- Liveops
- Pennsylvania State University
- UPS
- Walmart

These employers have the highest number of online job postings.

Occupations

- Customer Service Representatives: \$14.73
- First-Line Supervisors of Retail Sales Workers: \$17.72
- Heavy and Tractor-Trailer Truck Drivers: \$21.34
- Home Health and Personal Care Aides: \$11.82
- Licensed Practical and Licensed Vocational Nurses: \$22.18
- Light Truck Drivers: \$14.79
- Postsecondary Teachers: \$36.25
- Registered Nurses: \$33.92
- Retail Salespersons: \$11.06
- Stockers and Order Fillers: \$12.85

These occupations have the highest number of online job postings.

Increasing Postings

- Accountants and Auditors: \$28.85
- Clinical Laboratory Technologists and Technicians: \$23.84
- First-Line Supervisors of Office and Administrative Support Workers: \$24.77
- First-Line Supervisors of Retail Sales Workers: \$17.72
- Home Health and Personal Care Aides: \$11.82
- Insurance Sales Agents: \$19.79
- Licensed Practical and Licensed Vocational Nurses: \$22.18
- Merchandise Displayers and Window Trimmers: \$17.08
- Phlebotomists: \$17.34
- Registered Nurses: \$33.92

These occupations have the highest increase in online job postings during the past year.

Wages are based on jobs held in Central PA and not the wages advertised in the online job postings.

Wage Source: EMSI, 2021.4; occupational wages do not include benefits and are based on current median estimates.

United States

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	162,052,000	155,175,000	6,877,000	4.2%
Last Month	161,458,000	154,039,000	7,419,000	4.6%
Previous Year	160,536,000	149,809,000	10,728,000	6.7%

- o **Long-Term Unemployed:** 2.190M, decrease of -136,000 since last month (*unemployed for 27 weeks and over*)
- o **U-6 Unemployment Rate:** 7.8% (*U-6: total unemployed (U-3) plus discouraged workers (U-4), plus all other marginally attached workers (U-5), plus total employed part time for economic reasons (U-6)*)
- o **Job Openings:** 11.033M (*October 2021 preliminary*). This equates to 0.6 unemployed persons per job opening, or 1.1 persons using the U-6 Unemployment Rate.

- Nonfarm jobs:** 148.611M (85.3% private, 14.7% public)
 Monthly change: 210,000 (+235,000 private, -25,000 public)
- o Largest industry **increases:** Transportation and warehousing (+49,700), Administrative and support services (+42,400), Construction (+31,000), and Manufacturing (+31,000)
 - o Average monthly job change (total nonfarm jobs) since last year: +484,000
 - o Job change from 5 years ago: +3.410M more jobs

Initial Claims: 222,000

- o Weekly change: +28,000
- o Annual change: -497,000

*Advance November 27 seasonally adjusted regular UC program data;
 U.S. Department of Labor*

Initial Claims: The count of notices of unemployment requesting a determination of eligibility and entitlement for Unemployment Compensation (UC) benefits. A person can file multiple claims.

Unemployment Rate by Educational Attainment: As educational attainment levels increase, unemployment rates decrease.

- o Less than a high school diploma: 5.7%
- o High school graduates, no college: 5.2%
- o Some college or associate degree: 3.7%
- o Bachelor's degree and higher: 2.3%

Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	6,270,000	5,892,000	378,000	6.0%
Last Month	6,276,000	5,886,000	390,000	6.2%
Previous Year	6,314,000	5,870,000	444,000	7.0%

- o 40th lowest state unemployment rate across the nation
- o **Nonfarm Jobs:** 5.761M (88.3% private, 11.7% public; annual change: +2.4%)
- o **Regular UC Initial Claims:** 46,600 (annual change: -45.4%)
- o **U-6 Unemployment Rate:** 10.4% (*BLS, 2020Q4 – 2021Q3*)
- o **Online Job Postings:** 643,400 (*EMSI, October 2021*). This equates to 0.6 unemployed persons per online job posting, or 1.0 persons when considering the U-6 Unemployment Rate.

Central Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	292,000	277,800	14,200	4.9%
Last Month	292,100	276,900	15,200	5.2%
Previous Year	289,900	273,500	16,400	5.7%

- o 6th lowest rate by WDA in PA
- o Berwick borough: 5.3%
- o Bloomsburg town: 3.8%
- o Lewisburg borough: 3.4%
- o Lewistown borough: 5.3%
- o Lock Haven city: 5.1%
- o Selinsgrove borough: 4.3%
- o State College borough: 3.7%
- o Sunbury city: 6.1%
- o Williamsport city: 5.4%
(Boroughs, Townships, and Cities are not seasonally adjusted)
- o **Nonfarm Jobs:** 263,400 (77.3% private, 22.7% public; annual change: +3.2%) (*NSA*)
- o **Regular UC Initial Claims:** 2,000 (annual change: -53.9%)
- o **Online Job Postings:** 55,900 (*EMSI, October 2021*). This equates to 0.3 unemployed persons per online job posting, or 0.5 using an estimated U-6 unemployment rate of 8.5%.

Top Online Job Postings by Occupation:

- o Registered Nurses
- o Heavy and Tractor-Trailer Truck Drivers
- o First-Line Supervisors of Retail Sales Workers

Top Online Job Postings by Employer:

- o Geisinger Health System
- o Pennsylvania State University
- o C.R. England

U.S. data: unless noted, seasonally adjusted November 2021 data provided by the Bureau of Labor Statistics

PA and Central PA data: unless noted, seasonally adjusted October 2021 data provided by PA Department of Labor and Industry's Center for Workforce Information and Analysis (CWIA)

NSA: Not seasonally adjusted

Updated: December 2021

Workforce Development Board (WDB) Membership

Jamie Aurand, Chairperson
Susque-View Home

Vacant, Vice Chairperson

Jim Stopper, Treasurer
Evangelical Community Hospital

Jay Alexander, Immediate Past Chairperson
Wayne Township Landfill

Sue Auman
Union-Snyder Community Action Agency

Jim Nemeth
Autoneum

Jim Beamer
IBEW, Local #812

Steve Stumbris
*Bucknell University Small Business
Development Center*

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Susan Swartz
Office of Vocational Rehabilitation

Michele Foust
Glenn O. Hawbaker, Inc.

Todd Taylor
*Central PA Institute of Science &
Technology*

Dean Girton
Girton Manufacturing Company

Suzanne White
Kish Bank

Bruce Jones
*Bureau of Workforce Partnership &
Operations*

Jenna Witherite
Central Intermediate Unit 10

Keith Koppenhaver
IUOE, Local #66

Tracie Witter
PPL Electric Utilities

Lynn Kuhns
Apex Homes of PA, LLC

Dave Zartman
Zartman Construction

Jeff Lowry
Geisinger Health System

Local Elected Official Board (LEO) Membership

Commissioner Kenneth Holdren, Chairperson
Montour County

Commissioner David Kovach, Vice Chairperson
Columbia County

Commissioner Steven Dershem
Centre County

Commissioner Robert Postal
Mifflin County

Commissioner Angela Harding
Clinton County

Commissioner Chuck Steininger
Snyder County

Commissioner Joe Klebon
Northumberland County

Commissioner Stacy Richards
Union County

Commissioner Richard Mirabito
Lycoming County

Standing Committees of the Workforce Development Board

Executive Committee

Jamie Aurand, Chair
Jay Alexander
Jim Beamer
Kenneth Chappell
Michele Foust
Dean Girton
Ken Holdren*
Jim Stopper
Suzanne White
Dave Zartman

Staff Contact: Erica Mulberger

Audit/Finance Committee

Jim Stopper, Chair
Jamie Aurand
Dean Girton
Ken Holdren*
Richard Mirabito*
Susan Swartz
Todd Taylor

Staff Contact: Brooke Gessner

Governance Committee

Dean Girton, Chair
Angela Harding*
Rob Postal*

Staff Contact: Erica Mulberger

EARN Committee

Kenneth Chappell, Chair
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Michael Lisnock^
Erica Mulberger^

Staff Contact: Patrick O'Connor

Personnel Committee

Jay Alexander, Chair
Jamie Aurand
Michele Foust
Dave Zartman

Staff Contact: Erica Mulberger

Policy & Performance Committee

Jim Beamer, Chair
Suzanne White

Staff Contact: Korrie Lucas

Youth Committee

Suzanne White, Chair
Jay Alexander
Ed Christiano^
John Kurelja^
Dan Long^
Daphne Ross-Bowers^
Rick Steele^

Staff Contact: Alexa Hann

* LEO Board Member

^ Non-WDB/LEO Board Member

Staff Listing

Policy and Management

Supporting the Workforce Development Board, Executive Committee, Governance Committee, Personnel Committee and Local Elected Official Board

Erica Mulberger, Executive Director: Responsible for overall management of Advance Central PA including finance, operations, policy and projects. Reports to the Chair of the Workforce Development Board. emulberger@AdvanceCentralPA.org

Kelly Walter, Office/Board Coordinator: Responsible for administrative support for Advance Central PA and all committees; assists with accounts payable and receivable. Reports to the Executive Director.

Finance Department

Supporting the Executive Committee, Audit/Finance Committee and Local Elected Official Board

Brooke Gessner, Finance Manager: Responsible for management, supervision and reporting of financial resources for Advance Central PA; budgeting, fiscal related policy and procedure, oversight of contracts and subcontractors and property management. Reports to the Executive Director. bgessner@AdvanceCentralPA.org

Cheryl Reish, Senior Accounting Coordinator: Responsible for bookkeeping and accounting activity, payroll, accounts payable and receivable and electronic fund management. Reports to the Finance Manager. creish@AdvanceCentralPA.org

Operations Department

Supporting the Executive Committee, Employer Strategies Committee, Local Elected Official Board, EARN Committee, Policy & Performance Committee and Youth Committee

Korrie Lucas, Assistant Director: Responsible for policy and program management and oversight for EARN, WIOA, and other workforce programs in the PA CareerLink® sites. Reports to the Executive Director. klucas@AdvanceCentralPA.org

William Berry, Senior Research Analyst: Responsible for performing industry cluster and labor market research for Advance Central PA and supporting project partners and special data requests. Reports to the Executive Director. wberry@AdvanceCentralPA.org

Alexa Hann, Youth Programs Manager: Responsible for policy and program support for WIOA In-School Youth and Out-of-School Youth programs, TANF Youth programs and other youth initiatives in the PA CareerLink® sites and schools. Reports to the Assistant Director. ahann@AdvanceCentralPA.org

Patrick O'Connor, Workforce Coordinator: Responsible for policy and program support for WIOA Adult and Dislocated Worker programs and Department of Human Services EARN programs in the PA CareerLink® sites. Reports to the Assistant Director. poconnor@AdvanceCentralPA.org

Marca O'Hargan, Compliance Monitor: Responsible for monitoring PA CareerLink® sites and programs including but not limited to Title I Adult, Dislocated Worker and Youth and EARN programs. Reports to the Assistant Director. mohargan@AdvanceCentralPA.org

Pamela Burns, Business Engagement Coordinator: Responsible for policy and program support focusing on business as the primary customer. Oversees industry cluster activities and special grants that are obtained which involve local employers. Reports to the Executive Director.

Luke Zeigler, Mentor Coordinator: Responsible for implementation of Advance Central PA's program, LIFT Central PA, from recruitment through to the close of the formal mentoring relationship as well as maintenance of Advance Central PA's Path to Careers website. Reports to the Youth Programs Manager. lzeigler@AdvanceCentralPA.org

PA CareerLink®

Responsible for managing and coordinating the daily functions and operations of PA CareerLink® sites to ensure compliance and alignment with certification requirements, the State Workforce Plan, Advance Central PA's Local and Regional Plans, and all agreements and policies. Functionally supervised by the PA CareerLink® Operator.

Jamie Mercaldo, PA CareerLink® Administrator: Responsible for integrated services, continuous quality improvement and outstanding customer service while assessing and addressing community workforce needs for the PA CareerLink® Northumberland/Snyder/Union Counties and PA CareerLink® Columbia/Montour Counties. jmercald@AdvanceCentralPA.org

Rachael Ulmer, PA CareerLink® Administrator: Responsible for integrated services, continuous quality improvement and outstanding customer service while assessing and addressing community workforce needs for the PA CareerLink® Lycoming County and PA CareerLink® Clinton County. rulmer@AdvanceCentralPA.org