



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

June 16, 2021

Virtual Meeting via Zoom Webinar/Conference Call

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

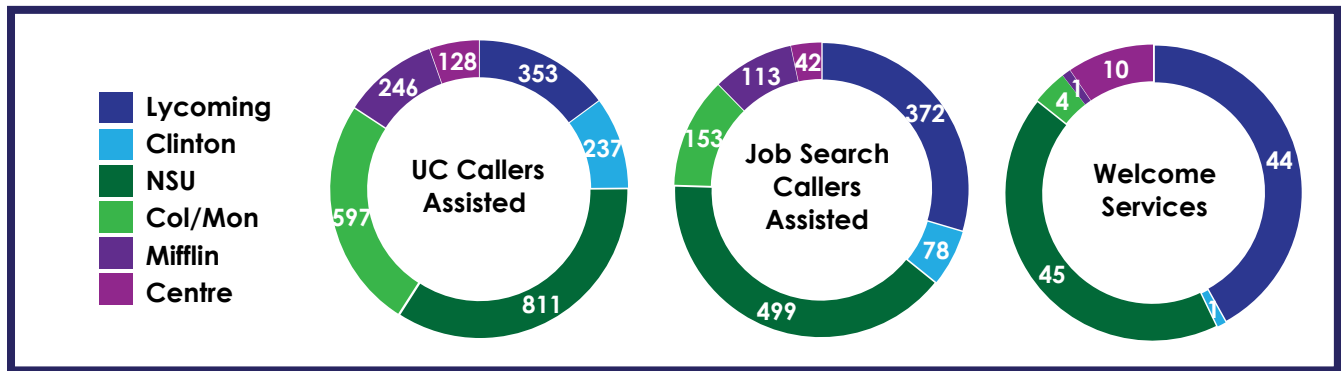
Agenda

Zoom Webinar/Teleconference
Wednesday, June 16, 2021 10:00 a.m.

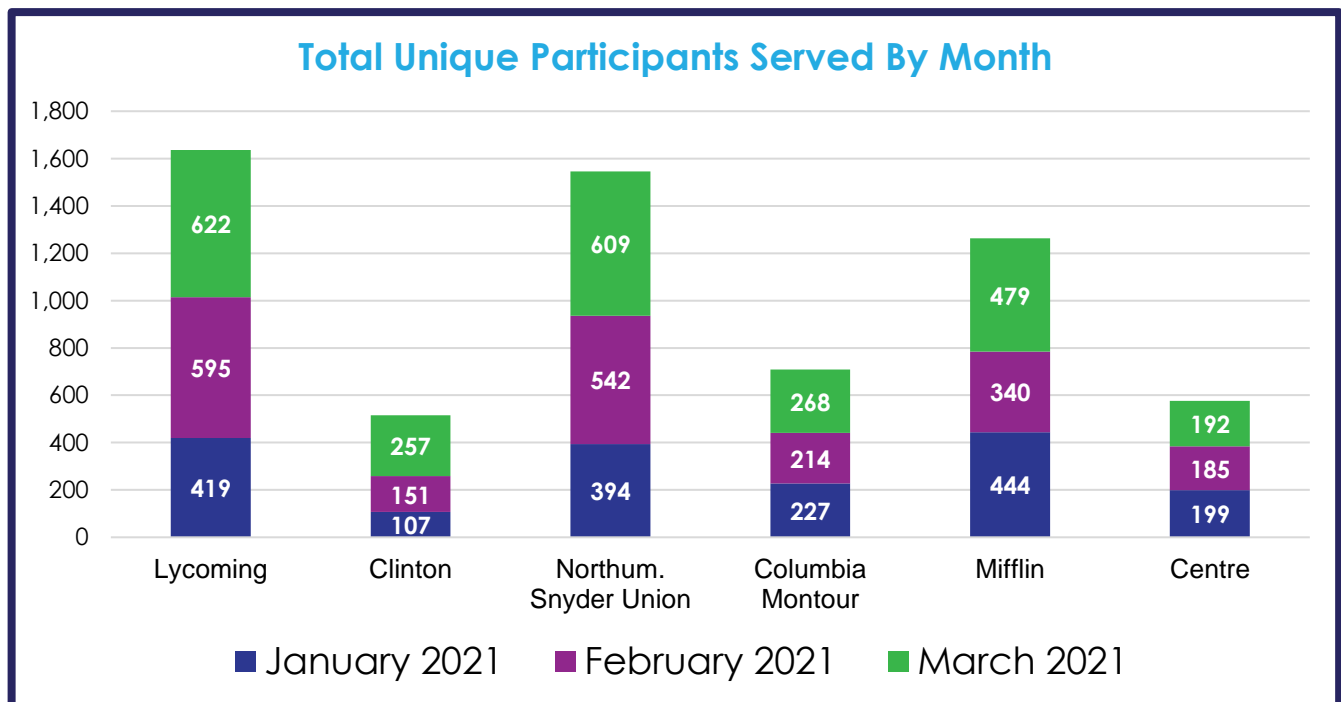
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|---------------|---|-------------------------------|
| 10:00 – 10:10 | Call to Order, Welcome, and Introduction of Guests | Jamie Aurand &
Dave Kovach |
| 10:10 – 10:15 | Public Comment | |
| 10:15 – 10:25 | PA CareerLink® Operator Update | Cheryl Johnson |
| 10:25 – 10:45 | FY 22 Budget Presentation | Brooke Gessner |
| 10:45 – 11:40 | 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"> ○ Audit/Finance ○ EARN ○ Governance ○ Personnel ○ Policy & Performance ○ Youth • LEO Board Action Items | |
| 11:40 – 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 – August 13 from 10:00 a.m. – 12:00 p.m. • LEO Board Meeting – September 15 from 9:00 a.m. – 9:30 a.m. • WDB Board Meeting – September 15 from 10:00 a.m. – 12:00 p.m. | Jamie Aurand |
| 12:00 | Adjournment | Jamie Aurand &
Dave Kovach |

PA CareerLink® Jobseeker Services

January - March 2021 Q1



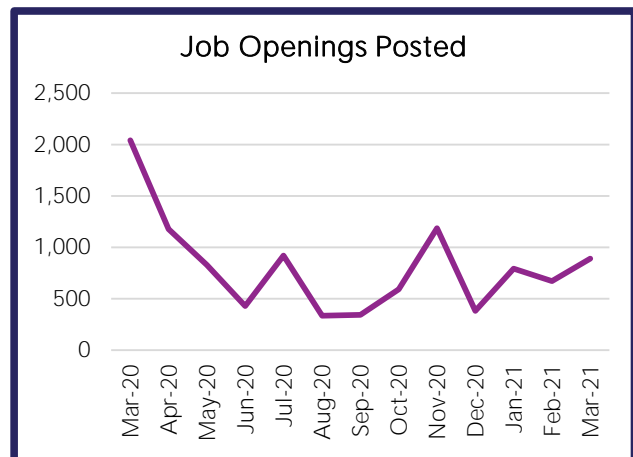
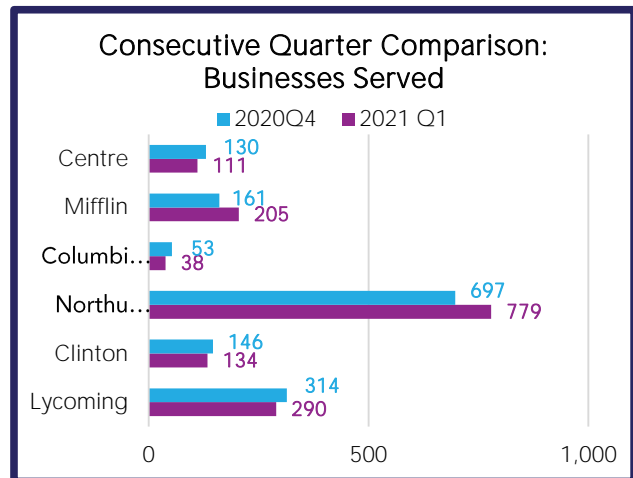
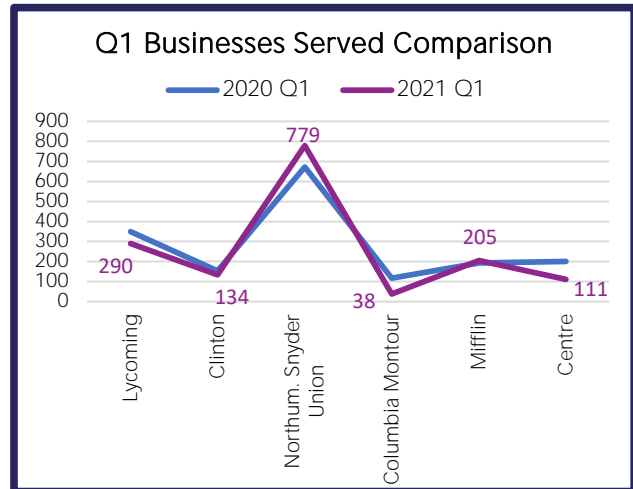
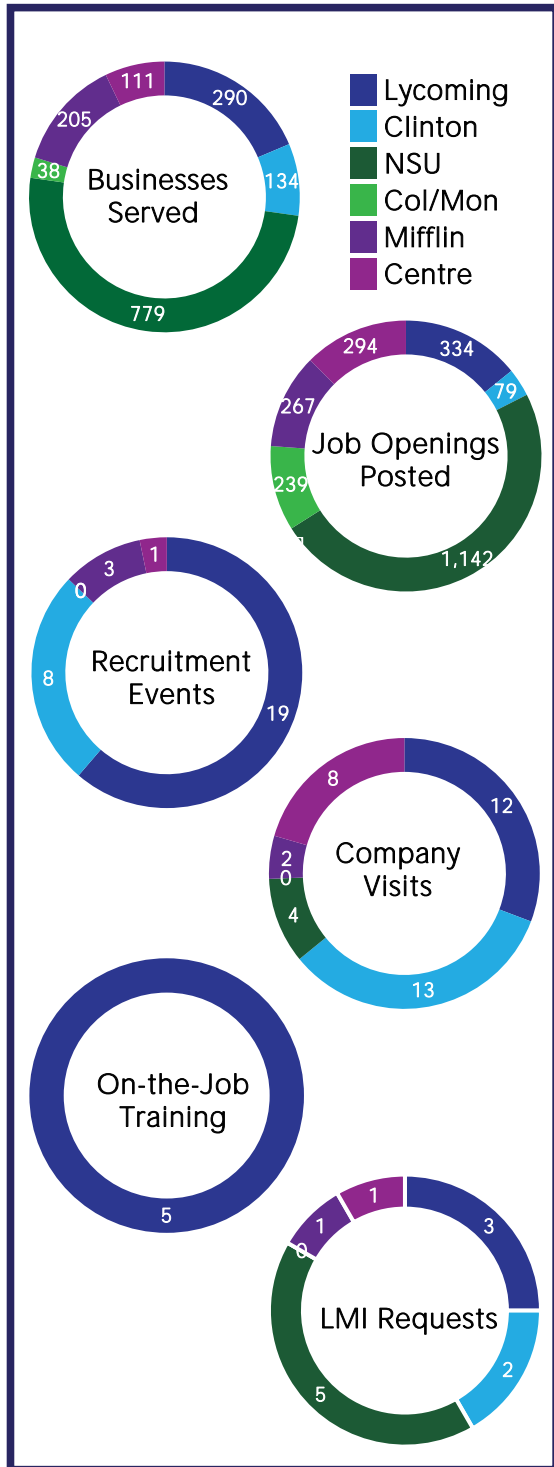
Virtual Workshops Offered: 168
Virtual Workshop Attendance: 417
Total Services Provided: 16,234
Unique Quarterly Participants: 6,244



PA CareerLink® Business Solutions

January - March 2021 Q1

Employer Services Overview

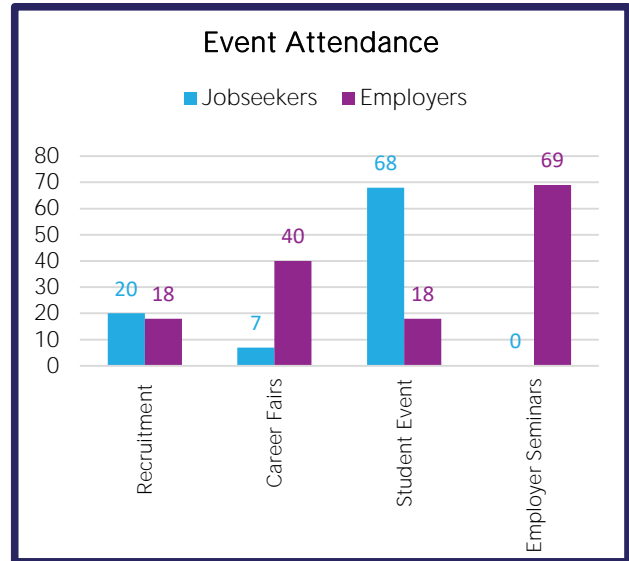


PA CareerLink® Business Solutions

January - March 2021 Q1

Employer Event Highlights

- Employer seminar connecting employers' future workforce to Path to Careers (12 employers)
- Roundtable Engage! event focused on HR and COVID issues (11 healthcare employers)
- Legal Pitfalls of COVID 19. Conducted by McQuade Blasko Attorneys (27 employers)
- UC-Suitable Work & Separation Issues presented by Nancy Smithbauer. (13 businesses represented)



Rapid Response Events

Company	Moshannon Valley Correctional Facility		
PA CareerLink® County	Mifflin County		
Rapid Response Date	3/1/2021	3/2/2021	3/11/2021
Workers Affected	265 employees		
Workers at RR Event	50	Unknown	Unknown
Layoff/Closure	Closure		
Status			

Advance Central PA's Operational Budget includes costs associated with internal business operations, including personnel and other administrative functions. These functions include maintaining personnel, board oversight and management, equipment and supplies to provide services to customers and rent. The following is a brief description of the major categories of the Operational Budget and items included in each line item. The Operational Budget represents a combination of historical cost analysis over past fiscal years and input from managerial staff on expected expenditures for the upcoming fiscal year.

Salaries and Benefits: Salary is calculated based on the actual and/or estimated annual salaries. The benefits are calculated based on actual rates in relation to total salaries. Personnel needs are reviewed annually to ensure that staffing is appropriate for available funding. Changes in benefits occur from one year to the next based on employees' length of service and the type of health insurance an individual chooses.

Note: FY 22 Salaries and Benefits includes a budget for a 3% merit increase that can be earned by staff during the annual review process and a 1% overtime pool for non-exempt staff as well as a 3% salary adjustment pool in preparation for the results of the survey scale review being conducted to ensure that Advance Central PA is able to attract and maintain the best employees. The salaries and benefits represent Advance Central PA at full employment levels. As the Business Engagement Coordinator position is currently vacant, the position is currently shown at the largest potential health care costs.

Staff Travel and Development: Projected expenditures are for travel and registration fees associated with development and training activities to enhance job performance. The costs include: mileage at the federal rate, lodging, airfare, meals, registration fees and tuition reimbursement.

Board Expenses: Costs for travel, registration fees associated with providing Board members with development and training to enhance membership performance. The costs include: lodging, airfare, meals, registration fees and Board Insurance for Director and Officer Liability protection. Board Meeting costs includes food and meeting rooms for all Board, Committees and/or Partnerships.

General Office Supplies: Costs for outside printing, general office, computer, janitorial, kitchen, postage and other supply items that are defined as having a short useful life and/or not defined as property.

Leases-Business Equipment: Costs includes maintenance agreements for copiers.

Outreach: Costs include advertising to comply with the Sunshine Law, public notification of program and/or service availability and performance outcomes.

Subscriptions: Trade periodicals, reference materials, database and software access that requires an annual usage fee, including software used by the Research Department and ACT licensing necessary to administer and sell WorkKeys® assessments. The cost for the research department software is offset by membership dues from each of the WDBs participating in the Research Consortium.

Memberships: Annual dues or memberships for organizations that are local, state and national, including memberships to chambers of commerce, Pennsylvania Workforce Development Association, National Association of Workforce Boards, and other organizations vital to the continued success of the organization.

Vehicles: Costs for operation of the company vehicle, which includes maintenance, insurance, registration and fuel.

Equipment and Furnishings: Purchase of technology equipment and office furniture.

Professional Fees: Costs associated with contracted services for auditing and legal services.

Business Services: Costs associated with subcontracted fees such as Advance Central PA's Research Consortium, personnel consultation, website design, and newsletter development.

Computer Services: Costs for the hosting of our accounting software, website maintenance and computer maintenance fees for Advance Central PA.

Facility Costs: Costs in this category include rent, utilities, insurance, cleaning, internet and telephone.

Reserve: Funding set aside that will be reviewed and redistributed as necessary. The reserve will allow for fluidity in movement between line items.

Advance Central PA

Proposed Fiscal Year 2022 Operational Budget

7/1/21 - 6/30/22

OPERATIONAL COSTS	FY 21 Initial Budget	FY22 Initial Budget	Net Change from FY21 Budget and FY22	% Change
Salaries and Benefits	884,050	921,991	37,941	4%
Staff Travel and Development	27,120	28,418	1,298	5%
Board Expenses	6,901	8,674	1,773	26%
General Office Supplies	6,066	5,566	(500)	-8%
Leases - Copiers/Equipment	2,500	2,500	-	0%
Outreach	2,450	2,250	(200)	-8%
Subscriptions	15,843	22,251	6,408	40%
Memberships	8,405	10,510	2,105	25%
Vehicles	4,800	4,850	50	1%
Equipment and Furnishings	8,067	10,212	2,145	27%
Professional Fees	16,440	15,750	(690)	-4%
Business Services	43,300	14,300	(29,000)	-67%
Computer Services	24,527	31,944	7,417	30%
Facility Costs	81,509	80,945	(564)	-1%
Operation Costs	96	84	(12)	-13%
Reserve ¹	-	-	-	0%
TOTAL OPERATIONAL COSTS	1,132,074	1,160,245	28,183	2%

¹ The reserve amount may increase during the fiscal year if additional revenues become available to CPWDC which can be carried over to the next fiscal year.

Advance Central PA
Central Region Fiscal Year 2022 Draft Budget
For the Period July 1, 2021 to June 30, 2022

	CORE FUNDING										OTHER FUNDING															
		WIOA Dislocated Worker	WIOA Youth		EARN																					
	WIOA Adult		Out-of-School	In-School	Cost Reimburse	Perform.	TANF Youth	Total Core	Rapid Response	Gold Standard	Industry Partner Sustain.	DCED PREP	Degenstein Foundation	PASmart CNC Apprentice	Bus & Edu Partnership 2020	Next Gen Healthcare 2019	Next Gen Manufact. 2019	Next Gen Healthcare 2020	Next Gen Adv Man 2020	National Dislocated Worker COVID	State & Local Internship 2021	Appalachian Regional Comm. (Opioid)	Research Department	Total Other	Grand Total	% of Total
FY 22 Revenues:																										
FY22 Allocation	1,379,347	1,355,825		1,596,433	2,062,750		664,200	7,058,554				13,000	10,000										39,814	62,814	7,121,368	51.51%
FY21 Planned Carryover	200,000	200,000		200,000				600,000																-	600,000	4.34%
FY21 Estimated Additional Carryover	867,043	994,486		631,953		657,627	549,970	3,701,079	25,000	63,000	323,298			94,627	86,800	65,500	94,496	232,800	248,000	145,000	20,000	1,003,500		2,402,021	6,103,100	44.15%
Total FY 22 Revenues	2,446,390	2,550,311		2,428,386	2,062,750	657,627	1,214,170	11,359,634	25,000	63,000	323,298	13,000	10,000	94,627	86,800	65,500	94,496	232,800	248,000	145,000	20,000	1,003,500	39,814	2,464,835	13,824,469	100.00%
FY 22 Expense Budgets:																										
Advance Central PA*	244,639	255,031		242,839	206,275		182,126	1,130,909						9,627	7,000			14,000	13,000		1,000	14,160	39,814	98,601	1,229,510	8.89%
RSAB (PA CareerLink® Operations)	188,687	188,687		92,903	172,486		10,646	653,409																-	653,409	4.73%
Reserve for FY 23 (7/1/22-6/30/23)	200,000	200,000		200,000				600,000																-	600,000	4.34%
Training:																										
New ITAs & OJTs	205,522	162,699						368,221																-	368,221	2.66%
ITA/OJT Obligation (From FY 21)	38,111	4,590		1,196				43,897																-	43,897	0.32%
Incumbent Worker Training	50,000							50,000																-	50,000	0.36%
Other Training			147,676	418,968	182,661		179,749	929,054						50,000		65,500	68,000							183,500	1,112,554	8.05%
Training Support Services								-															12,000	12,000	12,000	0.09%
Service Delivery:																										
CSO	585,892	641,852		76,122	308,897		113,494	1,726,257	24,040						60,950								269,999	354,989	2,081,245	15.05%
TU	515,098	515,098	109,836		100,000		30,000	1,270,931															188,841	188,841	1,456,872	10.55%
CSIU			788,697				141,618	930,315																-	930,315	6.73%
Other Service Delivery				78,366	926,692		382,023	1,387,081				13,000		35,000	18,850			218,800	235,000	145,000	19,000	518,500		1,203,150	2,590,231	18.74%
Regional Technology	2,500	2,500		2,500	2,500			10,000									26,496							26,496	36,496	0.26%
Regional Outreach					50,000			50,000																-	50,000	0.36%
Regional Training					48,239			48,239																-	48,239	0.35%
Regional Vehicles	40,000	40,000	40,000		65,000			185,000	960															960	185,960	1.35%
WorkKeys Assessments	3,000	3,000	150				350	6,500																-	6,500	0.05%
Total Budgeted	2,073,448	2,013,456		2,199,253	2,062,750		1,040,006	9,388,912	25,000			13,000		94,627	86,800	65,500	94,496	232,800	248,000	145,000	20,000	1,003,500	39,814	2,068,537	11,457,449	
Unallocated	372,943	536,855		223,133		657,627	174,165	1,970,722					10,000.00											396,298	2,367,020	17.12%
TOTAL	2,446,390	2,550,311		2,428,386	2,062,750	657,627	1,214,170	11,359,634	25,000	63,000	323,298	13,000	10,000	94,627	86,800	65,500	94,496	232,800	248,000	145,000	20,000	1,003,500	39,814	2,464,835	13,824,469	100.00%
% of Total	17.70%	18.45%			14.92%	4.76%	8.78%	82.17%	0.18%	0.46%	2.34%	0.09%	0.07%	0.68%	0.63%	0.47%	0.68%	1.68%	1.79%	1.05%	0.14%	7.26%	0.29%	17.83%	100.00%	

FY 22 RSAB by County	Adult	DW	OSY	ISV/ TANF	EARN	Advance Central PA Total	Required Partners	Other Renters	Other FY 22 Total	FY 22 Total Budget	FY 21 Total	Difference
Centre (CE)	19,315	19,315	9,665	-	19,315	67,609	97,812	-	97,812	165,421	175,891	(10,470)
Clinton (CL)	23,838	23,838	11,919	-	-	59,595	100,579	-	100,579	160,175	178,032	(17,857)
Columbia/Montour (CM)	18,656	18,656	18,648	-	-	55,958	90,500	-	90,500	146,458	163,737	(17,279)
Lycoming (LY)	51,465	51,465	24,223	3,436	78,708	209,297	199,281	26,932	226,213	435,546	444,090	(8,544)
Mifflin (MI)	46,803	46,803	14,984	-	37,438	146,028	104,904	20,152	125,056	271,085	275,569	(4,484)
Northumberland/Snyder/Union (NSU)	28,611	28,611	13,464	7,210	37,026	114,921	141,106	19,226	160,332	275,254	296,272	(21,018)
Total	188,687	188,687	92,903	10,646	172,486	653,409	734,183	66,310	800,493	1,453,937	1,533,591	(79,654)
% of Total	29%	29%	14%	2%	26%	45%	50%	8%	55%	100%		

* Carryover amounts are based on estimated balances remaining 7/1/21.
* Advance Central PA's actual Operating Budget is \$1,160,246.

Service Contract Details	Program	Amount	Counties	Funded With:
CSO *	Adult Dislocated Worker Job Seeker	\$ 1,171,783	CL, CM, LY, NSU	Adult, DW, Rapid Response
TU	Adult Dislocated Worker Job Seeker	\$ 404,787	CE, MI	Adult, DW, Rapid Response
TU *	Business Services	\$ 862,244	All	Adult, DW, Youth, EARN, Rapid Response, TANF
CSIU	Out-of-School Youth	\$ 1,114,910	All	WIOA Youth, TANF Youth
CSO through 9/30/21 - in the process of RFP	In-School Youth	negotiated with chosen provider	All	WIOA Youth, TANF Youth
CSO through 9/30/21 - in the process of RFP	EARN	negotiated with chosen provider	All	EARN
CSO - in the process of RFP	The Link	Will be negotiated with chosen	All	Rapid Response, Dislocated

Notes:
EARN, Mobile Workforce, and ISV/TANF amounts are based on estimated costs for 1 year of costs. Costs may change after RFP processes.
WIOA Youth costs based on current policies (240 hour work experience, no incentives).
Advance Central PA is in the process of requesting \$100,000 in additional Rapid Response funds.

State Plan Training Targets	30% of FY 22 Allocation Less Admin		% of Training Requirement Achieved
	Training Budgeted	Training Budgeted	
WIOA Adult	372,424	293,633	79%
WIOA DW	366,073	167,289	46%
WIOA Youth	431,037	567,840	132%
Other		363,249	
Total Training Target	1,169,533	1,392,011	119%

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

Joint Meeting
March 17, 2021

Advance Central PA's Board of Directors (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, March 17, 2021 at 10:00 a.m. via Zoom webinar/teleconference.

WDB Members Attending

Jay Alexander
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
Dave Zartman

LEO Board Members Attending

Angela Harding
Kenneth Holdren
Joe Klebon
David Kovach
Richard Mirabito
Robert Postal
Stacy Richards
Chuck Steininger

WDB Staff Attending

Brooke Gessner
Alexa Hann
Korrie Lucas
Jamie Mercaldo
Erica Mulberger
Patrick O'Connor
Marca O'Hargan
Rachael Ulmer
Luke Zeigler

WDB Members Excused

Sue Auman
Lynn Kuhns
Jeff Lowry
Tracie Witter

LEO Board Members Excused

Steven Dershem

Guests Attending

Megan Bair
Jon DeWald
Marjorie Eby
Melanie Erb
Judith Fitzgerald
Angelic Hardy
Deb Harpster
Erica Kastner
Karin Knode
Mary Mingle
Vittal Prabhu
Katherine Vastine
Jill Walter

Call to Order and Welcome

Jamie Aurand, CPWDC Chairperson, called the meeting to order at 10:06 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 Ken Holdren, LEO Chairperson, welcomed all members and guests.

Invitation for Public Comments

Jamie Aurand opened the floor for public comments. There were none.

PA CareerLink® Operator Update

Karin Knode, representing the PA CareerLink® Operator, provided an update on: the regional response to enhancing services to business, professional development to equip staff to meet changing demands, and operational adjustments to continue providing needed services during the pandemic.

Enhanced Services to Support Businesses/Employment

- High quality, timely, targeted jobseeker workshops are being offered across the region building capacity and skills in the talent pool.
- Relevant seminars are being offered to increase skills of business professionals, such as in writing effective job postings.
- Virtual job recruitments are being facilitated to provide opportunities for jobseekers and businesses to safely interact. Examples of companies utilizing virtual job recruitment services include: Function of Beauty, Evangelical Community Hospital, Conestoga Wood Specialties, Thermo-Fisher Scientific, Grandview Nursing and Rehabilitation, Waste Management, Great Dane.
- "Candidates of the Week" is an email sent to businesses featuring a brief summary of program participants and a redacted resume showing their skills; businesses are responding positively with interest in the candidates.

Professional Development of Staff to Meet Changing Demands

Site Administrators have organized regional virtual trainings for staff and community agencies thereby increasing networking opportunities with support agencies resulting in increased involvement in community problem solving.

Operational Adjustments

The Site Administrators continually work with the Operator, Advance Central PA, Bureau of Workforce Partnership Operations (BWPO) Assistant Regional Director, and PA CareerLink® staff on adjustments to the program model to meet changing needs and position the whole network for success as we transition to opening the physical sites to the public.

Jamie inquired as to the discussions about re-opening full time. Erica responded that on no less than a monthly basis, Advance Central PA meets with the Operator and Bruce Jones, BWPO Assistant Regional Director to review data, including transmission rates and new cases across the region as well as needs of customers. On-site appointments are currently available to those who require services in-person. Also, classrooms are available for HiSET® and GED® testing.

Jenna Witherite requested information regarding the parameters that will be used to determine whether the sites will fully open, particularly whether data is being reviewed regionally, or office by office and explained school districts look each building, not the whole county when making similar decisions. Erica

explained that data is being reviewed for each county and that in addition to transmission rates and new cases for each building/county, staff capacity must be considered since some program partners have employers of record that will not allow in person services even if the site is fully open at this time.

Stacy Richards voiced that Advance Central PA should not be pressured to open too early. She offered comment that even once everyone has an opportunity to be fully vaccinated, other factors including limited availability of child care, and school schedules will have an impact on the workforce; the infrastructure to provide supports has been severely impacted and must be considered. Erica expressed appreciation to Stacy and both the Local Elected Official Board and Workforce Development Board for their support and continued emphasis on safety and health. Jamie commented that staff successfully pivoted last year and data shows services are still being successfully delivered to businesses and jobseekers alike which is important.

Penn State Service Enterprise Engineering

Jamie welcomed Vittal Prabhu, Ph.D. and Professor of Engineering with Penn State University. Dr. Prabhu discussed the Service Enterprise Engineering Initiative (SEE 360) which has developed groundbreaking solutions for organizations through engineering streamlined solutions.

Vittal explained that historically many engineering program graduates found careers in manufacturing, but that over time, as the economy shifted to become heavily dependent on services, many alumni have moved into the service sector and thereby encouraged changes to the curriculum.

The mission of Engineering the 21st Century Service Economy is threefold. First, the goal is to increase awareness of how engineering can be successfully applied in the service sector- parents, students, teacher industry. Second, adapt curriculum to include a minor suitable for students across disciplines such as in health policy/administration as well as for students seeking their MS and Ph.D, and new non-credit digital badges allowing individuals to learn competencies on their own time. And third, to advance research projects and translate them to entrepreneurship opportunities.

Vittal shared examples of innovation in applying engineering techniques to non-traditional issues via awards earned by Chik-Fil-A for implementation of Lean in their restaurants, IBM for application of engineering principles to their contracting processes, and the Mayo Clinic for quantitative engineering techniques to address the opioid crisis. He further explained how service problems such as long lines into Beaver Stadium, and snow removal across the Penn State campus have been addressed using engineering.

Vittal asked for projects and welcomed board members to contact him. He explained digital badges and the opportunities and competencies one can acquire when completing a badge focused on key technical concepts and application of engineering to authentic contexts. He gave examples of working with a profitable woodworking company that applied the curriculum to help forecast cash flow and be more aggressive in responding to requests for quotes. The application of engineering principles is unlimited and Vittal wants input on the next digital badges that could be developed.

Rob Postal asked how the success of Vittal's findings can be scaled. For example, how does a small business leverage the work being done. Vittal responded that this is exactly what he wants help with and asked members to help spread the word that students on campus are hungry for real-world problems they can work with companies to resolve.

Rob then inquired whether local government can take advantage of offerings. Vittal answered in the affirmative and stated the closest project to date may have been asking colleagues in education what pain might his students help relieve. As a result, engineering was applied to the process for organizing meetings.

Dave Zartman asked about digital badges and engineering competencies related to construction safety awareness and continuous improvement. Vittal invited Dave to connect with him and a colleague who is an expert on safety to see what they might develop.

Rick Mirabito asserted the offerings may be very helpful to small businesses and asked what hurdles might exist. Vittal provided examples of local businesses that utilized the available services to find solutions but they were never implemented because there was no staff capacity to do so, even when studies on return on investment showed huge long-term opportunities.

Erica asked everyone, including PA CareerLink® staff to think of what digital badges are needed and invited the board members to connect with Vittal for opportunities to help solve issues or continuously improve. Rick requested an overview of examples that show what's been done and the impact so that board members can more easily present this opportunity to small businesses. Jim Nemeth suggested that information be shared with MADE in Central PA, the advanced manufacturing partnership, stating this could be part of the tool box in the region; availability of quick specific skill training makes Central PA that much more attractive. Vittal described working with three manufactures in the region and stated he'd love to assist others. Erica will share information with the partnership.

Jamie extended thanks to Dr. Vittal Prabhu for joining and sharing the opportunities of SEE 360 and digital badges. Vittal can be reached at: vittal.prabhu@psu.edu

WDB Updates and Action Items

- ▲ Dean Girton made a motion to approve the minutes from the December 16, 2020 joint WDB/LEO Board meeting. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.
- ▲ Jim Beamer made a motion to approve the December 16, 2020 Consent Agenda Action Items. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.

Erica explained that historically the minutes have been approved as a separate motion and that per Robert's Rules, that isn't necessary. Instead, it is allowable to include motions related to meeting minutes on a consent agenda. Further, Erica asked for discussion regarding financial reports and whether they should continue to be presented with great detail or not.

Members agreed that the motion for approval of minutes may go on the consent agenda going forward. Regarding the financials, they discussed the importance of staff highlighting anything out of the ordinary or that falls out of line with projections and plans and otherwise agreed to less in-depth discussion during the meetings. Jamie and Dean Girton requested that financial reports be sent to members in a timeframe that allows them more time for review in advance of upcoming meetings.

Audit/Finance Committee

Jim Stopper, Committee Chair, provided the update.

Financial Reports through December 31, 2020

Jim reported an anticipated expenditure rate of 50% and referenced footnotes that give explanation to significant items contained in each report.

The Contract Expense and Obligation Report showing total funding available, amount expended, and amounts obligated and unobligated for active funding streams was highlighted. Jim explained the program year (PY) 18 Business and Education grant was extended from December 2020 to March 2021, and the PY19 Business and Education grant was extended from June 2021 to December 2021.

He reviewed the Operating Budget to Actual Report showing that Advance Central PA expended approximately 43% of the operating budget.

The Consolidated Resource Sharing Agreement Budget (RSAB) Expense Report showed total expenditures and revenues for the PA CareerLink® sites. The RSAB expenditure rate is over 57%.

Expenditure rates for each of the service providers was shown in the Subcontractor Budget to Actual Comparison Report.

The FY21 Consolidated Training Contract Obligations report showed that from July 1, 2020 through February 28, 2021, 91 participants have been approved for classroom training termed individual training account (ITA) and 29 participants have been approved for on-the-job training (OJT). At this time last year, there were 122 ITAs and 38 OJTs therefore there are 40 fewer people in training this program year compared to the same time last program year.

Fiscal Year (FY) 2021 Budget Update Reports

The Central Region has increased revenues of approximately \$491,000 from the budget presented at the December 16, 2020 as a result of CARES Act funds from Northumberland County and Next Generation Sector Partnership grants for Advanced Manufacturing and Healthcare.

Leases

The lease for PA CareerLink® Lycoming County is set to expire June 30th. The landlord has offered to extend the lease for one year at the same terms and conditions.

- ▲ **Jim Stopper made a motion to enter a one-year extension of the lease agreement with the Clinton Acquisition, LLC for the PA CareerLink® Lycoming County located at 329 Pine Street, Williamsport, PA 17701 effective July 1, 2021 through June 30, 2022 upon the same terms and conditions as the current lease. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.**

EARN Vehicles

Within the EARN budget, Advance Central PA included a line item to purchase four vans that will be used to help overcome participant transportation barriers. Jim explained a competitive request for proposals was released and one proposal was received. The proposal included new vans, so staff searched online for used vans to do a cost comparison. Used vans were more expensive than those in the proposal.

In the current EARN budget, there is enough money in the Vehicles line item to purchase three of the vans at the costs proposed. Advance Central PA would like to purchase four, and will be submitting a modification from DHS to move available funds from another line item to allow for the purchase of all four vehicles.

Jamie asked where the budget money will be shifted from to which Erica replied there is a training budget for participants that won't be expended.

Suzanne White inquired as to whether the vans provide transportation to the PA CareerLink® as well as education and employment opportunities. Erica affirmed that was the case and added that the vans are also used to take participants' children to daycare or to purchase clothing needed for an interview, etc.

- ▲ **Jim Stopper made a motion to purchase three 15-passenger vans with the option to purchase a fourth van with a maximum budget of \$133,122 pending budget modification approval from the PA Department of Human Services. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

The next meeting date of the Audit/Finance Committee is to be determined.

EARN Committee

Ken Chappell, EARN Committee Chair, provided the update and shared that the EARN Committee met February 23rd.

SNAP Only EARN Participants

TANF EARN participants are those who receive cash benefits from the County Assistance Offices (CAO); they are referred to EARN and must attend. SNAP Only EARN participants receive food benefits but not cash assistance. They may volunteer to attend EARN and within the EARN contract, there is a budget that can only be used to serve those SNAP participants.

The Department of Human Services recently released a memo that would allow EARN programs to enroll SNAP recipients into EARN on a voluntary basis through a reverse referral process. Instead of the CAO referring them to EARN, the PA CareerLink® EARN program staff would let the CAO know the person wants to enroll. Staff are brainstorming ways to enroll participants utilizing the reverse referral process. Ken explained that promoting the holistic approach of EARN services and CAO Special Allowances that can include mileage reimbursement, vehicle repair, clothing, technology for education, etc. are strategies being discussed.

EARN Incentive Services Policy

The EARN Committee reviewed proposed changes to the existing EARN Incentive Services Policy. In addition to changes made to align the policy with the new program model and language that clearly states continuation of incentives is contingent on funding, Kenneth reviewed each of the changes approved by the EARN Committee and provided in the meeting packet.

- ▲ **Ken Chappell made a motion to update the EARN Incentive Services Policy as presented. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.**

Additionally, the EARN Committee discussed making the Incentive Services Policy retro-active. Ken reported the Committee examined the number of participants who would be eligible for each incentive and explained there is money in the current budget to make it retro-active to July 1, 2020. Individuals need to still be enrolled in EARN to be eligible for an incentive. For those who are eligible for Family Incentives, rather than going backwards and purchasing the tangible items, it was determined staff should provide \$50 gift cards for each of the prior months they were eligible.

- ▲ **Ken Chappell made a motion to make changes to the EARN incentive Services Policy retroactive to July 1, 2020 for any participant still enrolled in EARN. Participants who are currently eligible for Family Incentives will receive Family Incentives for prior months in the form of \$50 gift cards for each month they were eligible for the Family Incentive for the period July 2020 through March 2021. Keith Koppenhaver seconded the motion. The motion was unanimously approved with no abstentions.**

The next EARN Committee meeting is May 11, 2021.

Governance Committee

Dean Girton, Governance Committee Chair, provided the update noting the Governance Committee has not met since the last meeting.

Statement of Financial Interest

Dean reported that staff will be emailing all Workforce Development Board Members a Statement of Financial Interest Form for calendar year 2020.

Members appointed to Local Workforce Development Boards meet the definition of public official or public employee as outlined in the Governor's Office, Commonwealth of Pennsylvania Management Directive 205.10, and Financial Disclosures Required by the Public Official and Employee Ethics Act.

Forms must be returned to staff by April 15, 2021 so the Board can remain in compliance and receive federal and state funding from the Commonwealth.

Workforce Development Board Membership

Dean explained Annette Camuso-Sarsfield has retired from her position with PlayPower® and therefore the WDB. Recommendations to fill her vacancy as a private sector business leader can be sent to Erica. Applications will be accepted from business leaders across the Central Region.

The Governance Committee is also seeking additional representatives from a Labor organization, joint-labor management apprenticeship program, or a Community Based Organization with demonstrated experience and expertise in addressing employment needs of individuals with barriers, including veterans, individuals with disabilities, and youth. Recommendations should be submitted to Erica. Jamie asked whether this position has a geographic requirement to which Dean responded it did not; anyone in the nine-county region who meets the requirements will be considered.

The Governance Committee will meet as needed in the spring to review member re-appointments.

Personnel Committee

Jay Alexander, Personnel Committee Chair, presented the update.

Personnel Manual Changes

The Personnel Committee met February 4th to review proposed changes to the Advance Central PA Personnel Manual. Jay referenced the meeting packet which had a summary of the changes ratified as part of the Consent Agenda including the addition of language related to Equal Opportunity, Sexual and Other Harassment policies and the addition of Dr. Martin Luther King Jr. Day as a paid holiday for staff.

Insurance Renewal

Advance Central PA's insurance broker negotiated a one-year rate hold for dental, life, and disability insurances. The Personnel Committee reviewed and approved a renewal via email vote on March 9th.

- ▲ **Jay Alexander made a motion to renew dental, life, and disability policies with Guardian for the period May 1, 2021 through April 30, 2022 at the current policy rates. Michele Foust seconded the motion. The motion was unanimously approved with no abstentions.**

The Personnel Committee will meet as necessary during the year.

Policy & Performance Committee

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

Monitoring Activity- December 2020 – February 2021

Staff conducted a desk review of 8 new OJT contracts submitted for approval and 11 other open OJT contracts to monitor for risks, quality, and adherence to the training plan.

Staff conducted In-School Youth Monitoring, including a review of 24 hard copy case files beginning in January; a report is forthcoming.

Staff monitored operation of the PA CareerLink® Lycoming County and PA CareerLink® Clinton County including remote interviews with staff and review of data for evidence of partnership and compliance as well as compliance with ADA and Equal Opportunity. A report is forthcoming.

Staff has submitted information as requested to the PA Department of Labor & Industry Bureau of Workforce Development Administration for monitoring related to:

- Procurement and Subcontracts
- Policies, Agreements, and Service Delivery,
- Sunshine Act Compliance

In addition, staff is gathering information for a monitoring of Fiscal Integrity, Local Monitoring, Operator, and Case File Review. Documentation from staff is due to BWDA later this month. BWDA is also

performing a Random Sample Audit Request for which staff is compiling supporting documentation for expenditures sampled.

The PA Department of Human Services has completed a monitoring of the oversight of the EARN program. Staff submitted a completed monitoring tool as requested. DHS also reviewed case records for 25 EARN participants. The monitoring is closed with a formal report submitted to staff in February and no corrective actions required.

Exit Reports

As part of performance monitoring of the Adult and Dislocated Worker programs, staff examines the status of participants when they exit programs. The goal is to exit participants with employment, especially those who have received training funds, and exit a minimum number of participants who have dropped out of contact.

The “All Exits” chart at the top of each page is a summary of all Adults and Dislocated Workers exited from the programs.

CSO’s overall percentage of participants who exited with employment is 61%. The rate for those who received training is 80% while the rate for those who did not receive training is 46%. TIU’s overall percentage of participants who exited with employment is 77%. The rate for those who received training is 71% while the rate for those who did not receive training is actually higher at 83%.

Staff is planning an in-depth review of each individual included in the Exit Report. Initial findings for those who were not exited with employment are that circumstances were beyond staff control. For example, individuals elected to close out of programming since they no longer wished to search for work. Another individual failed a semester of her ITA funded training making her ineligible for funds in the subsequent semester and stopped communicating with staff.

Request for Proposals- Job Seeker Services

A request for proposals for Job Seeker Services was released February 19th with a March 23rd deadline for proposals. Services being procured include Adult and Dislocated Worker services as well as basic career services available to any PA CareerLink® customer.

Jim asked that volunteers for the RFP Evaluation Committee responsible for reading and rating each proposal reach out to Korrie Lucas, Advance Central PA Assistant Director. Jim shared his experience serving on Evaluation Committees calling it a worthwhile endeavor that may help board members gain great understanding of all the programs and what Advance Central PA does as a whole.

The Policy and Performance Committee will meet as needed and is seeking members. Jim encouraged individual to contact Erica if they are interested in learning more.

Youth Committee

Suzanne White, Committee Chair, provided the update.

In-School Youth (ISY)

Virtual and in-person Camp STEAM sessions for middle school students are underway with more camps being coordinated. The Business Solutions Team (BST) and In-School Youth (ISY) staff worked together to align employer guest speakers with each school district’s Career and Technology Education programs.

Suzanne shared there are twelve (12) youth currently participating in paid work experience with staff gearing up for summer when more are anticipated.

Virtual Career Fairs in partnership with the Foundation of the Columbia Montour Chamber of Commerce and SUN Area Technical Institute will occur this Spring. Advance Central PA staff, the BST and ISY teams are working together to coordinate these events.

Out-of-School Youth (OSY)

Suzanne shared that YES to the Future is increasing recruitment efforts on a number of fronts, including via a billboard displayed in Williamsport. YES to the Future yard signs are also popping up around the region. The YES team will be tracking effectiveness through information collected during the intake process.

Seven (7) YES to the Future young adults are participating in the first cohort of the Advanced Manufacturing Pre-Apprenticeship program at Pennsylvania College of Technology. Pre-Apprentices complete a comprehensive training program with foundational theory instruction including but not limited to: Measurement, Inspection, Safety, Robotics, and Lean. Pre-Apprentices can earn the Certified Manufacturing Associate certificate. Suzanne referenced the flyer that was emailed to everyone with the meeting packets and asked members to share with their networks and call the PA CareerLink® if you want to connect with the pre-apprenticeship graduates.

Suzanne shared that a young adult from YES to the Future participated in a 1-on-1 Question & Answer discussion during a Greater Susquehanna Valley Chamber of Commerce Business & Education Committee meeting. Our YES participant shared information on her education and training path and how YES to the Future has supported her endeavors. Her YES Career Counselor also spoke about the YES to the Future program.

Suzanne invited members to follow the YES to the Future Facebook page to keep up with the latest happenings.

LEO Board Action Items

Ken Holdren, LEO Chair, welcomed the members and presented a motion to act on.

- ▲ **Joe Klebon made a motion to approve the minutes from the December 16, 2020 joint WDB/LEO Board Meeting. Richard Mirabito seconded the motion. The motion was unanimously approved with no abstentions.**

Erica thanked the LEO Board for their robust discussion during the LEO meeting about early childhood education, the impact of COVID-19 and opportunities to fill gaps, and the impact and opportunities related to affordable training and possible solutions.

Executive Directors Update

Erica Mulberger, CPWDC Executive Director, presented the update.

Grant Updates

Erica presented CPWDC's FY21 Competitive Funding Portfolio. She noted grants secured, outstanding grants applied for, and grants for which CPWDC was not selected. Erica highlighted that CARES Act funding was received from Northumberland County and expressed thanks to Commissioner Klebon. Grants to support the Manufacturing and Healthcare partnerships which were awarded last March but then pulled back due to COVID have been released again, however, the \$500,000 must be expended by June 30th; the State WDB is requesting an extension. An application that was submitted to the COVID-19 Common Application was not funded, however, the Degenstein Foundation revisited applications and awarded \$10,000 of the original \$50,000 request.

A Schools-To-Work grant was announced last week. A Near Completers grant designed to support individuals who dropped out of college is anticipated for release soon and Erica reported she'll be reviewing the terms and stipulations to determine whether to apply for either grant.

Labor Market Information

Erica referenced the reports provided in the packets and available online at www.AdvanceCentralPA.org. She highlighted information regarding the unemployment rates and initial claims files from each county according to industry.

Local and Regional Plan

Erica reported the 4-year Local and Regional Plans are posted for 30-day public comment. She expressed appreciation to LEO Board members who shared that they are in the midst of their review. Gratitude was also extended to partners, including Title II Adult Basic Education partners for assisting in development of the Plans.

Erica will send meeting invitations to the LEO Board and WDB members to highlight data and strategic goals and discuss any public comments received. A summary of the Plan will be provided in advance of the meetings.

Career Tree®

Advance Central PA is implementing Career Tree® career pathway tools across the region. In partnership with Central Susquehanna Intermediate Unit, Advance Central PA is hosting an event with Mark Perna, creator of the Career Tree® to launch a project with businesses and schools across the area to create these visual career pathways that show students different entry points on a path and the skills needed to grow from entry-level to CEO level and everything in between. Advance Central PA was able to secure a 3-year license for schools and businesses to thoughtfully develop Career Tree® strategies.

Rebranding

The Advance Central PA website and the PA CareerLink® website are both live. A broad announcement will be made soon.

Small Business Development Day

Erica thanked Steve Stumbris for his leadership and work at the Small Business Development Center.

Open Discussion

Rick Mirabito shared that the Office of Management and Budget is changing the Metropolitan Statistical Area Standards. As a result, the Williamsport area will probably lose the MSA designation. He asked whether any of the workforce funding is dependent on the MSA designations and whether there will be a negative impact. Erica responded that the MSA designation does not have an impact on funds, however population and other Census data does impact funding.

Date of Next Meetings

Jamie announced the upcoming meetings as follows:

- WDB Board Special Meeting- April 14th from 1:30 p.m. – 2:00 p.m.
- Executive Committee- April 9th at 10:00 a.m.
- WDB/LEO Quarterly Meeting- June 16th at 10:00 a.m.

Ken announced the following upcoming meetings:

- LEO Board Special Meeting- April 14th from 12:30 p.m. – 1:00 p.m.
- Annual Meeting of the Members- June 16th at 9:00 a.m.

Adjournment

With no further business to attend to, Ken then Jamie adjourned the LEO Board and WDB meetings at 11:56 a.m. wishing everyone well.

Respectfully submitted,



Assistant Director, Advance Central PA

Workforce Development Board (WDB)

Special Meeting Notes

April 14, 2021

The Workforce Development Board (WDB) of the Central Pennsylvania Workforce Development Corporation, doing business as Advance Central PA, held a meeting on Wednesday, April 14, 2021 via Zoom webinar/teleconference.

WDB Members Attending:

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

WDB Members Excused

Jamie Aurand
Lynn Kuhns
Susan Swartz

Guests Attending:

Cheryl Johnson
Margie Eby
Karin Knode
Jill Walter
Judy Fitzgerald
Megan Bair

WDB Staff Attending:

Bill Berry
Brooke Gessner
Alexa Hann
Jamie Mercaldo
Erica Mulberger
Patrick O'Connor
Rachael Ulmer
Luke Zeigler

Call to Order and Welcome

Jay Alexander, Immediate Past Chair, opened the meeting at 1:30 p.m. Brooke Gessner, Advance Central PA's Finance Manager provided a role call and confirmed a quorum was met.

Review of CPWDC's Multi-Year Regional and Local Plans

Erica Mulberger, Advance Central PA Executive Director, provided a high-level overview of the 2021-24 CPWDC Multi-Year Regional and Local Plans. She explained the Workforce Innovation and Opportunity Act (WIOA) requires local WDBs to submit a local plan to the appropriate state agency every 4 years. The last 4-year plan was submitted in 2017 with modifications submitted in 2019 and in 2020. The 2021-24 plan builds upon the current plan and ensures alignment with the Governor's Combined State Plan.

In addition to the 4-year Local Plan, Advance Central PA also prepared the Regional Plan that includes our nine counties plus Juniata County, which is part of the South Central Workforce Development Area. Per WIOA guidelines, each plan must be reviewed every two years and all substantial changes in priorities or how business is done must be submitted in writing for approval to L&I and reposted for a 30-day public comment period.

Erica reviewed the PY 2021-24 Local Plan Summary and highlighted the priorities of the Commonwealth with alignment to the five main sections of the Local Plan including **Local Area Workforce and Economic Analysis; Vision and Goals; Local Area Workforce System Investment Strategies; Local Workforce Delivery System; and Compliance**. Erica then summarized the plan data starting with the declining population of those who are working age as evidenced by the data found on page 4 of the Local Plan which is sourced from the Pennsylvania Department of Labor & Industry's (L&I) Center for Workforce Information and Analysis (CWIA) and Economic Modeling Specialties, Inc. (EMSI).

Erica referenced page 5 of the plan which conveys the median household income increased by 17.8% to \$54,600 while the median household income less than \$50,000 decreased by over 13%. We want to continue to see this number decline which would represent more households earning family sustaining wages. She added the overall decline in the labor force, as illustrated on page 8, shows a high of 310,000 in 2008 and in 2012 to a current low of 289,800 in November 2020 which is 20,200 less workers. Of the population available for work, 16,200 are not working. Not only are we challenged with a reduced labor force, we are also faced with a lower labor participation rate. Erica identified the need to get every able body into the labor force. She also indicated we will be required to look at data again at the 2-year point and will consider census data.

Erica cited page 17 of the plan and summarized L&I's 12 defined industry clusters for workforce strategies. In total, these targeted industry clusters account for 228,000 (80.2%) jobs in the Central Workforce Development Area. The top 5 employing industry clusters in our region account for 164,100 (57.7%) jobs and include Advanced Manufacturing; Building and Construction; Education; Healthcare; Hospitality, Leisure & Entertainment. Erica then guided the members to pages 24 and 25 which indicate most jobs, over the next 5 years, are going to require some form of post-secondary education or training. As a result and a priority, there is a need to determine the local training opportunities that exist and those that do not and focus on making needed opportunities available.

Erica reviewed the six Strategic Goals beginning on page 30 and summarized steps we take and will continue to pursue in our efforts to administer a high-performing workforce development system, increase employer engagement, build a career pathway network, enhance career and college readiness outcomes, and responsibly manage and purposefully enhance public and private resources to support and grow workforce solutions. Erica described the Regional Plan is a condensed version of the Local Plan with the inclusion of data representing Juniata County and information regarding industry partnerships. She noted the conversation on our strategic goals today is a catalyst for discussions ahead.

- ▲ Dean Girton made a motion to approve the submission of the Program Year 2021-2024 Central Local Plan to the Pennsylvania Department of Labor and Industry. Shelly Foust seconded the motion. The motion was unanimously approved with no abstentions.
- ▲ Tracie Witter made a motion to approve the submission of the Program Year 2021-2024 Central Region Plan to the Pennsylvania Department of Labor and Industry. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.

Job Seeker Services Procurement

Jim Beamer provided a report from the Job Seeker Services RFP Evaluation Committee. Jim recalled the current contracts for WIOA Jobseeker Services with Tuscarora Intermediate Unit 11 (TIU) and Central Susquehanna Opportunities Inc. (CSO) were awarded for services that began in July 2018. Extensions to those contracts are set to expire June 30, 2021. A request for proposals was released on February 19th for WIOA Jobseekers Services. Several proposals were received from both local and national organizations.

Jim reviewed the goal to competitively procure one or more qualified providers with collaborative, innovative approaches to deliver high quality, effective services tailored to the needs of job seekers. Responders were required to demonstrate their ability to provide basic career services and individualized career services. Jim and Keith Koppenhaver volunteered to serve on the Evaluation Committee and independently read and scored each of the proposals and met with staff on April 13, 2021.

Jim explained the Evaluation Committee reached consensus and recommend that Advance Central PA award a contract for services to TIU for Mifflin and Centre Counties and to CSO for Clinton, Columbia, Lycoming, Montour, Northumberland, Snyder and Union Counties, pending contract negotiations. Although TIU and CSO submitted individual proposals, they plan to take a regional approach at providing services to share and implement best practices, help overcome challenges, and create efficiencies where possible. Because the combined requested budgets are more than Advance Central PA can fund for the upcoming year, negotiations are required.

- ▲ Jim Beamer made a motion to contract with Central Susquehanna Opportunities, Inc. and Tuscarora Intermediate Unit 11 in a collaborative, regional approach to job seeker services, contingent on successful negotiations. Suzanne White seconded the motion. The motion was unanimously approved with no abstentions.

Dean Girton thanked Jim and Keith, noting this process is an extensive time commitment. Jim noted the staff makes it a lot easier than you would imagine and they do a fantastic job. He further commented that serving on an evaluation committee is a great experience and recommended others volunteer in the future.

Open Discussion

There was no open discussion.

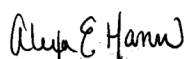
Date of Next Meeting

Jay reminded everyone the next Executive Committee meeting will be held on Friday, May 14, 2021; the Annual Meeting of the Members will be held on Wednesday, June 16, 2021 directly followed by the WDB/LEO Meeting.

Adjournment

With no further business to attend to, Jay adjourned the meeting at 2:02 p.m.

Respectfully submitted,



Youth Programs Manager, Advance Central PA

Local Elected Officials (LEO) Board

Special Meeting Notes

April 14, 2021

The Local Elected Official (LEO) Board of Central Pennsylvania Workforce Development Corporation, doing business as Advance Central PA, held a meeting on Wednesday, April 14, 2021 via Zoom webinar/teleconference.

LEO Board Members Attending:

Commissioner Angela Harding, Clinton County
Commissioner Kenneth Holdren, Montour County
Commissioner Joe Klebon, Northumberland County
Commissioner David Kovach, Montour County
Commissioner Richard Mirabito, Lycoming County
Commissioner Robert Postal, Mifflin County
Commissioner Chuck Steininger, Snyder County

Guests Attending:

Katherine Vastine

WDB Staff Attending:

Brooke Gessner
Alexa Hann
Erica Mulberger
Patrick O'Connor

LEO Board Members Excused:

Commissioner Steve Dershem, Centre County
Commissioner Stacy Richards, Union Count

Call to Order and Welcome

Commissioner Ken Holdren, LEO Board Chair, opened the meeting at 12:34 p.m. and confirmed a quorum was met.

Review of CPWDC's Multi-Year Regional and Local Plans

Erica Mulberger, Advance Central PA Executive Director, provided an overview of the 2021-24 Advance Central PA Multi-Year Regional and Local Plans. Erica explained the Workforce Innovation and Opportunity Act (WIOA) requires local WDBs to submit a local plan to the appropriate state agency every 4 years. The last 4-year plan was submitted in 2017 with modifications submitted in 2019 and in 2020. The 2021-24 plan builds upon the current plan and ensures alignment with the Governor's Combined State Plan.

For the original plan developed under WIOA, the Pennsylvania Department of Labor & Industry (L&I) made funds available to assist with plan development and coordination. As a result, CPWDC procured a consultant who assisted in the development of the plans by collecting information from stakeholders to ensure collaborative, functional plans. Erica indicated CPWDC did not hire a consultant this year. Instead, staff collected and reviewed data internally and reached out to different partners of the PA CareerLink® network along with community members to identify services that can be provided in an effort to build our plan.

In addition to the 4-year Local Plan, Advance Central PA also prepared the Regional Plan that includes our nine counties plus Juniata County, which is part of the South Central Workforce Development Area. Erica noted the Local Plan is 118 pages and the Regional Plan is 22 pages in length. Per WIOA guidelines, each plan must be reviewed every two years and all substantial changes in priorities or how business is done must be submitted in writing for approval to L&I and reposted for a 30-day public comment period.

Erica reviewed the PY 2021-24 Local Plan Summary and highlighted the priorities of the Commonwealth with alignment to the five main sections of the Local Plan including **Local Area Workforce and Economic Analysis; Vision and Goals; Local Area Workforce System Investment Strategies; Local Workforce Delivery System; and Compliance**. Erica summarized each of the five priorities and further examined both the Local Workforce and Economic Analysis and Vision and Goals sections from the plan.

Erica noted the declining population of those who are working age as evidenced by the data found on page 4 of the Local Plan which is sourced from L&I's Center for Workforce Information and Analysis (CWIA) and Economic Modeling Specialties, Inc. (EMSI). Of concern is the declining younger population and increasing older population creating a challenge for us to keep our businesses local. She added the overall decline in the labor force, as illustrated on page 8 in the plan, shows a high of 310,000 in 2008 and in 2012 to a current low of 289,800 in November 2020 which is 20,200 less workers. Of the population available for work, 16,200 are not working. Not only are we challenged with a lower labor force, we are also faced with a lower labor participation rate. We need to identify how to get every able body into the labor force. Erica indicated we will be required to look at data again at the 2-year point and will consider census data.

Erica cited page 17 of the plan and summarized L&I's 12 defined industry clusters for workforce strategies. In total, these targeted industry clusters account for 228,000 (80.2%) jobs in the Central Workforce Development Area. The top 5 employing industry clusters in our region account for 164,100 (57.7%) jobs and include Advanced Manufacturing; Building and Construction; Education; Healthcare; Hospitality, Leisure & Entertainment.

Erica reviewed the six Strategic Goals located in the Local Plan beginning on page 30 and summarized steps we take and will continue to pursue in our efforts to administer a high-performing workforce development system, increase employer engagement, build a career pathway network, enhance career and college readiness outcomes, and responsibly manage and purposefully enhance public and private resources to support and grow workforce solutions.

In essence of time, Erica concluded the overview of the plans and recommended opening this discussion at the next meeting.

▲ Commissioner Mirabito made a motion to approve the submission of the Program Year 2021-2024 Central Local Plan to the Pennsylvania Department of Labor and Industry. Commissioner Kovach seconded the motion. The motion was unanimously approved with no abstentions.

▲ Commissioner Kovach made a motion to approve the submission of the Program Year 2021-2024 Central Region Plan to the Pennsylvania Department of Labor and Industry. Commissioner Mirabito seconded the motion. The motion was unanimously approved with no abstentions.

Open Discussion

There was no open discussion.

Date of Next Meeting

Ken Holdren reminded everyone the next Executive Committee meeting will be held on Friday, May 14, 2021; the Annual Meeting of the Members will be held on Wednesday, June 16, 2021 directly followed by the WDB/LEO Meeting.

Adjournment

With no further business to attend to, Ken adjourned the meeting at 1:09 p.m.

Respectfully submitted,



Youth Programs Manager, Advance Central PA

Workforce Development Board Consent Agenda

Action Items

June 16, 2021

1. Motion to approve the minutes from the March 17, 2021 joint WDB/LEO Board meeting.
2. Motion to approve the minutes from the April 14, 2021 WDB Special Meeting to Review the Multi-Year Regional and Local Plans.

Executive Committee • Jamie Aurand, Chair

The following motions were unanimously approved by a quorum of the Executive Committee members participating via Zoom on May 14, 2021. There were no abstentions.

3. Motion to enter a 1-year extension of the lease agreement with Mariano Rentals for the PA CareerLink® Columbia and Montour Counties located at 415 Central Road, Suite 2, Bloomsburg, PA 17815 effective July 1, 2021 through June 30, 2022 upon the same terms and conditions as the current lease
4. Motion to enter a 1-year extension of the lease agreement with the City of Sunbury for the PA CareerLink® Northumberland/Snyder/Union Counties located at 225 Market Street, Sunbury, PA 17801 effective July 1, 2021 through June 30, 2022 upon the same terms and conditions as the current lease.
5. Motion to enter a 5-year lease with All Round, LLC for the PA CareerLink® Clinton County located at 8 North Grove Street, Suite F Lock Haven, PA 17745 effective June 1, 2021 through May 30, 2026 with a cost of living increase in March 2023.
6. Motion to authorize Advance Central PA staff to request \$100,000 Rapid Response funds from the PA Department of Labor and Industry.
7. Motion to adjust the maximum budget of the EARN van purchase to \$135,975, allowing for an additional van purchase in the amount of \$34,475 pending budget modification approval from DHS.
8. Motion to award a \$27,000 contract to Orionvega for the production of 5 videos promoting the Reboot Workforce Program that will be delivered by June 30, 2021.
9. Motion to extend the EARN contract with Central Susquehanna Opportunities, Inc. for the period July 1, 2021 through September 30, 2021 with funding to be negotiated.
10. Motion to extend the current Title I In-School Youth and TANF Youth Development contract with Central Susquehanna Opportunities, Inc. from July 1, 2021 through September 30, 2021 with funding to be negotiated by Advance Central PA.

Workforce Development Board Non-Consent Agenda Action Items June 16, 2021

1. Motion to approve the June 16, 2021 Consent Agenda Action Items.

Motion:

Second:

2. Motion to approve revisions to the 2021-2024 Central Local Plan as presented on June 16, 2021.

Motion:

Second:

3. Motion to approve revisions to the 2021-2024 Central Regional Plan as presented on June 16, 2021.

Motion:

Second:

Audit/Finance Committee • Jim Stopper, Chair

The Audit Finance Committee met June 4, 2021 and approved the following motions.

1. Motion to approve Advance Central PA's Fiscal Year 2022 Operational Budget.

Motion:

Second:

2. Motion to approve Advance Central PA's Fiscal Year 2022 Central Region Budget.

Motion:

Second:

3. Motion to award the FY22 Operator contract to the consortium of lead applicant, Tuscarora Intermediate Unit 11, and consortium members Central Susquehanna Opportunities, Inc., Penn State's Institute for the Study of Adult Literacy, and the Private Industry Council of the Central Corridor for \$25,000 for a one year contract with the option to extend for up to three additional years.

Motion:

Second:

4. Motion to award the FY21 audit to Young, Oakes, Brown and Co. for \$10,425 with options to extend for two additional years pending approval from the state.

Motion:

Second:

ACTION NEEDED

- Approval of an operator of The Link.

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

The EARN Committee is scheduled to meet August 4, 2021.

Governance Committee • Dean Girton, Chair

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

The Youth Committee will meet as necessary.

Summary of Revisions to PY2021 – 2024 Regional and Local Plans

General Revisions

- Updated terminology and program names
- Correction of instances where PA CareerLink® is not appropriately written with the registration symbol, etc.
- Appropriately identify the legal name as CPWDC in the opening of each plan with reference to DBA, then using the DBA name Advance Central PA throughout

Regional Plan Revisions

- Removed reference to key meetings prior to 2020
- Coordinated with the South Central Workforce Development Board to update Section 1.4 regarding regional services strategies to include apprenticeship and pre-apprenticeship

Local Plan Revisions

- Corrected a typo in Section 2.4 adjusting the value of Youth Measurable Skills Gain from 61.0% to 58.0%
- Corrected Attachment 2 to reflect a staff vacancy on the staffing chart
- Revise Section 3.1 to plan for representation of 5 Workforce Development Board members in order to meet the 20% requirement for workforce representation
- Add clarity regarding procurement of the Operator and add references to other appropriate sections of the Local Plan to fulfill the requirements of the response to Section 3.2
- Included narrative in Section 3.3 to detail plans for co-enrollment across programs in the best interest of the individuals served; inserted narrative recommended by the Office of Vocational Rehabilitation (OVR) describing eligibility; added language specifically clarifying how Adult Basic Education partners are included in co-enrollment strategies
- Added language to Section 4.1 to detail the role of the Operator and add narrative referencing other parts of the plan to fully respond to the questions related to: Title I programs, procurement, and equal opportunity
- Align partners listed in Section 4.2 with Plan attachments
- Addressed how programs will share information; how career pathways will be implemented for adults; and added language provided by OVR within Section 4.3
- Included strategy related to diminishing the technology skills gap in Section 4.10
- Inserted language recommended by OVR to describe services provided to individuals with disabilities in Section 4.13
- Inserted language recommended by OVR to address services to businesses with hiring individuals with disabilities in Section 4.14
- Included a description of the stakeholders who had an opportunity to provide input to the Plan in Section 5.4

Advance Central PA
 FY 21 Contract Expense and Obligation Report
 From 7/1/2020 Through 3/31/2021

Contract Period	Contract Title	Available Funds	Total Expended	% Expended	Amount Remaining	Obligated Funds ¹	% of Total Oblig. and Exp.	Unoblig. Amount
10/19 - 06/21	PY19 2nd Inc. WIOA Adult	720,819	720,819	100.00%	-	0	100.00%	0
10/19 - 06/21	PY19 DW Transfer to Adult	798,438	355,572	44.53%	442,866	372,977	91.25%	69,889
07/20 - 06/22	PY20 1st Inc. WIOA Adult	178,136	0	0.00%	178,136	160,323	90.00%	17,813
10/20 - 06/22	PY20 2nd Inc. WIOA Adult	888,907	0	0.00%	888,907	9,303	1.05%	879,604
	Adult Programs	2,586,300	1,076,391	41.62%	1,509,909	542,603	62.60%	967,306
10/19 - 06/21	PY19 2nd Inc. WIOA DW	299,842	299,842	100.00%	-	0	100.00%	0
07/20 - 06/22	PY20 1st Inc. WIOA DW	331,967	301,360	90.78%	30,607	6,397	92.71%	24,210
10/20 - 06/22	PY20 2nd Inc. WIOA DW	1,485,939	0	0.00%	1,485,939	356,738	24.01%	1,129,201
07/18 - 06/21	Opioid Grant	588,646	188,200	31.97%	400,446	181,227	62.76%	219,219
	Dislocated Worker Programs	2,706,394	789,402	29.17%	1,916,992	544,362	49.28%	1,372,630
10/18 - 06/21	PY18 Rapid Response	79,542	79,542	100.00%	-	0	100.00%	0
10/18 - 06/21	PY18 Rapid Response	285,502	240,662	84.29%	44,840	41,860	98.96%	2,980
10/18 - 06/21	PY18 Rapid Response	97,793	97,793	100.00%	-	0	100.00%	0
10/20 - 06/22	PY20 Rapid Response	25,000	0	0.00%	25,000	0	0.00%	25,000
	Rapid Response Programs	487,837	417,997	85.68%	44,840	41,860	94.26%	27,980
04/19 - 06/21	PY19 WIOA Youth	822,926	768,744	93.42%	54,182	0	93.42%	54,182
04/20 - 06/22	PY20 WIOA Youth	1,363,796	216,464	15.87%	1,147,332	718,541	68.56%	428,791
07/19 - 06/21	PY19 TANF Youth	463,652	411,277	88.70%	52,375	16,017	92.16%	36,358
07/20 - 06/21	PY20 TANF Youth	669,810	3,243	0.48%	666,567	414,470	62.36%	252,097
02/20 - 11/20	PY19 SLIP	138,884	110,323	79.44%	28,561	0	79.44%	28,561
02/20 - 06/21	PY20 SLIP	10,000	0	0.00%	10,000	0	0.00%	10,000
01/19 - 03/21	PY18 Business & Education Partnership	92,404	92,404	100.00%	-	0	100.00%	0
01/20 - 06/22	PY19 Business & Education Partnership	120,871	20,296	16.79%	100,575	0	16.79%	100,575
04/19 - 04/21	Teacher in the Workplace PY18	3,664	3,664	100.00%	-	0	100.00%	0
01/20 - 04/21	Teacher in the Workplace PY18	34,595	3,042	8.79%	31,553	31,553	100.00%	0
	Youth Programs	3,720,602	1,629,457	43.80%	2,091,145	1,180,581	75.53%	910,564
07/20 - 06/21	EARN	2,720,377	1,074,721	39.51%	1,645,656	793,194	68.66%	852,462
	Welfare Programs	2,720,377	1,074,721	39.51%	1,645,656	793,194	68.66%	852,462
01/19 - 06/21	Next Gen 18 - Adv. Man.	96,404	2,408	2.50%	93,996	0	2.50%	93,996
01/19 - 06/21	Next Gen 18 - Healthcare	66,845	1,089	1.63%	65,756	0	1.63%	65,756
02/20 - 06/21	Next Gen 19 - Adv. Man.	233,800	0	0.00%	233,800	0	0.00%	233,800
02/20 - 06/21	Next Gen 19 - Healthcare	250,000	1,140	0.46%	248,860	0	0.46%	248,860
NA	IP Sustainability Fund	323,298	0	0.00%	323,298	0	0.00%	323,298
	Industry Partnerships	970,347	4,637	0.48%	965,710	0	0.48%	965,710
11/16 - 06/21	Apprenticeship Expansion	17,883	16,312	91.22%	1,571	0	91.22%	1,571
04/18 - 12/20	PY17 Strategic Innovation	90,676	90,676	100.00%	-	0	100.00%	0
03/20 - 06/21	PASmart CNC Apprenticeship	250,000	1,668	0.67%	248,332	0	0.67%	248,332
	Reemployment Services	358,559	106,988	29.84%	1,571	0	29.84%	251,571
NA	Research Department	92,897	48,033	51.71%	44,864	0	51.71%	44,864
NA	Gold Standard	64,671	0	0.00%	64,671	945	1.46%	63,726
NA	Highmark Initiative	777	0	0.00%	777	0	0.00%	777
NA	Engage	12,103	7,857	64.92%	4,246	0	64.92%	4,246
NA	Foundation - Path to Careers	4,996	4,136	82.79%	860	860	100.00%	0
09/20 - 12/20	CARES Act - Union County	15,000	15,000	100.00%	-	0	100.00%	0
09/20 - 12/20	CARES Act - Montour County	5,000	5,000	100.00%	-	0	100.00%	0
09/20 - 12/20	CARES Act - Clinton County	10,000	10,000	100.00%	-	0	100.00%	0
09/20 - 12/20	CARES Act - Lycoming County	10,000	10,000	100.00%	-	0	100.00%	0
09/20 - 12/20	CARES Act - Snyder County	3,142	3,142	100.00%	-	0	100.00%	0
09/20 - 12/20	CARES Act - Northumberland County	7,739	7,739	100.00%	-	0	100.00%	0
05/20 - 06/22	COVID-19 PACL	156,066	6,682	4.28%	149,384	0	4.28%	149,384
10/20 - 09/23	ARC Reboot	1,018,500	13,203	1.30%	1,005,297	518,500	52.20%	486,797
01/21 - 06/21	Statewide Funds	51,137	1,116	2.18%	50,021	0	2.18%	50,021
04/20 - 09/20	Trade OJT	5,705	5,705	100.00%	-	0	100.00%	0
04/20 - 06/21	Trade OJT	23,924	14,855	62.09%	9,069	9,069	100.00%	0
	Other Programs	1,481,657	152,468	10.29%	264,802	529,374	46.02%	799,815
	Grand Total	15,032,073	5,252,061	34.94%	9,780,012	3,631,974	59.10%	6,148,038

Notes:

1 Obligated funds include the funds unexpended but obligated for the FY 21 subcontractor, training, and Resource Sharing Agreement budgets.

Advance Central PA
Operating Budget to Actual Comparison
From 7/1/2020 Through 3/31/2021

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	884,050	593,362	290,687.69	67.12%
Staff Travel & Development	27,120	3,433	23,686.53	12.66%
Board Expenses	6,901	3,746	3,155.00	54.28%
General Office Supplies	6,066	1,939	4,126.77	31.97%
Leases - Copiers/Equipment	2,500	459	2,040.61	18.38%
Outreach	2,450	1,376	1,073.76	56.17%
Subscriptions	15,843	15,113	730.07	95.39%
Memberships	8,405	7,248	1,156.76	86.24%
Vehicles	4,800	2,574	2,226.29	53.62%
Equipment And Furnishings	8,067	8,262	(195.44)	102.42%
Professional Fees	16,440	11,731	4,708.65	71.36%
Business Services	43,300	8,310	34,990.32	19.19%
Computer Services	24,527	14,702	9,824.85	59.94%
Facility Costs	81,605	52,393	29,212.22	64.20%
Total Operational Expenses	<u>1,132,074.00</u>	<u>724,649.92</u>	<u>407,424.08</u>	64.01%
Total Expenditures	<u>1,132,074.00</u>	<u>724,649.92</u>	<u>407,424.08</u>	64.01%

Notes:

* Anticipated expenditure rate of 75%.

Advance Central PA
 FY21 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2020 Through 3/31/2021

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
REVENUE:					
WIOA Adult	191,264	99,566	91,698	52.06%	47.94%
WIOA Dislocated	191,264	99,566	91,698	52.06%	47.94%
WIOA In School Youth ¹	12,374	12,374	-	100.00%	0.00%
WIOA Out of School	95,811	47,022	48,789	49.08%	50.92%
EARN	151,729	83,602	68,127	55.10%	44.90%
CPWDC Total: ²	642,442	342,129	300,313	53.25%	46.75%
WAGNER PEYSER	336,313	168,383	167,930	50.07%	49.93%
WP REGIONAL	14,289	7,680	6,609	53.75%	46.25%
VETS	77,779	39,309	38,470	50.54%	49.46%
RAPID RESPONSE	2,404	976	1,428	40.60%	59.40%
OVR	97,890	46,787	51,103	47.80%	52.20%
STAFF	14,289	7,680	6,609	53.75%	46.25%
DEVELOPMENT					
OVERSIGHT	14,289	7,680	6,609	53.75%	46.25%
TRADE	15,747	7,917	7,830	50.28%	49.72%
FOREIGN LABOR	1,850	867	983	46.86%	53.14%
State Partner Total:	574,850	287,279	287,571	49.97%	50.03%
Total REVENUE	1,217,292	629,408	587,884	51.71%	48.29%
EXPENSES:					
PERSONNEL					
Total PERSONNEL	453,007	308,320	144,686.85	68.06%	31.94%
FACILITY					
Total FACILITY	680,256	425,954	254,301.63	62.62%	37.38%
OPERATIONAL ³					
Total OPERATIONAL	400,327	126,433	273,894	31.58%	68.42%
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	(320,666)	(231,299)	(89,367)	72.13%	27.87%
TOTAL EXPENDITURES	1,212,924	629,408	583,516	51.89%	48.11%

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 75%.

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 CPWDC 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 7/1/2020 Through 3/31/2021

Tuscarora Intermediate Unit 11(TIU)

	<u>Total Budget - Original</u>	<u>Current Year Actual</u>	<u>Total Budget Variance - Original</u>	<u>Percent Total Budget Expended ¹</u>	<u>Percent Total Budget Remaining</u>
OPERATIONAL EXPENSES ²					
Adult Pool	502,506	407,629	94,877	81.12%	18.88%
Dislocated Worker Pool	283,586	157,283	126,303	55.46%	44.54%
OS Youth Pool ³	121,059	79,206	41,853	65.43%	34.57%
TANF	30,000	19,665	10,335	65.55%	34.45%
Engage	7,692	7,692	-	100.00%	0.00%
Rapid Response	150,000	150,000	-	100.00%	0.00%
Opioid	71,923	53,126	18,797	73.87%	26.13%
EARN Pool ³	100,000	65,004	34,996	65.00%	35.00%
Total OPERATIONAL EXPENSES	<u>1,266,766</u>	<u>939,605</u>	<u>327,161</u>	74.17%	25.83%
DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	1,422	323	1,099	22.71%	77.29%
Dislocated Worker Pool	948	162	786	17.09%	82.91%
Total DIRECT CUSTOMER SERVICES	<u>1,422</u>	<u>323</u>	<u>1,099</u>	22.71%	77.29%
TOTAL EXPENDITURES	<u>1,268,188</u>	<u>939,928</u>	<u>328,260</u>	74.12%	25.88%

Central Susquehanna Opportunities, Inc. (CSO)

	<u>Total Budget - Original</u>	<u>Current Year Actual</u>	<u>Total Budget Variance - Original</u>	<u>Percent Total Budget Expended ¹</u>	<u>Percent Total Budget Remaining</u>
OPERATIONAL EXPENSES ²					
Adult Pool	468,446	295,963	172,483	63.18%	36.82%
IS Youth Pool	225,502	191,400	34,102	84.88%	15.12%
Business and Education	21,171	9,449	11,722	44.63%	55.37%
TANF Youth	413,166	152,946	260,220	37.02%	62.98%
Dislocated Worker Pool	336,548	199,519	137,029	59.28%	40.72%
Rapid Response ⁵	248,054	217,545	30,509	87.70%	12.30%
Opioid	99,403	49,452	49,951	49.75%	50.25%
EARN Pool	1,067,127	682,622	384,505	63.97%	36.03%
Total OPERATIONAL EXPENSES	<u>2,879,417</u>	<u>1,798,896</u>	<u>1,080,521</u>	62.47%	37.53%

DIRECT CUSTOMER SERVICES ⁴

Adult Pool	10,000	5,603	4,397	56.03%	43.97%
IS Youth Pool	202,510	7,513	194,997	3.71%	96.29%
TANF Youth	158,090	28,977	129,113	18.33%	81.67%
Dislocated Worker Pool	6,302	1,720	4,582	27.29%	72.71%
Rapid Response	1,698	1,417	281	83.45%	16.55%
Opioid	4,000	662	3,338	16.55%	83.45%
EARN Pool	13,000	1,458	11,542	11.22%	88.78%
Total DIRECT CUSTOMER SERVICES	395,600	47,350	348,250	11.97%	88.03%
TOTAL EXPENDITURES	3,275,017	1,846,246	1,428,771	56.37%	43.63%

Central Susquehanna Intermediate Unit

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
TANF Youth	72,708	77,742	(5,034)	106.92%	-6.92%
OS Youth Pool	741,778	478,072	263,706	64.45%	35.55%
Total OPERATIONAL EXPENSES	814,486	555,814	258,672	68.24%	31.76%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	60,588	12,344	48,244	20.37%	79.63%
OS Youth Pool	298,335	31,173	267,162	10.45%	89.55%
Total DIRECT CUSTOMER SERVICES	358,923	43,517	315,406	12.12%	87.88%
TOTAL EXPENDITURES	1,173,409	599,331	574,078	51.08%	48.92%

NOTES:

1 Anticipated expenditure rate of 50% for operating expenses.

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

3 These budgets are for TIU's Business Services 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 Rapid Response budget includes The Link.

FY21 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS
As of 6/1/2021

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY21 ITA	
Adult	\$74,562	\$4,710	\$33,409	\$38,119	\$36,443	14	51.12%
Adult POS	\$139,562	\$10,744	\$121,472	\$132,216	\$7,346	49	94.74%
Dislocated Worker	\$93,389	\$7,590	\$58,651	\$66,241	\$27,148	20	70.93%
Rapid Response	\$51,347	\$3,500	\$39,612	\$43,112	\$8,235	14	83.96%
Opioid	\$46,614	\$0	\$14,169	\$14,169	\$32,445	4	30.40%
TOTAL ITA	\$405,475	\$26,544	\$267,313	\$293,857	\$111,617	101	72.47%

ON THE JOB TRAININGS (OJTs)						FY21 OJT	
Adult	\$63,042	\$2,948	\$29,554	\$32,502	\$30,539	5	51.56%
Adult POS	\$38,042	\$8,862	\$18,603	\$27,465	\$10,576	8	72.20%
Dislocated Worker	\$74,760	\$5,540	\$25,509	\$31,049	\$43,711	6	41.53%
Rapid Response	\$10,778	\$0	\$10,778	\$10,778	\$0	2	100.00%
Opioid	\$67,068	\$1,311	\$2,774	\$4,085	\$62,983	2	6.09%
Out of School Youth	\$80,718	\$4,187	\$33,892	\$38,079	\$42,639	11	47.18%
Trade	\$36,466	\$4,114	\$6,837	\$36,466	\$0	1	100.00%
TOTAL OJT	\$370,873	\$26,962	\$127,948	\$180,425	\$190,448	35	48.65%
TOTAL ITA/OJT	\$776,348	\$53,506	\$395,261	\$474,282	\$302,066	136	61.09%

INCUMBENT WORKER TRAINING						Number of Participants	Percentage of Total Budget Obligated
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
Adult	\$75,000	\$0	\$0	\$0	\$75,000	0	0%
Total	\$0	\$0	\$0	\$0	\$0	0	0%

FY21 Central Region Budget Updates As of June 16, 2021

The Central Region has increased revenues of \$106,137 from the budget presented at the March 17th, 2021 meeting for a revised available revenue total of \$14,950,501. Adjustments include additional Rapid Response funds, the SLIP 2021 funds, and the Statewide Activities funds.

CPWDC's available funding for operations increased by \$1,478 due to the addition of the SLIP 2021 grant.

CSO's budget decreased slightly as Business and Education Partnership 2019 expenditures were adjusted to actual. The budget for other service delivery partners increased based on Business and Education Partnership 2019 actual expenditures and SLIP 2021 funds.

The Regional Budget increased by \$51,137 due to the addition of the Statewide Activities funds for regional technology items.

The unallocated amounts increased by \$25,000 due to the changes made above.

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

**Advance Central PA
FY 21 Central Region Budget Updates
As of June 16, 2021**

Following is the net change to the FY 21 Revenues that were presented on March 17, 2021. Adjustments include additional Rapid Response funds, SLIP 2021 funds, and Statewide Activity funds.

Total Revenues presented 3/17/21	\$ 14,844,364
Adjustments:	
Rapid Response	25,000
SLIP 2021	30,000
Statewide Activity	51,137
Net Increase	106,137
Revised Available Revenues	<u><u>\$ 14,950,501</u></u>

Below is a summary of adjustments to the FY 21 expense budgets along with explanations for the changes. The budgets represent all funding sources.

Total Budget presented 3/17/21	\$ 14,843,177
Net Increase in Allocated Funds	81,137
Net Increase in Unallocated Funds	25,000
Revised Total Budget	<u><u>\$ 14,949,314</u></u>

Advance Central PA's available budget had a net increase due to addition of the SLIP funds.

Advance Central PA Budget presented 3/17/21	\$ 1,315,499
Net Increase	1,478
Revised Advance Central PA Budget	<u><u>\$ 1,316,977</u></u>

CSO's budget decreased slightly as Business and Education Partnership 2019 expenditures were adjusted to actual expenditures. The budget for other service delivery partners increased based on Business and Education Partnership 2019 actual expenditures and SLIP 2021 funds.

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 3/17/21	\$ 3,509,486	\$ 1,449,337	\$ 1,007,498	\$ 1,739,587
Net Increase/Decrease	(12,553)	-	-	41,075
Revised Service Delivery Budgets	<u><u>\$ 3,496,933</u></u>	<u><u>\$ 1,449,337</u></u>	<u><u>\$ 1,007,498</u></u>	<u><u>\$ 1,780,662</u></u>

The Regional Budget increased due to the addition of the Statewide Activities funds for regional technology items.

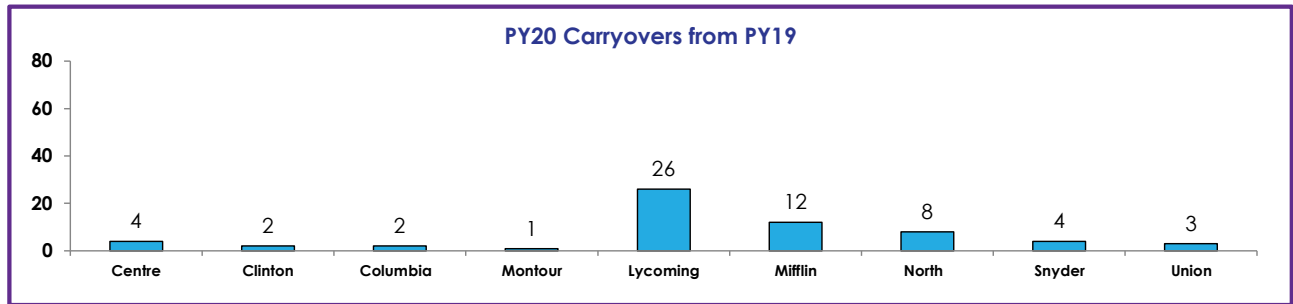
Regional and Other Budget presented 3/17/21	\$ 206,503
Net Increase	51,137
Revised Regional and Other Budget	<u><u>\$ 257,640</u></u>

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

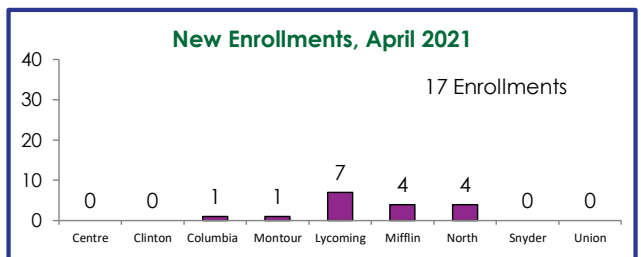
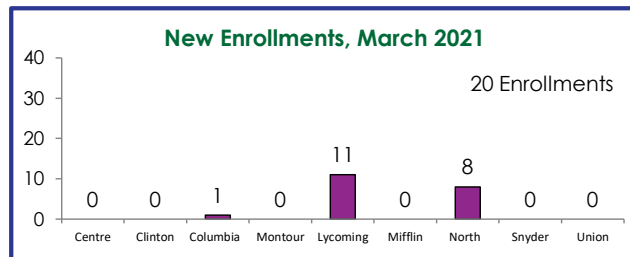
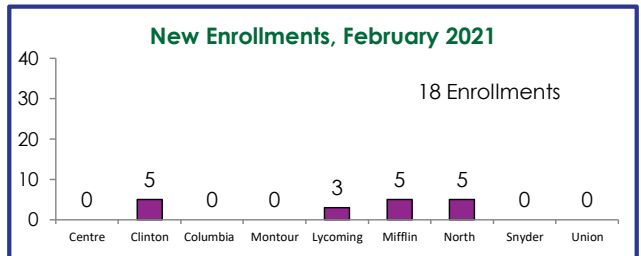
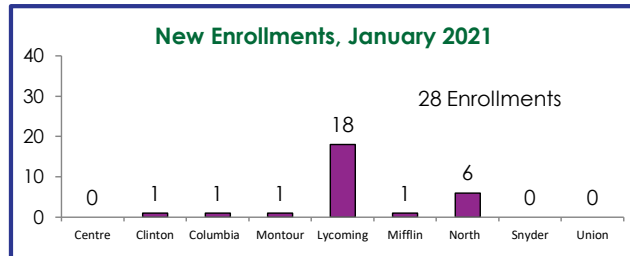
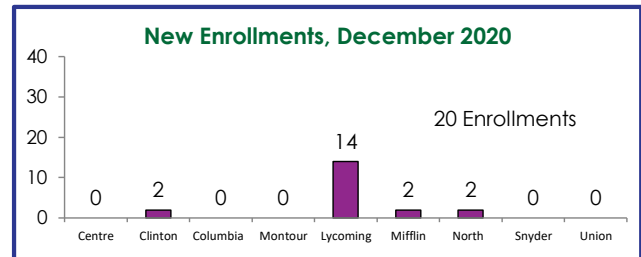
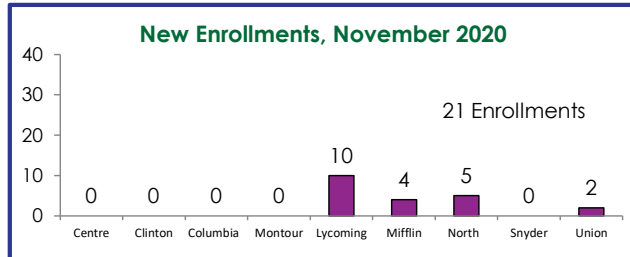
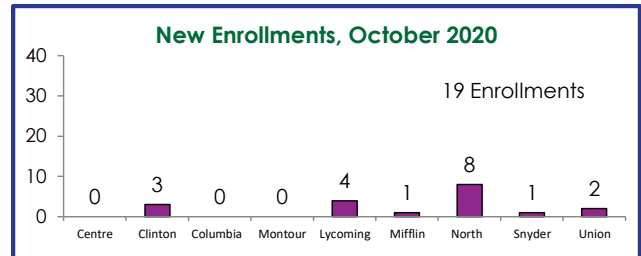
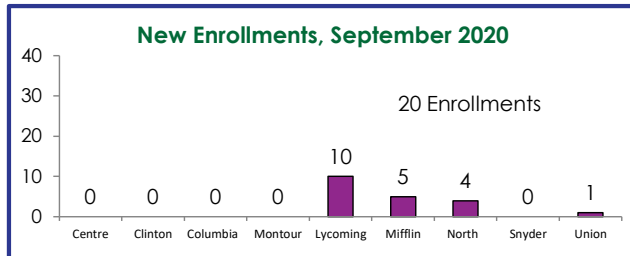
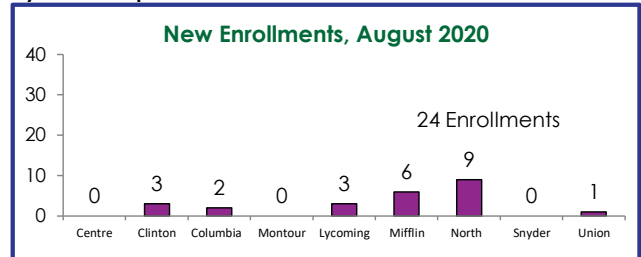
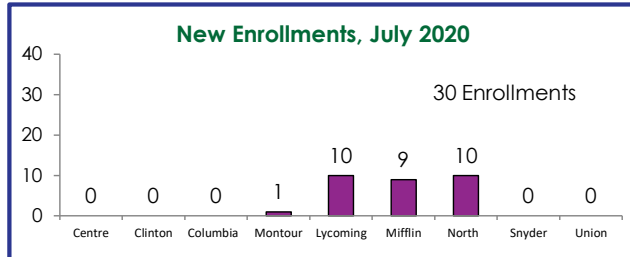
Unallocated Budget presented 3/17/21	\$ 2,548,346
Adjustments:	
Net Increase	25,000
Revised Unallocated Budget	<u><u>\$ 2,573,346</u></u>

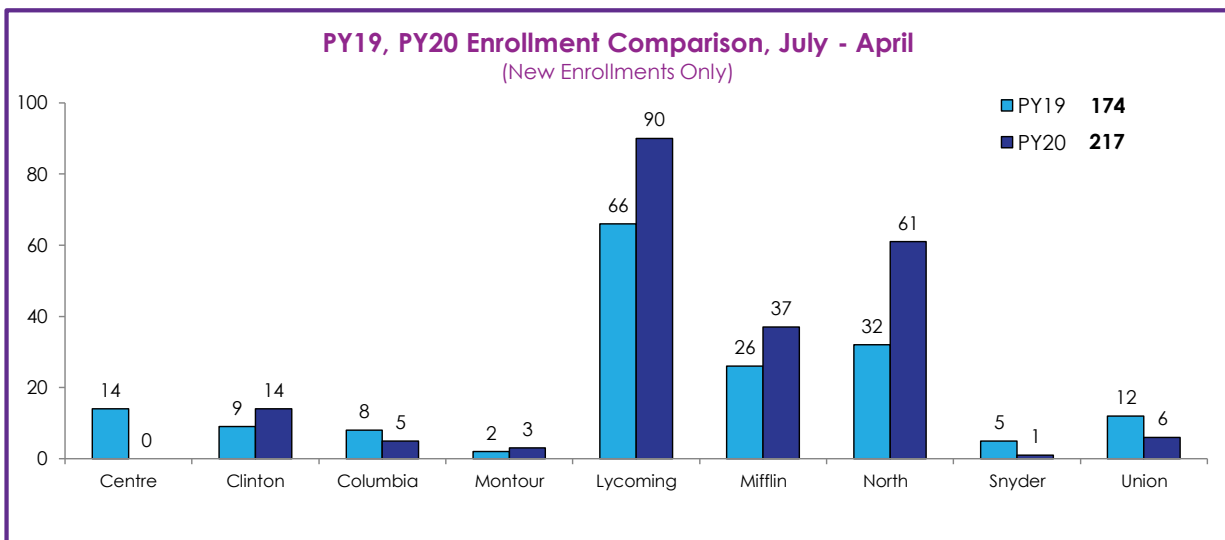
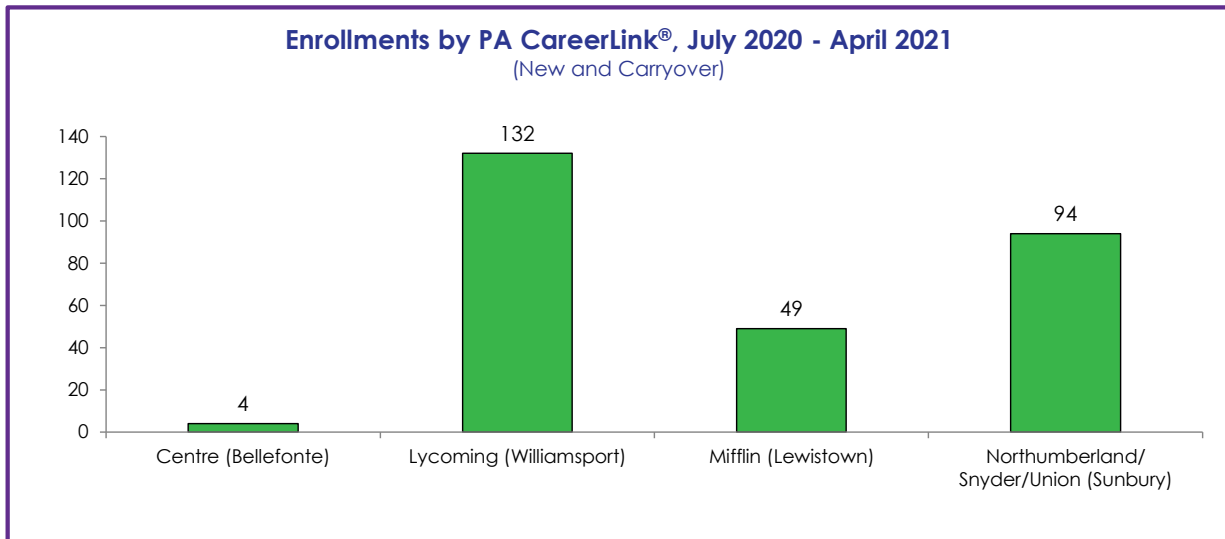
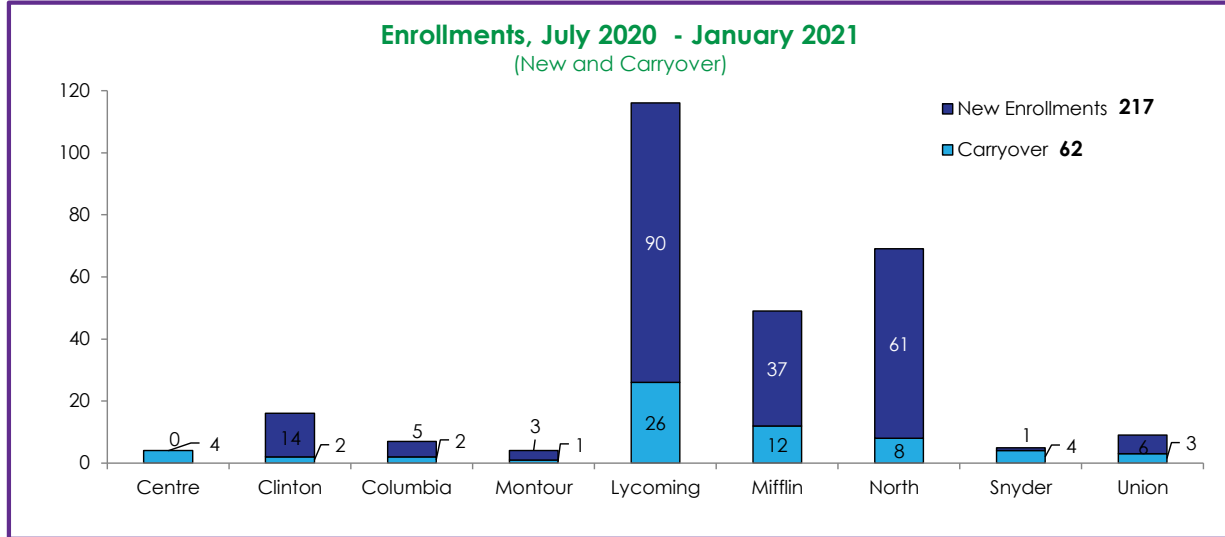
EARN PY20 Enrollment Report

62 Total Carry Overs from PY19



217 New Enrollments for July 2020 to April 2021





Monitoring Update

March 2021 through May 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.

**Monitoring and oversight have been conducted remotely since mid-March 2020.*

Following are brief summaries of monitoring conducted by Advance Central PA between March and May 2021.

ON-THE-JOB TRAINING (OJT) CONTRACT MONITORING

Staff completed a desk review of 5 new contracts submitted for approval for begin dates between March 2021 and May 2021; each of contracts were approved for funding. In addition, staff completed desk reviews for the 4 other open OJT contracts and 1 Trade funded OJT 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 126 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.

IN-SCHOOL YOUTH (ISY) MONITORING

Staff conducted a monitoring of Central Susquehanna Opportunities, Inc.'s (CSO) In-School Youth operations. It included a comprehensive review of 24 hard copy case files and analysis of data on the system of record. The desk review began in January 2021, and a report was issued on March 31. There were seven required actions and six recommendations to improve service delivery and data entry. CSO submitted a corrective action plan on April 30. A letter accepting the plan, with the exception of a response to one of the required actions, was issued June 9, 2021. Staff will provide CSO with additional technical assistance to clarify data entry procedures related to the required action.

OUT-OF-SCHOOL YOUTH (OSY) MONITORING

Staff conducted a monitoring of Central Susquehanna Intermediate Unit's (CSIU) Out-of-School Youth operations. It included a comprehensive review of 22 hard copy case files and analysis of data on the system of record. The desk review began in April 2021 and concluded in May. A report is forthcoming.

PA CAREERLINK® MONITORING

- Staff conducted a desk review of the PA CareerLink® Lycoming County in September and October 2020 to interview staff and review evidence of partnership and compliance with operations. A report was issued to the Operator in March 2021 and contained three recommendations for improved service delivery. The Operator submitted a corrective action plan in April 2021. The plan adequately addressed the recommendations and has been accepted.
- Staff conducted a desk review of the PA CareerLink® Clinton County in September and October 2020 to interview staff and review evidence of partnership and compliance with operations. In addition, staff visited the PA CareerLink® Clinton County to monitor the newly expanded space for compliance with the Americans with Disabilities Act and compliance with Office of Equal Opportunity requirements. A report was issued in March 2021 with five recommendations for improved service delivery and one required action. The Operator submitted a corrective action plan in April 2021. The plan adequately addressed the recommendations and required actions and has been accepted.

PA CAREERLINK® OPERATOR MONITORING

Staff conducted a monitoring of the Operator in March 2021. The Operator completed a self-monitoring tool addressing scope of work, communication, and monitoring/performance evaluation. The answers were detailed and assured staff of the Operator's intentions and goals which are aligned with the scope of work. Additionally, 28 PA CareerLink® staff from multiple partners were chosen at random to complete a survey regarding the role of the Operator. There were 16 responses, and the majority were positive. The results of the monitoring and a summary of the survey responses were provided in a letter to the Operator on June 3, 2021 with no further action required.

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

• PROCUREMENT AND SUBCONTRACTS

BWDA conducted a remote monitoring of compliance with WIOA, the Uniform Administrative Guidance, and L&I's Financial Management Policy. Staff submitted all requested contracts, modifications, and documentation of Committee and WDB actions as requested in October.

• POLICIES, AGREEMENTS, AND SERVICE DELIVERY

BWDA conducted a remote monitoring of program year 2020 Workforce Development Board compliance with WIOA, the Uniform Administrative Guidance, and L&I's Financial Management Policy. Staff submitted documentation including Bylaws, agreements, MOU/Operating Budget, and oversight policies in December 2020.

• SUNSHINE ACT COMPLIANCE

BWDA conducted a remote monitoring of open meetings and public notice in accordance with the PA Sunshine Act. Staff submitted requested documentation in January 2021.

• 2021 LOCAL WORKFORCE DEVELOPMENT BOARD RECERTIFICATION REVIEW

BWDA conducted a monitoring of Advance Central PA's documentation for 2021 Recertification in January 2021. A formal report was issued March 17, 2021 with a corrective action plan required in regard to two findings as follows: 1) a WDB member has a term of appointment less than two years, 2) WDB reaches the 20 percent threshold for workforce representation because two members representing the workforce category represent two sub-sections and are counted twice. A corrective action plan was submitted March 26, 2021 describing that the term less than two years in length was for a mid-term replacement for another WDB member, allowable per state Workforce System Policy. The plan acknowledged concern regarding the 20 percent requirement and the

difficulty in meeting it while also asking BWDA to consider state policy on membership which is more stringent than the structure acceptable by USDOL. On May 25, BWDA responded that a waiver regarding the term in question would be allowable, but going forward all terms must be a minimum of two years.

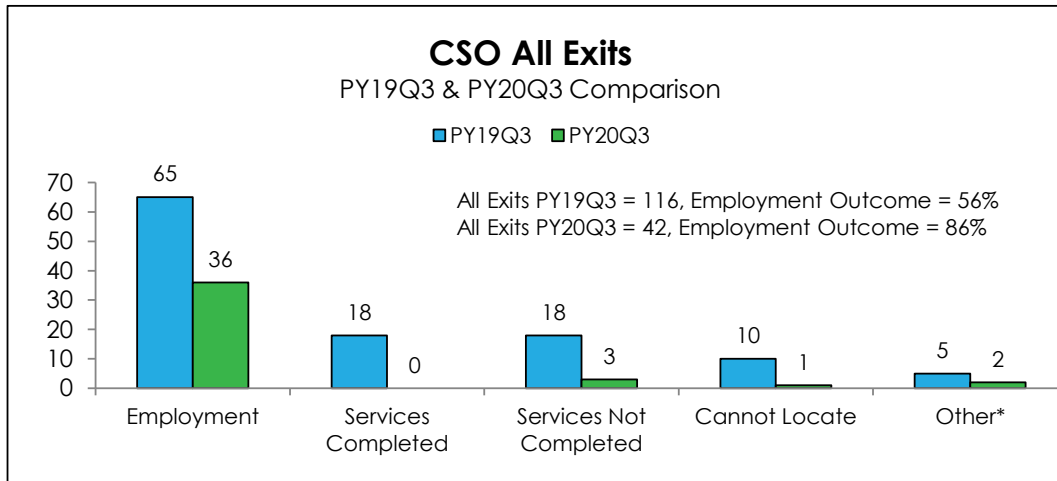
- **PY 2020 FISCAL INTEGRITY, AUDITS, LOCAL MONITORING, ONE-STOP OPERATOR, AND CASE FILE REVIEW**

BWDA conducted a remote monitoring covering fiscal integrity and audits, local monitoring, and One-Stop operator. Staff submitted all requested documentation in April 2021. It's anticipated BWDA will also conduct a case file review; staff will fulfill such requests as instructions are received.

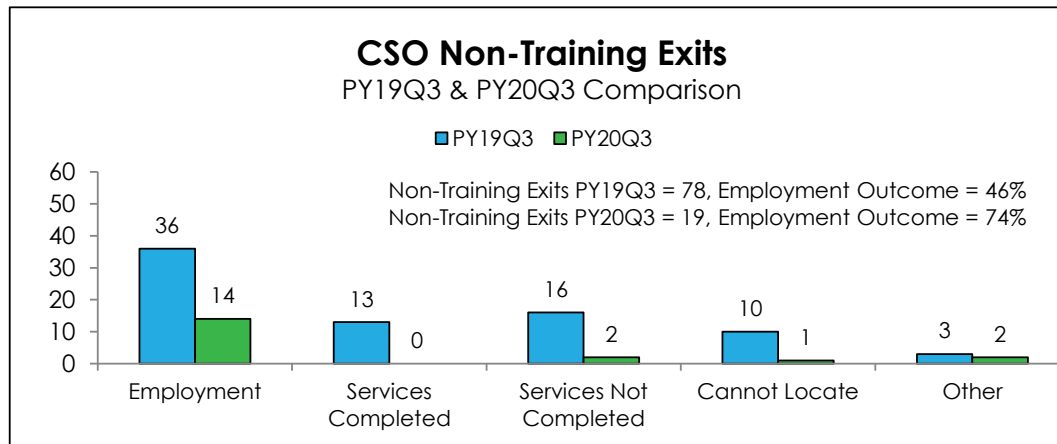
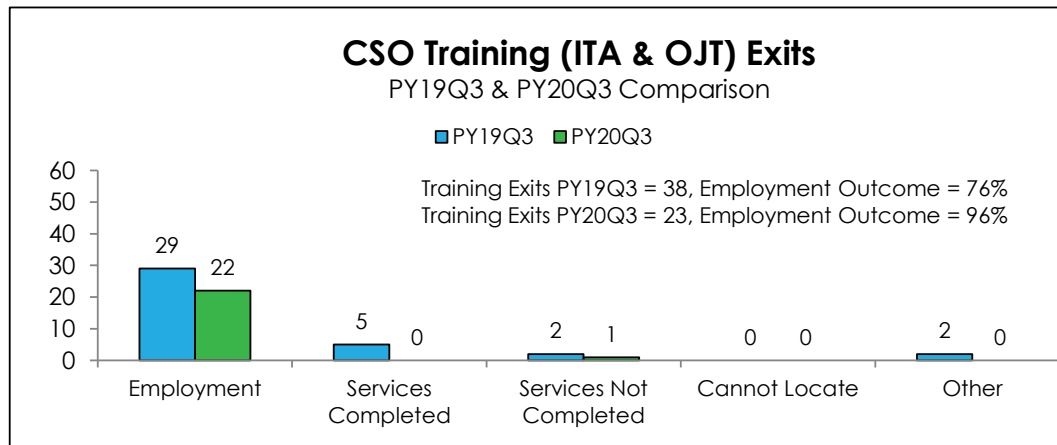
Adult/Dislocated Worker Outcomes Report PY19Q3 and PY20Q3 Comparison

January 1, 2020 - March 31, 2020 & January 1, 2021 - March 31, 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.

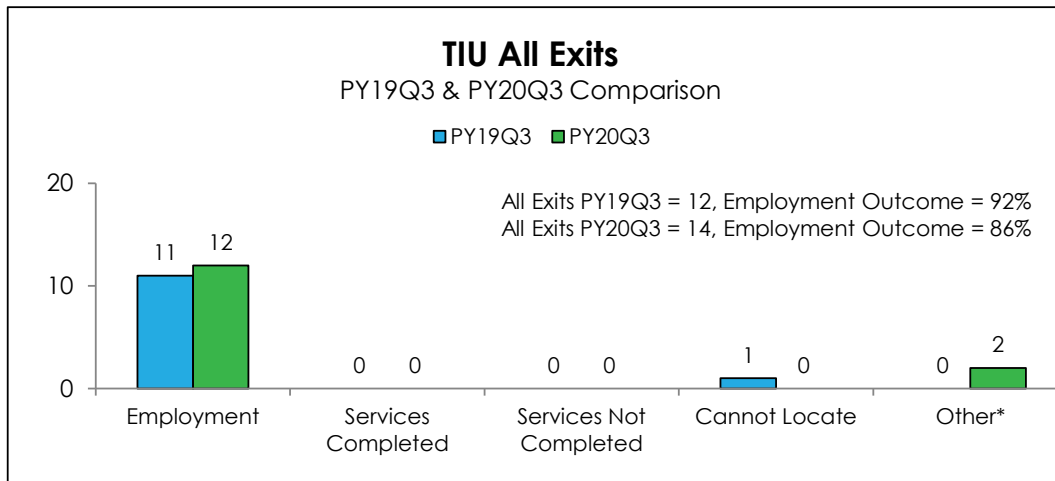


Other* PY19Q3: Health, Medical (4), Institutionalized (1)
(applies to All Exits) PY20Q3: Health, Medical (1), Retirement (1)

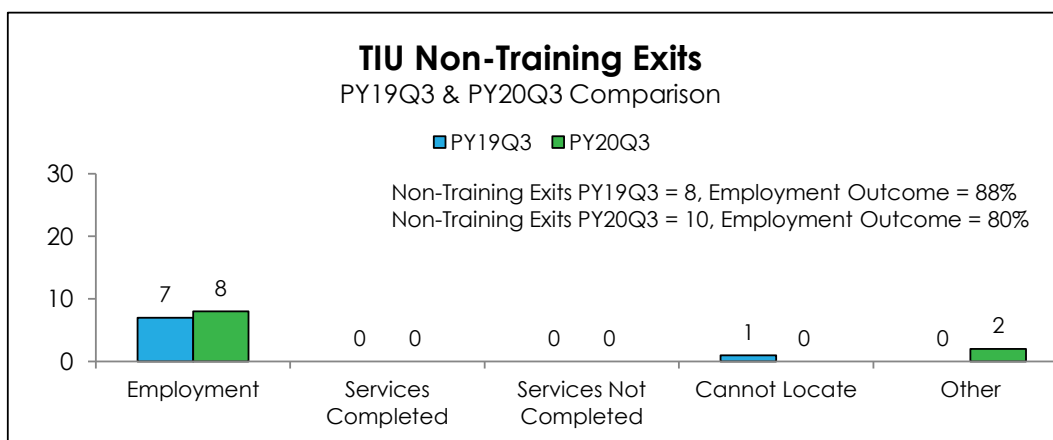
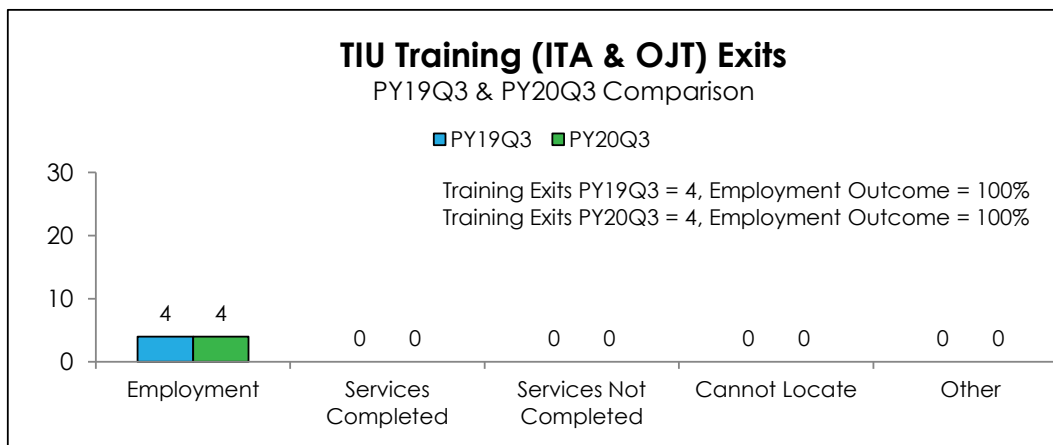
Adult/Dislocated Worker Outcomes Report PY19Q3 and PY20Q3 Comparison

January 1, 2020 - March 31, 2020 & January 1, 2021 - March 31, 2021

Tuscarora Intermediate Unit 11



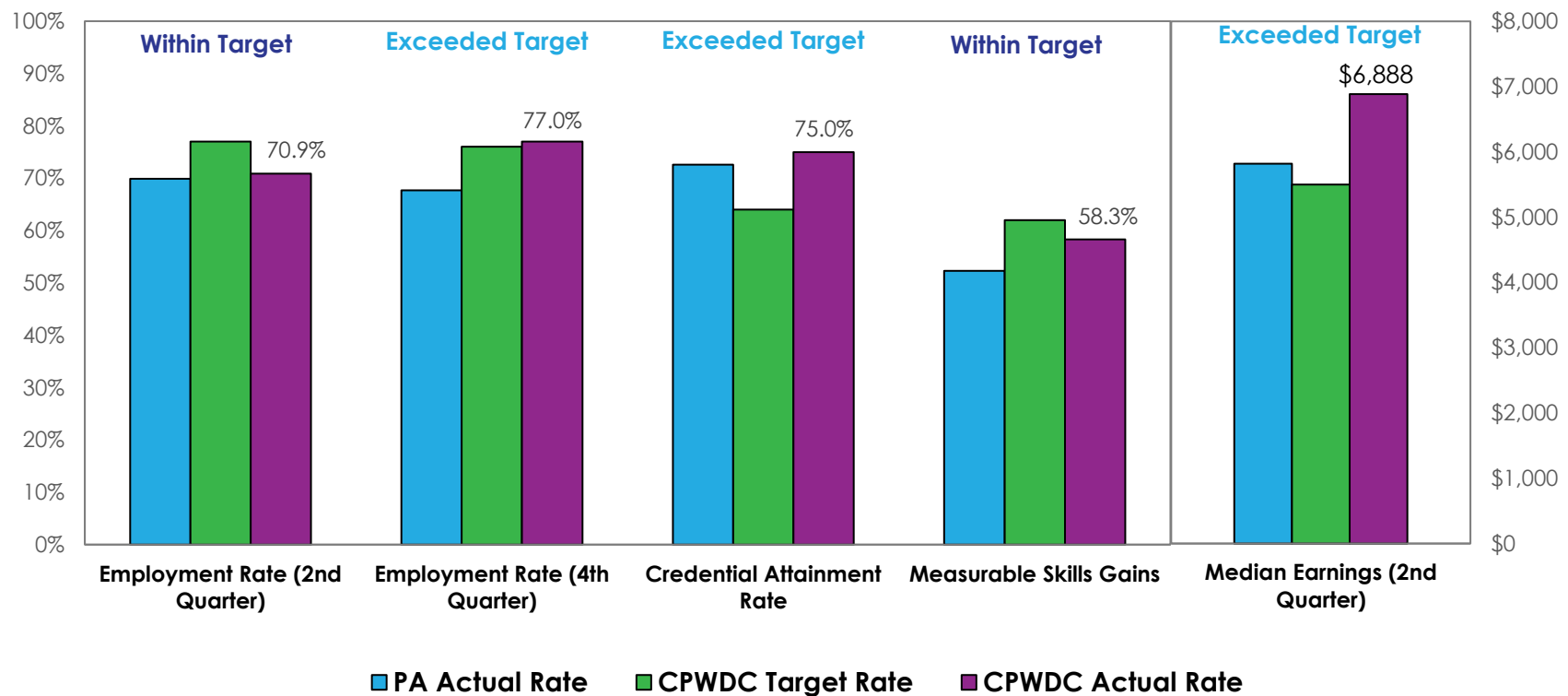
Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.



Other*
(applies to All Exits) PY20Q3: Health, Medical (2)

**Advance Central PA
Adult Program
3rd Quarter Program Year 2020
Common Measure Summary**

Improvement needed in:
- Employment Rate (2nd Qtr.)
- Measurable Skills Gains



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

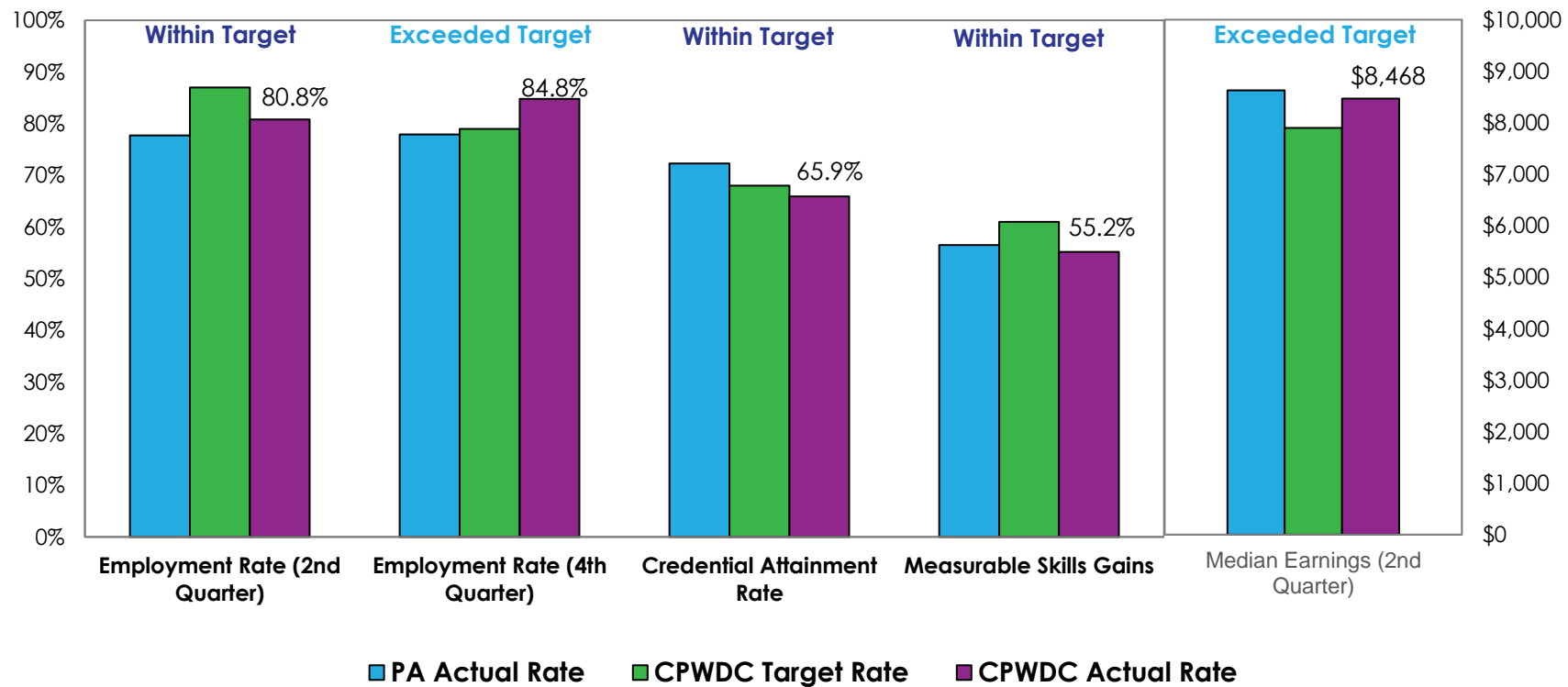
Credential Attainment Rate - % of Adults who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

Measurable Skill 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 3rd Quarter Program Year 2020 Common Measure Summary

Improvement needed in:
 - Employment Rate (2nd Qtr.)
 - Credential Attainment Rate
 - 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

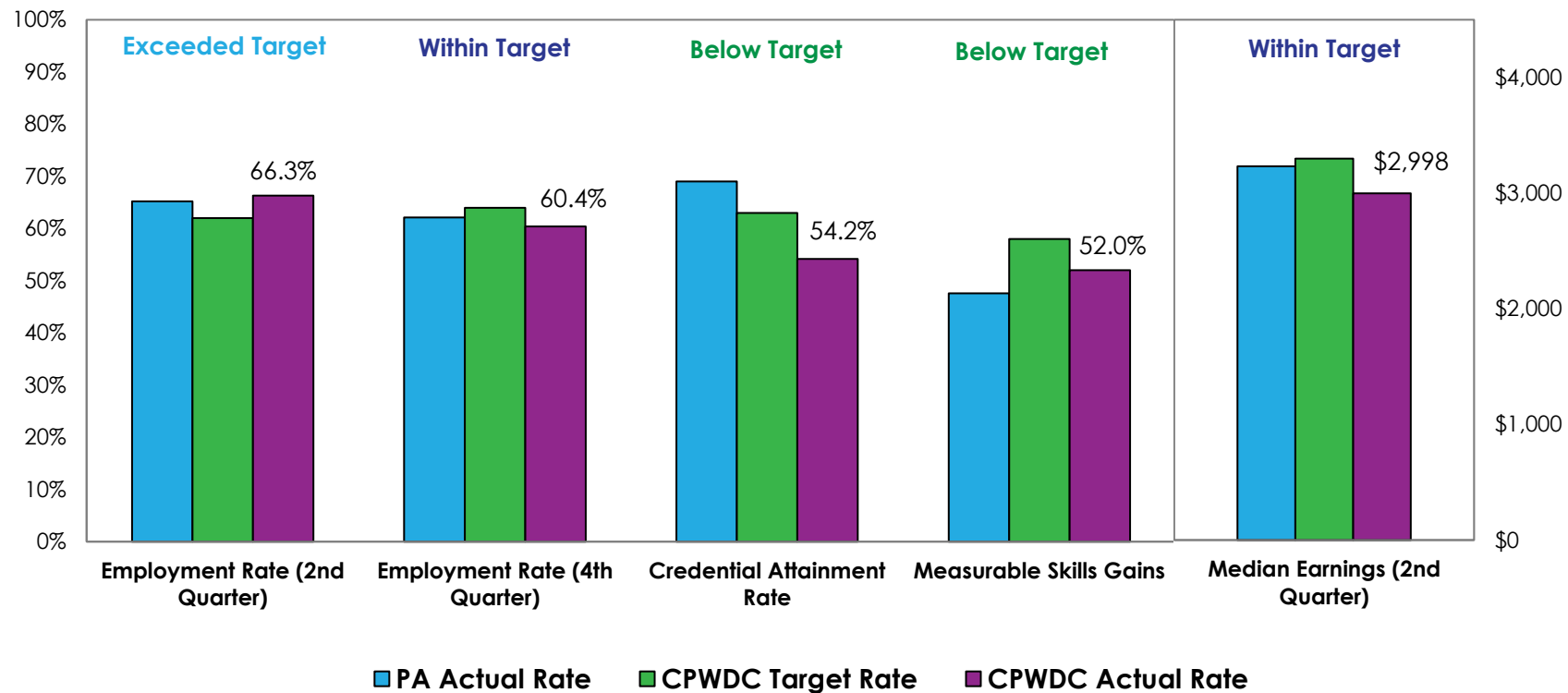
Measurable Skill Gain - % of Dislocated Workers in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

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

Advance Central PA Youth Programs 3rd Quarter Program Year 2020 Common Measure Summary

Improvement needed in:
- Employment Rate (4th Qtr.)
- Median Earnings (2nd Qtr.)

Improvement needed in:
- Credential Attainment Rate
- Measurable Skills Gains



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 Skill 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

Local Elected Official Board Action Items

June 16, 2021

1. Motion to approve the minutes from the March 17, 2021 joint WDB/LEO Board meeting.

Motion:

Second:

2. Motion to approve the minutes from the April 14, 2021 LEO Board Special Meeting to Review the Multi-Year Regional and Local Plans.

Motion:

Second:

3. Motion to approve revisions to the 2021-2024 Central Local Plan as presented on June 16, 2021.

Motion:

Second:

4. Motion to approve revisions to the 2021-2024 Central Regional Plan as presented on June 16, 2021.

Motion:

Second:

Fiscal Year 2021 Competitive Funding Portfolio As of June 16, 2021

GRANTS CARRIED OVER FROM FY20

Program/Project Name & Funding Information	Funding Available	Grant Objectives
Strategic Innovation Grant (2018/2019) PA Dept. of Labor & Industry April 1, 2018 – September 30, 2019 (Extended through January 31, 2021)	\$135,240	<ul style="list-style-type: none"> Maintain the regional Path to Careers website being developed to engage business, schools, and students to promote work-based learning activities and career pathways. Develop a professional website showcasing the region's PA CareerLink® offices and enhancing engagement opportunities with businesses. Update CPWDC's branding and CPWDC's website. Develop professional outreach materials based on updated branding.
National Health Emergency Dislocated Worker Demonstration Grants to Address the Opioid Crisis Grant submitted by PA Dept. of Labor & Industry US Dept. of Labor June 1, 2018 – June 30, 2020 (Extended through June 30, 2021)	\$1,183,845 (as part of \$4,997,287 PA grant)	<ul style="list-style-type: none"> Help individuals affected by the opioid crisis to gain employment so they can successfully transition back into the community without relapse by providing case management and expanding access to treatment and training opportunities. CPWDC will work with regional health care providers to increase screening opportunities that identify individuals addicted to opioids or who have a high risk of becoming addicted. Using these screening opportunities, trained professionals can intervene before addiction starts or before more severe consequences occur. The project will support a "Recovery Friendly Workplace Initiative" to empower workplaces to provide support for employees recovering from substance abuse.
Apprenticeship Expansion Grant (2019/2020) PA Dept. of Labor & Industry February 2019 – January 31, 2021 (Extended through June 30, 2021)	\$30,453	<ul style="list-style-type: none"> Increase the number of training institutions providing the contextual classroom training for apprenticeship programs. Increase the number of companies participating in registered apprenticeship programs. Increase the number of young adults and school districts participating in pre-apprenticeship programs. Increase the number of adults participating in registered apprenticeship programs
Business – Education Partnership Grant (2019/2020) PA Dept. of Labor & Industry January 1, 2019 – June 30, 2020 (Extended through March 31, 2021)	\$104,200	<ul style="list-style-type: none"> Support at least 3,300 students and 125 teachers in workplace events exposing them to the career pathways with local companies. Host Parent "Pathways" Awareness Nights to expose 300 parents to the career and training opportunities available for them and their children. Create 5 new videos that promote local career pathways and host them on www.pathtocareers.org. Invest in soft skills training for integration into K-12 curriculum to help address industry challenges of finding workers with foundational skills. Coordinate Career Tree® event for businesses and educators to kick off implementation across Central PA school districts.

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, 2020 (Extended through June 30, 2021, with waiver process in process to further extend)	\$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.
Teacher in the Workplace (2019/2020) PA Dept. of Labor & Industry April 1, 2019 – June 30, 2020 (Extended through April 30, 2021)	\$125,362	<ul style="list-style-type: none"> • CPWDC is the lead applicant and will serve as the fiscal agent and project manager on four separate grants in collaboration with: BLaST Intermediate Unit 17/Aramark, Central Susquehanna Intermediate Unit, Central Columbia School District, and the Williamsport Area School District. • Provide educators with job shadowing experiences, exposing them to the opportunities with local businesses and to understand directly from business leaders what skills are needed for students to succeed in the workplace. • Connect the skills needed in the workforce to the skills taught in the classroom by increasing the number of new lesson plans, curriculum, and ancillary materials aligned with business requirements and insights learned as a result of business visits. • Implement career pathways strategies and an online training tool to support educators in doing so. • Expand and develop the Chapter 339 Plan and Career Readiness Indicators for grades K-12. • Coordinate Career Tree® event for businesses and educators to kick off implementation across Central PA school districts.
Business Education Partnership Grant PA Dept. of Labor & Industry January 1, 2020 – June 30, 2021	\$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.
State/Local Internship Program (SLIP) Grant PA Dept. of Labor & Industry May 1, 2020 – August 28, 2020 (Extended through October 30, 2020)	\$306,638 (35% business match is required)	<ul style="list-style-type: none"> • Through the SLIP grant, 65 of the proposed 77 individuals aged 16-24 had the opportunity to gain fulfilling work experience while also gaining career awareness, soft skills, and exposure to the PA CareerLink® network through a summer internship. • Intern wages ranged from \$10.35 to \$21 per hour. • 25 of the proposed 33 local businesses participated

NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
COVID-19 Disaster Recovery National Dislocated Worker Grant US Department of Labor May 1, 2020 – June 30, 2021	\$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>
CARES Act Grants Federal CARES Act funds March 1, 2020 – December 30, 2020	\$10,000- Clinton County \$10,000- Lycoming County \$5,000- Montour County \$ 7,738.66- Northumberland County \$3,142.36- Snyder County \$15,000- Union County	<ul style="list-style-type: none"> Each county administers their own CARES Act funds with a different set of requirements for requesting funds, reporting expenditures, and eligibility for award. CPWDC successfully received the listed awards to offset a portion of PA CareerLink® COVID-19 related expenses throughout the region. CPWDC did not submit a separate request to the following counties: Columbia, Centre, and Mifflin. The award received from Union County also includes funds to offset CPWDC's COVID-19 related operating expenses.
PAsmart Growing Registered Apprenticeships and Pre-Apprenticeships in Pennsylvania Grant PA Dept. of Labor & Industry June 30, 2022	\$250,000	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: <ul style="list-style-type: none"> 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.
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	\$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.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
		<ul style="list-style-type: none"> 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.
COVID-19 Common Application First Community Foundation Partnership of PA; Degenstein Foundation, Greater Susquehanna Valley United Way	\$10,000 (Original request: \$50,000)	<ul style="list-style-type: none"> CPWDC applied on behalf of applicable PA CareerLink® offices in Williamsport, Sunbury, and Bloomsburg and received an unrestricted award from the Degenstein Foundation. Original Proposal: <ul style="list-style-type: none"> Purchase 80 laptops for jobseeker participants so they can access workforce and training services remotely; Purchase 12 laptops for the PA CareerLink® offices to setup Zoom interview rooms and to allow staff to meet with customers out in the community; Purchase 5 HEPA filter air scrubbers for public areas; and Purchase PPE and cleaning supplies.
WIOA Statewide Activity Projects PA Dept. of Labor & Industry January 1, 2021 – June 30, 2021	\$51,137	<ul style="list-style-type: none"> Purchase a Zoom license and Constant Contact license for Advance Central PA and the PA CareerLink® Purchase laptops with cameras for customers to use within the PA CareerLink® providing access to virtual interviews with potential employers, etc. Purchase DocuSign software allowing PA CareerLink® customers to easily sign required forms. Purchase a lending library of computers for customers. Purchase software to support Advance Central PA's LIFT Mentoring 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.

FUNDING SOURCES BEING EXPLORED

Funding Source/Grant Name	Submission Deadline	Funding Range/ Grant Details
US Dept. of Labor/ Appalachian Regional Commission Workforce Opportunities for Rural Communities	July 21, 2021	\$29.2 million is available for awards up to \$1.5 million. The purpose of this program is to demonstrate the alignment of regionally driven, comprehensive approaches to addressing economic distress and the necessary workforce development activities to ensure dislocated and other workers in the regions are capable of succeeding in current and future job opportunities.

County Unemployment Rates April 2021 (Lowest to Highest)

Rank	County	Unemployment Rate
1	Montour County	4.1%
2	Chester County	4.3%
3	Adams County	4.7%
3	Cumberland County	4.7%
5	Perry County	4.8%
6	Union County	4.9%
7	Centre County	5.0%
7	Juniata County	5.0%
7	Snyder County	5.0%
10	Montgomery County	5.2%
11	Lancaster County	5.3%
11	Susquehanna County	5.3%
13	Bradford County	5.6%
13	Bucks County	5.6%
13	Butler County	5.6%
13	Franklin County	5.6%
17	Mifflin County	5.8%
18	Columbia County	5.9%
18	York County	5.9%
20	Bedford County	6.2%
20	Fulton County	6.2%
20	Northampton County	6.2%
23	Potter County	6.3%
24	Clarion County	6.4%
24	Lebanon County	6.4%
24	Tioga County	6.4%
24	Warren County	6.4%
24	Wayne County	6.4%
29	Allegheny County	6.5%
29	Blair County	6.5%
29	Wyoming County	6.5%
32	Crawford County	6.6%
32	Delaware County	6.6%
34	Dauphin County	6.7%

Rank	County	Unemployment Rate
34	Jefferson County	6.7%
36	Clinton County	6.8%
36	Northumberland County	6.8%
36	Somerset County	6.8%
36	Westmoreland County	6.8%
40	Carbon County	6.9%
40	McKean County	6.9%
42	Berks County	7.0%
42	Schuylkill County	7.0%
44	Indiana County	7.1%
44	Venango County	7.1%
46	Elk County	7.2%
46	Lackawanna County	7.2%
46	Lehigh County	7.2%
46	Lycoming County	7.2%
46	Washington County	7.2%
51	Huntingdon County	7.3%
51	Sullivan County	7.3%
53	Cameron County	7.4%
53	Clearfield County	7.4%
53	Mercer County	7.4%
53	Pike County	7.4%
57	Beaver County	7.5%
57	Greene County	7.5%
57	Lawrence County	7.5%
60	Cambria County	7.6%
61	Armstrong County	7.7%
61	Erie County	7.7%
63	Forest County	8.3%
64	Monroe County	8.4%
65	Luzerne County	8.5%
66	Fayette County	9.2%
67	Philadelphia County	9.9%

For Comparison Purposes

Pennsylvania

7.4%

United States

6.1%

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

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

Rank	Workforce Development Area	Unemployment Rate
1	Chester County WDA	4.3%
2	Montgomery County WDA	5.2%
3	Lancaster County WDA	5.3%
4	South Central WDA	5.5%
5	Bucks County WDA	5.6%
6	Central WDA	5.8%
7	Northern Tier WDA	6.0%
8	Three Rivers WDA	6.5%
8	Tri-County WDA	6.5%
10	Delaware County WDA	6.6%
11	Lehigh Valley WDA	6.7%
12	Southern Alleghenies WDA	6.9%
13	Berks County WDA	7.0%
14	North Central WDA	7.1%
15	Lackawanna County WDA	7.2%
16	Northwest WDA	7.3%
16	Southwest Corner WDA	7.3%
16	Westmoreland and Fayette Counties WDA	7.3%
19	West Central WDA	7.4%
20	Pocono Counties WDA	7.5%
21	Luzerne-Schuylkill Counties WDA	8.1%
22	Philadelphia County WDA	9.9%
For Comparison Purposes		
	Pennsylvania	7.4%
	United States	6.1%

Preliminary April 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (June 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	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21
Centre County	2,510	1,370	1,190	970	660	740	990	1,930	1,460	970	870	720	750
Clinton County	610	440	440	280	280	280	490	790	510	400	370	340	220
Columbia County	1,150	1,050	840	520	470	450	720	1,380	990	850	620	660	490
Lycoming County	1,990	1,780	1,360	1,000	930	940	1,200	2,270	1,650	1,320	1,170	1,190	990
Mifflin County	1,040	720	990	720	670	570	860	1,050	690	510	440	440	340
Montour County	220	170	150	90	90	90	120	260	160	110	120	130	120
Northumberland County	1,560	1,540	1,280	900	720	710	1,150	1,930	1,410	1,140	960	1,040	780
Snyder County	620	480	530	230	230	270	530	1,070	670	520	370	310	260
Union County	530	480	360	250	240	180	310	740	500	370	280	280	230
Central PA	10,230	8,030	7,140	4,960	4,290	4,230	6,370	11,420	8,040	6,190	5,200	5,110	4,180

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: 06/08/2021

Central PA Monthly Initial Claims by Industry - May 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	May-21
Centre County	3	34	25	113	5	29	57	143	64	22	13	241	750
Clinton County	4	16	24	38	0	5	14	33	26	1	1	57	220
Columbia County	1	27	77	73	7	6	38	91	58	9	9	92	490
Lycoming County	19	58	152	136	5	34	95	147	122	24	15	183	990
Mifflin County	0	15	75	43	3	1	21	63	20	6	7	86	340
Montour County	2	4	17	7	0	5	12	31	8	1	2	31	120
Northumberland County	4	40	111	149	4	13	55	125	76	12	10	181	780
Snyder County	3	13	42	39	2	8	17	48	31	5	5	48	260
Union County	1	7	36	32	2	6	12	40	30	8	2	53	230
Central PA	37	215	559	631	28	107	321	722	436	88	64	972	4,180

Central PA Monthly Initial Claims by Industry - May 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	May-20
Centre County	4	113	106	283	33	29	135	1,273	292	60	48	133	2,510
Clinton County	17	56	124	82	2	7	58	104	93	15	18	34	610
Columbia County	6	80	239	161	36	15	101	242	167	26	8	69	1,150
Lycoming County	61	140	527	279	14	32	234	308	235	63	20	78	1,990
Mifflin County	7	50	495	91	10	14	47	202	67	8	20	29	1,040
Montour County	1	11	32	27	0	3	22	63	38	11	1	11	220
Northumberland County	15	115	369	255	10	27	108	314	211	29	23	82	1,560
Snyder County	7	43	235	86	2	8	24	125	52	13	7	17	620
Union County	7	31	135	74	2	10	23	116	89	8	6	28	530
Central PA	125	640	2,263	1,337	109	145	753	2,747	1,244	233	151	482	10,230

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: 06/11/2021

Central PA Monthly Continued Weeks Claimed													
Geography	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21
Centre County	33,510	24,240	20,770	17,560	11,440	7,680	8,640	10,310	12,770	9,650	7,690	5,480	5,480
Clinton County	11,350	7,210	6,520	6,040	4,390	3,050	3,960	4,380	5,180	4,100	3,730	2,510	2,350
Columbia County	22,270	13,670	11,980	11,230	7,670	5,380	5,970	7,040	8,710	6,970	5,880	4,410	4,680
Lycoming County	37,990	25,540	21,810	22,200	15,820	11,460	13,010	14,150	16,210	13,830	12,310	8,870	9,680
Mifflin County	13,740	8,580	7,800	8,190	6,410	4,160	5,330	5,750	6,130	4,710	3,910	2,800	2,960
Montour County	4,300	2,720	2,300	2,220	1,470	1,040	1,260	1,480	1,710	1,260	1,180	880	850
Northumberland County	31,300	20,170	17,170	17,320	12,460	8,950	10,140	10,930	12,460	10,290	8,730	6,770	7,110
Snyder County	13,330	6,990	6,280	5,430	3,380	2,370	2,910	4,160	4,730	4,220	3,240	2,110	1,910
Union County	10,780	6,850	5,780	5,510	3,660	2,370	2,620	3,460	3,930	3,110	2,420	1,650	1,750
Central PA	178,570	115,970	100,410	95,700	66,700	46,460	53,840	61,660	71,830	58,140	49,090	35,480	36,770

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)

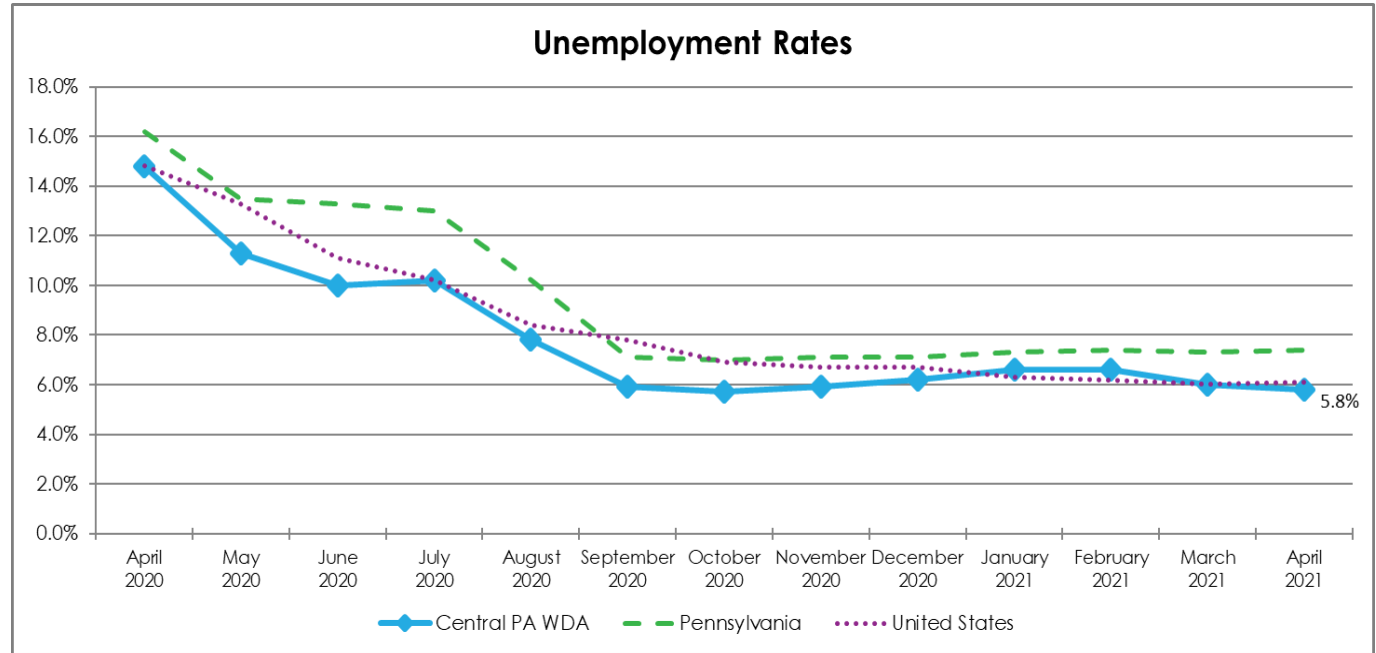
Source: Center for Workforce Information & Analysis

Source Data Updated: 06/08/2021

April 2021 Labor Market Information

Central Pennsylvania Workforce Development Area

Unemployment Rates			
	April 2021	Monthly Change	Annual Change
Centre	5.0%	↔	↓
Clinton	6.8%	↓	↓
Columbia	5.9%	↓	↓
Lycoming	7.2%	↓	↓
Mifflin	5.8%	↓	↓
Montour	4.1%	↓	↓
Northumberland	6.8%	↓	↓
Snyder	5.0%	↓	↓
Union	4.9%	↔	↓
Central PA WDA	5.8%	↓	↓
Pennsylvania	7.4%	↑	↓
United States	6.1%	↑	↓



	April 2021	March 2021	Monthly Change	April 2020	Annual Change
Central PA WDA					
Labor Force	288,500	289,500	↓	289,300	↓ -800
Employed	271,800	272,000	↓	246,400	↑ 25,400
Unemployed	16,700	17,500	↓	43,000	↓ -26,300
Unemployment Rate	5.8%	6.0%	↓	14.8%	↓ -9.0%
Pennsylvania					
Labor Force	6,338,000	6,336,000	↑	6,314,000	↑ 24,000
Employed	5,872,000	5,874,000	↓	5,291,000	↑ 581,000
Unemployed	466,000	462,000	↑	1,023,000	↓ -557,000
Unemployment Rate	7.4%	7.3%	↑	16.2%	↓ -8.8%
United States					
Labor Force	160,988,000	160,558,000	↑	156,478,000	↑ 4,510,000
Employed	151,176,000	150,848,000	↑	133,370,000	↑ 17,806,000
Unemployed	9,812,000	9,710,000	↑	23,109,000	↓ -13,297,000
Unemployment Rate	6.1%	6.0%	↑	14.8%	↓ -8.7%

Source: Preliminary April 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA) (June 2021)

Central Pennsylvania Labor Market Status Report -- April 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	↑	↑

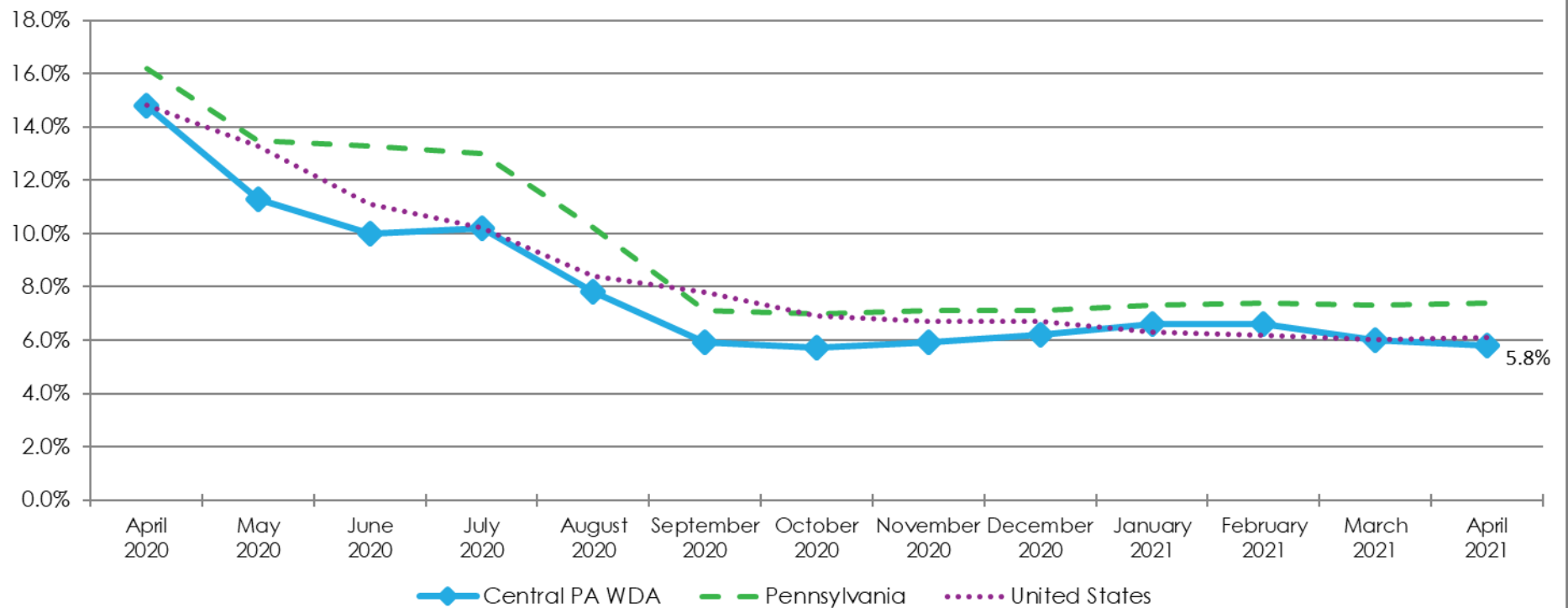
Unemployed Population:

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 April 2021 seasonally adjusted data (downloaded June 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.

Civilian Labor Force

Centre County	73,200
Clinton County	17,400
Columbia County	33,000
Lycoming County	55,300
Mifflin County	21,000
Montour County	9,000
Northumberland County	41,800
Snyder County	19,200
Union County	19,000

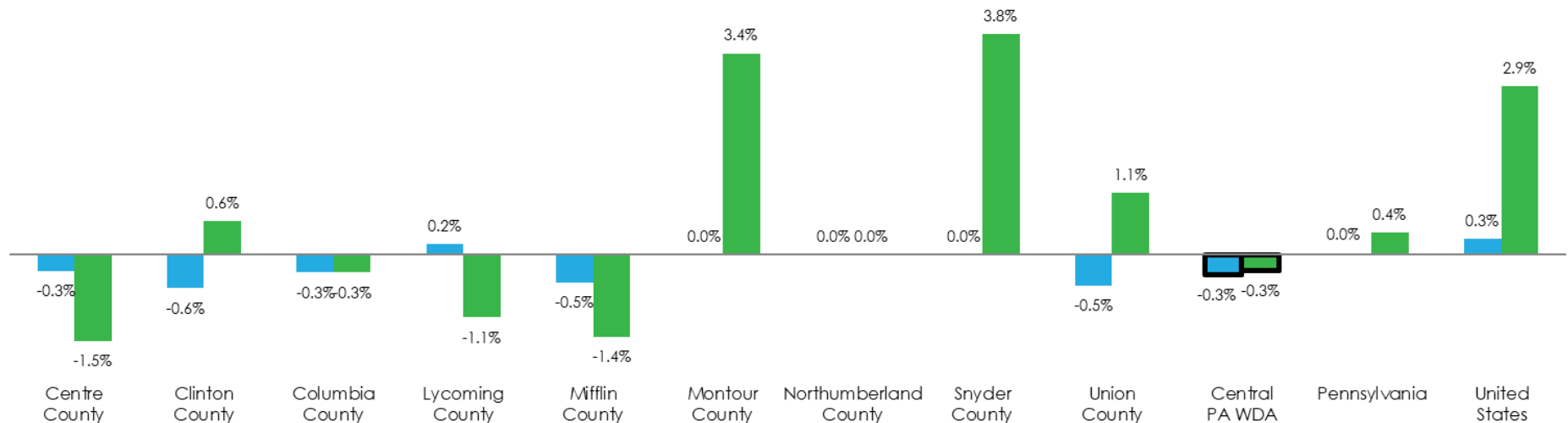
The labor force is comprised of individuals who are working, waiting for a layoff to end, or are actively seeking work. The graph below highlights changes in the civilian labor force as a percentage of the area's total civilian labor force.

April 2021

	Change Since		
	April 2021	March 2021	April 2020
Central PA WDA	288,500	-1,000	-800
Pennsylvania	6,338,000	2,000	24,000
United States	160,988,000	430,000	4,510,000

Percent Change in Civilian Labor Force: April 2021

■ Month Change ■ Year Change



Preliminary April 2021 seasonally adjusted data (downloaded June 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	69,600
Clinton County	16,200
Columbia County	31,100
Lycoming County	51,300
Mifflin County	19,800
Montour County	8,600
Northumberland County	38,900
Snyder County	18,200
Union County	18,100

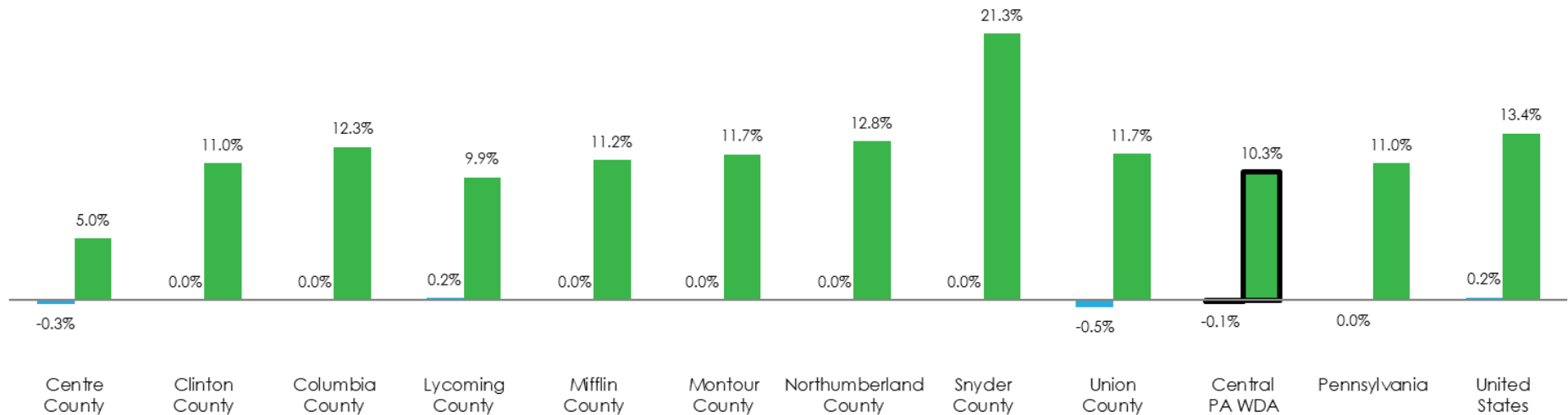
The employed population includes individuals who are working. The graph below highlights changes in employment as a percentage of the area's total employment.

April 2021

	Change Since		
	April 2021	March 2021	April 2020
Central Pennsylvania	271,800	-200	25,400
Pennsylvania	5,872,000	-2,000	581,000
United States	151,176,000	328,000	17,806,000

Percent Change in Employed Population: April 2021

■ Month Change ■ Year Change



Preliminary April 2021 seasonally adjusted data (downloaded June 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	3,600
Clinton County	1,200
Columbia County	2,000
Lycoming County	4,000
Mifflin County	1,200
Montour County	400
Northumberland County	2,900
Snyder County	1,000
Union County	900

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.

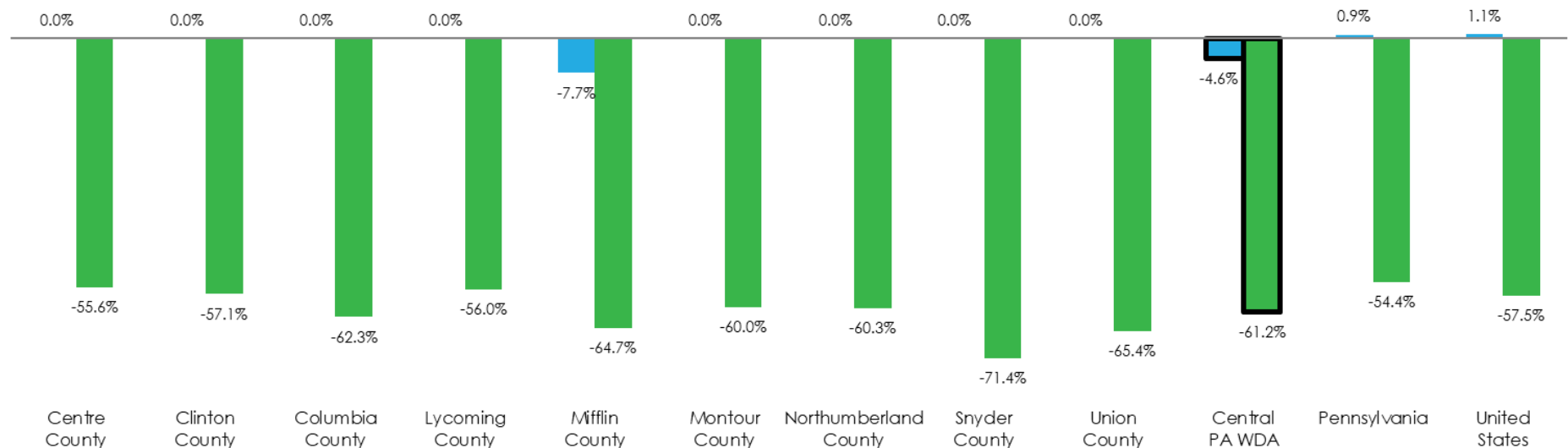


April 2021

	Change Since		
	April 2021	March 2021	April 2020
Central Pennsylvania	16,700	-800	-26,300
Pennsylvania	466,000	4,000	-557,000
United States	9,812,000	102,000	-13,297,000

Percent Change in Unemployed Population: April 2021

■ Month Change ■ Year Change



Preliminary April 2021 seasonally adjusted data (downloaded June 2021)

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Unemployment Rates

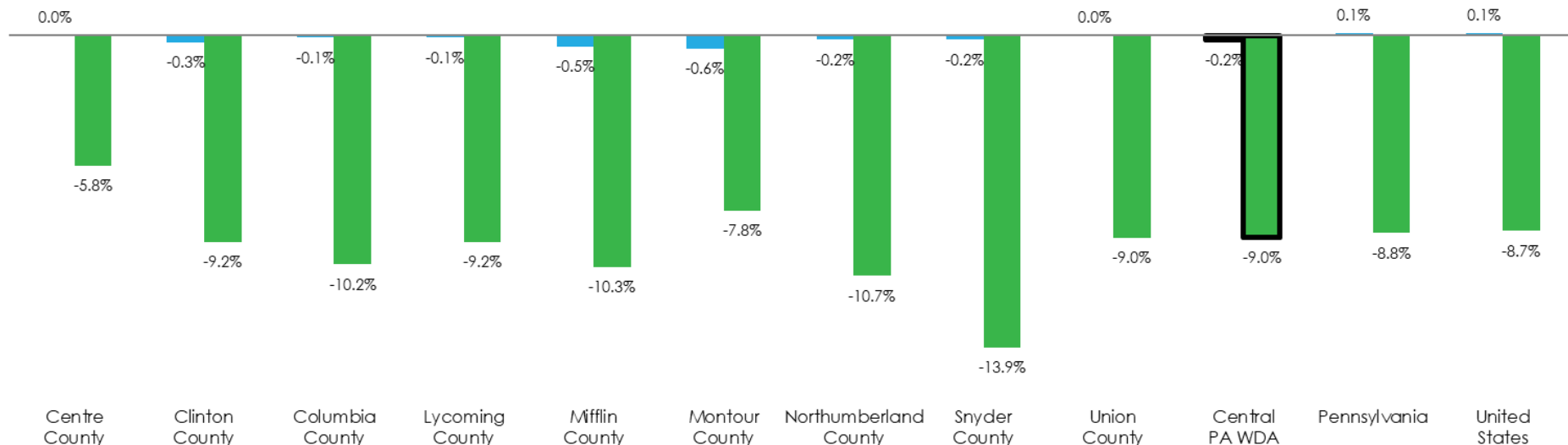
	April 2021	March 2021	April 2020
Centre County	5.0%	5.0%	10.8%
Clinton County	6.8%	7.1%	16.0%
Columbia County	5.9%	6.0%	16.1%
Lycoming County	7.2%	7.3%	16.4%
Mifflin County	5.8%	6.3%	16.1%
Montour County	4.1%	4.7%	11.9%
Northumberland County	6.8%	7.0%	17.5%
Snyder County	5.0%	5.2%	18.9%
Union County	4.9%	4.9%	13.9%
Central Pennsylvania	5.8%	6.0%	14.8%
Pennsylvania	7.4%	7.3%	16.2%
United States	6.1%	6.0%	14.8%

April 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: April 2021

■ Month Change ■ Year Change



Preliminary April 2021 seasonally adjusted data (downloaded June 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

- Addus Homecare Corporation
- Bayada Home Health Care
- C.R. England, Inc.
- Care.com, Inc.
- Change Healthcare, Inc.
- CRST International, Inc.
- Doordash
- Geisinger Inc
- Giant
- Kansas Hospital Association
- Liveops, Inc.
- Mycnajobs
- Paschall Truck Lines, Inc.
- Pennsylvania Department of Health
- Pennsylvania State University
- Practicematch Corporation
- Spherion
- State College
- Uber Eats
- Wal-Mart, Inc.

OCCUPATIONS

- Childcare Workers
- Customer Service Representatives
- Fast Food and Counter Workers
- First-Line Supervisors of Food Preparation and Serving Workers
- First-Line Supervisors of Retail Sales Workers
- Heavy and Tractor-Trailer Truck Drivers
- Home Health and Personal Care Aides
- Insurance Sales Agents
- Licensed Practical and Licensed Vocational Nurses
- Light Truck Drivers
- Maintenance and Repair Workers, General
- Nursing Assistants
- Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity
- Physicians, All Other; and Ophthalmologists, Except Pediatric
- Postsecondary Teachers
- Registered Nurses
- Retail Salespersons
- Security Guards
- Software Developers and Software Quality Assurance Analysts and Testers
- Stockers and Order Fillers

Based on employers and occupations with the highest number of new online job postings from May 04, 2021 through June 02, 2021

Source: EMSI, 2021.2 • June 2021

Online Job Postings Analysis Central Pennsylvania

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

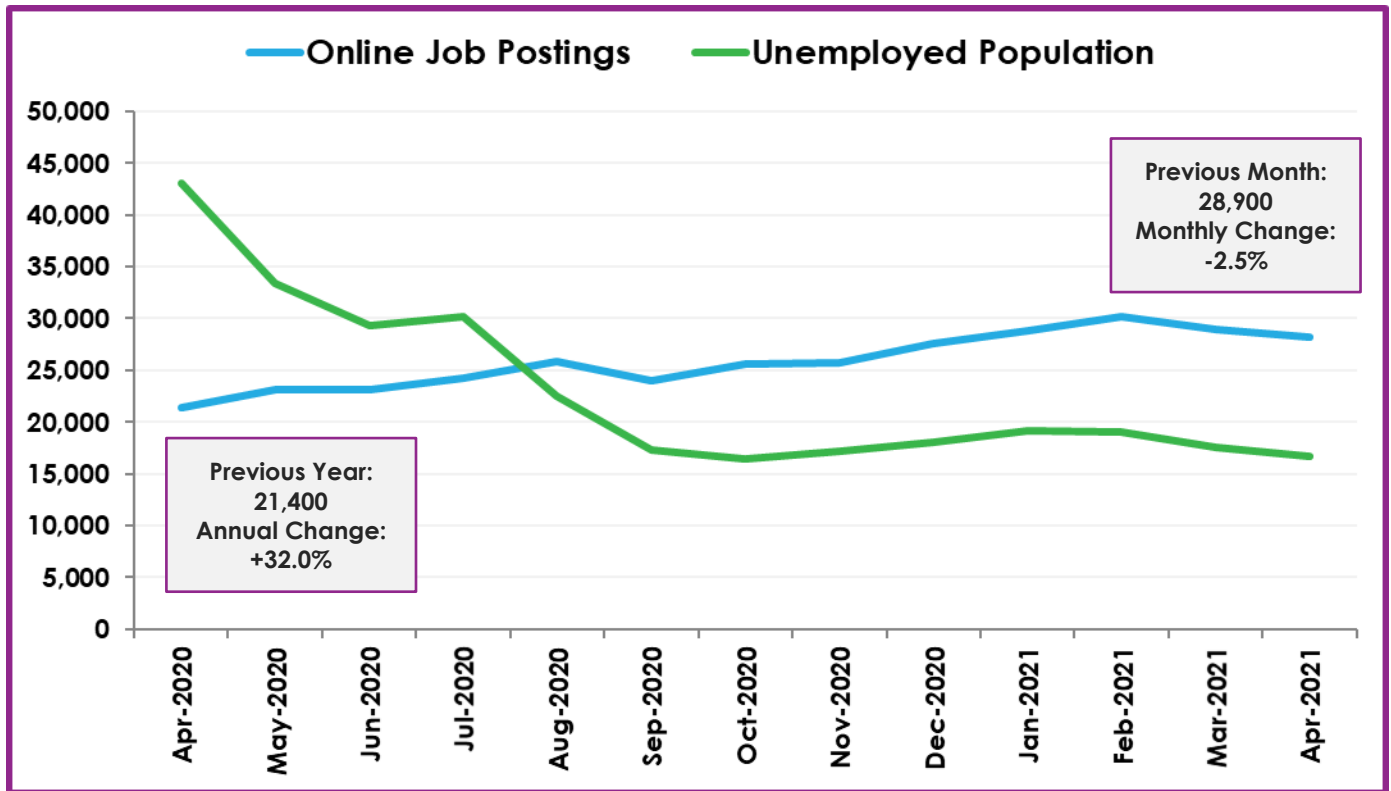
**Online Job
Postings:
28,200**

**Unemployed:
16,700**

**Unemployment
Rate:
5.8%**

**Unemployed
/Job Posting:
0.6**

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

Source: EMSI, 2021.2 • June 2021

***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	April 2021	March 2021	April 2020	Monthly Change	Annual Change	Unemployed
Healthcare Practitioners and Technical	5,956	5,905	4,248	0.9%	40.2%	806
Transportation and Material Moving	5,531	6,758	4,237	-18.2%	30.5%	1,391
Sales and Related	2,787	2,671	2,261	4.3%	23.3%	1,080
Food Preparation and Serving Related	1,735	1,610	1,050	7.8%	65.2%	1,671
Office and Administrative Support	1,639	1,636	1,678	0.2%	-2.3%	1,003
Healthcare Support	1,626	1,596	1,011	1.9%	60.8%	623
Management	1,385	1,354	1,135	2.3%	22.0%	2,368
Production	941	835	630	12.7%	49.4%	1,740
Installation, Maintenance, and Repair	917	783	535	17.1%	71.4%	415
Computer and Mathematical	768	802	682	-4.2%	12.6%	308
Educational Instruction and Library	767	817	583	-6.1%	31.6%	521
Business and Financial Operations	675	698	599	-3.3%	12.7%	553
Community and Social Service	663	660	605	0.5%	9.6%	442
Architecture and Engineering	548	542	430	1.1%	27.4%	466
Building and Grounds Cleaning and Maintenance	428	415	280	3.1%	52.9%	254
Personal Care and Service	425	382	274	11.3%	55.1%	303
Life, Physical, and Social Science	420	433	350	-3.0%	20.0%	341
Arts, Design, Entertainment, Sports, and Media	361	352	329	2.6%	9.7%	454
Construction and Extraction	295	289	196	2.1%	50.5%	3,309
Protective Service	242	276	176	-12.3%	37.5%	224
Legal	53	68	41	-22.1%	29.3%	73
Farming, Fishing, and Forestry	49	41	32	19.5%	53.1%	390
Military	8	12	11	-33.3%	-27.3%	33
Total Online Job Postings	28,219	28,935	21,373	-2.5%	32.0%	18,768

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 March 2021; unclassified indicates no previous work experience or unspecified
Source: EMSI, 2021.2 • June 2021

Employers

- Bayada Home Health Care
- C.R. England, Inc.
- CRST International, Inc.
- CVS Health Corporation
- Dollar General Corporation
- Geisinger Inc
- Pennsylvania State University
- The Habitat Company LLC
- Uber Technologies, Inc.
- Wal-Mart, Inc.

These employers have the highest number of online job postings.

Occupations

- Customer Service Representatives: \$14.71
- Fast Food and Counter Workers: \$9.66
- First-Line Supervisors of Retail Sales Workers: \$17.74
- Heavy and Tractor-Trailer Truck Drivers: \$21.33
- Home Health and Personal Care Aides: \$11.78
- Licensed Practical and Licensed Vocational Nurses: \$22.13
- Light Truck Drivers: \$14.80
- Postsecondary Teachers: \$34.40
- Registered Nurses: \$33.94
- Retail Salespersons: \$11.07

These occupations have the highest number of online job postings.

Increasing Postings

- Clinical Laboratory Technologists and Technicians: \$24.85
- Fast Food and Counter Workers: \$9.66
- First-Line Supervisors of Food Preparation and Serving Workers: \$17.24
- Home Health and Personal Care Aides: \$11.78
- Insurance Sales Agents: \$19.78
- Laborers and Freight, Stock, and Material Movers, Hand: \$14.49
- Licensed Practical and Licensed Vocational Nurses: \$22.13
- Light Truck Drivers: \$14.80
- Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity: \$14.72
- Registered Nurses: \$33.94

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, 2021.2; occupational wages do not include benefits and are based on current median estimates.

Economic Outlook

May 2021

United States

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	160,935,000	151,620,000	9,316,000	5.8%
Last Month	160,988,000	151,176,000	9,812,000	6.1%
Previous Year	158,200,000	137,224,000	20,975,000	13.3%

- **Long-Term Unemployed:** 3.752M, decrease of -431,000 since last month (*unemployed for 27 weeks and over*)
- **U-6 Unemployment Rate:** 10.2% (*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)*)
- **Job Openings:** 9.286M (*April 2021 preliminary*). This equates to 1.0 unemployed persons per job opening, or 1.8 persons using the U-6 Unemployment Rate.

Nonfarm jobs: 144.894M (85.0% private, 15.0% public)

- Monthly change: 559,000 (+492,000 private, +67,000 public)
- Largest industry **increases:** Leisure and hospitality (+292,000), Education and health services (+87,000), and Government (+67,000)
- Average monthly job change (total nonfarm jobs) since last year: +992,000
- Job change from 5 years ago: +1.002M more jobs

Initial Claims: 385,000

- Weekly change: -20,000
- Annual change: -1,220,000

Advance May 29 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.*

- Less than a high school diploma: 9.1%
- High school graduates, no college: 6.8%
- Some college or associate degree: 5.9%
- Bachelor's degree and higher: 3.2%

Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	6,338,000	5,872,000	466,000	7.4%
Last Month	6,336,000	5,874,000	462,000	7.3%
Previous Year	6,314,000	5,291,000	1,023,000	16.2%

- 43rd lowest state unemployment rate across the nation
- **Nonfarm Jobs:** 5.667M (88.1% private, 11.9% public; annual change: +14.2%)
- **Regular UC Initial Claims:** 110,700 (annual change: -85.6%)
- **U-6 Unemployment Rate:** 14.8% (*BLS, 2020Q2 – 2021Q1*)
- **Online Job Postings:** 617,100 (*EMSI, April 2021*). This equates to 0.8 unemployed persons per online job posting, or 1.6 persons when considering the U-6 Unemployment Rate.

Central Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	288,500	271,800	16,700	5.8%
Last Month	289,500	272,000	17,500	6.0%
Previous Year	289,300	246,400	43,000	14.8%

- 6th lowest rate by WDA in PA
- Berwick borough: 7.6%
- Bloomsburg town: 5.8%
- Lewisburg borough: 4.4%
- Lewistown borough: 8.6%
- Lock Haven city: 6.8%
- Selinsgrove borough: 4.2%
- State College borough: 3.8%
- Sunbury city: 8.7%
- Williamsport city: 7.7%
(*Boroughs, Townships, and Cities are not seasonally adjusted*)
- **Nonfarm Jobs:** 256,100 (77.5% private, 22.5% public; annual change: +13.3%) (*NSA*)
- **Regular UC Initial Claims:** 5,100 (annual change: -83.7%)
- **Online Job Postings:** 56,400 (*EMSI, April 2021*). This equates to 0.3 unemployed persons per online job posting, or 0.6 using an estimated U-6 unemployment rate of 11.6%.
- **Top Online Job Postings by Occupation:**
 - Heavy and Tractor-Trailer Truck Drivers
 - Registered Nurses
 - Light Truck Drivers
- **Top Online Job Postings by Employer:**
 - Pennsylvania State University
 - Geisinger Inc
 - Wal-Mart, Inc.

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

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

NSA: Not seasonally adjusted

Executive Committee, Workforce Development Board, and Local Elected Official Board 2021 Meeting Schedule

Note: All meetings will be held via webinar/teleconference until further notice.

January 8 Second Friday	Executive Committee 10:00 a.m. to Noon
February 12 Second Friday	Executive Committee 10:00 a.m. to Noon
March 17 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
April 9 Second Friday	Executive Committee 10:00 a.m. to Noon
April 14 Second Wednesday	LEO Board Special Meeting 12:30 p.m. to 1:00 p.m. WDB Special Meeting 1:30 p.m. to 2:00 p.m.
May 14 Second Friday	Executive Committee 10:00 a.m. to Noon
June 16 Third Wednesday	Annual Meeting of the Members (LEO) 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
August 13 Second Friday	Executive Committee 10:00 a.m. to Noon
September 15 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
October 8 Second Friday	Executive Committee 10:00 a.m. to Noon
November 12 Second Friday	Executive Committee 10:00 a.m. to Noon
December 15 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon

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 Beamer
IBEW, Local #812

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Michele Foust
Glenn O. Hawbaker, Inc.

Dean Girton
Girton Manufacturing Company

Bruce Jones
Bureau of Workforce Partnership & Operations

Keith Koppenhaver
IUOE, Local #66

Lynn Kuhns
Apex Homes of PA, LLC

Jeff Lowry
Geisinger Health System

Jim Nemeth
Autoneum

Steve Stumbris
Bucknell University Small Business Development Center

Susan Swartz
Office of Vocational Rehabilitation

Todd Taylor
Central PA Institute of Science & Technology

Suzanne White
Kish Bank

Jenna Witherite
Central Intermediate Unit 10

Tracie Witter
PPL Electric Utilities

Dave Zartman
Zartman Construction

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
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
Mike Bucher^
Patty Cox^
Jeffrey Foreman^
Kathleen Holmes^
Bruce Jones
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

Jennifer Hopwood, 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. jhopwood@AdvanceCentralPA.org

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

Vacant, 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