



**Advance
Central PA**
Linking People & Business

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

March 16, 2022

Virtual Meeting via Zoom Webinar/Teleconference

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

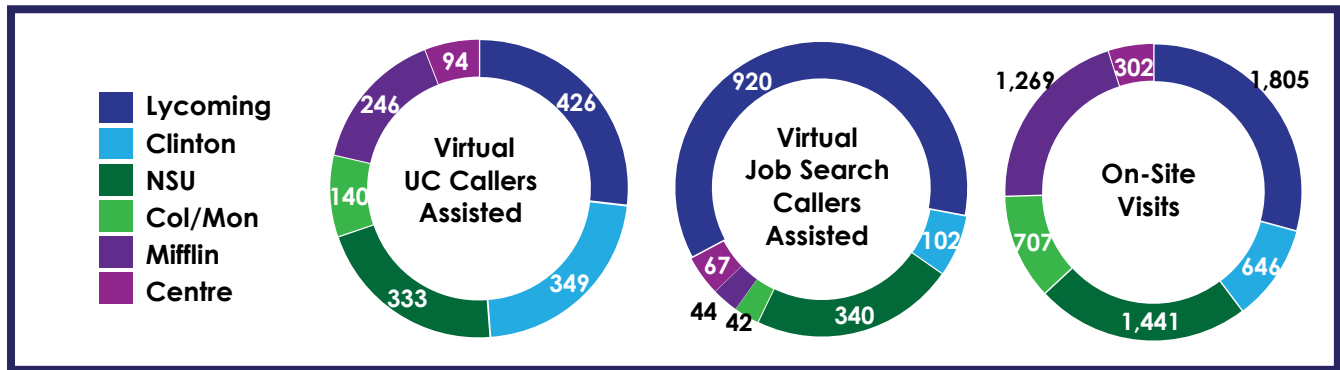
Agenda

Zoom Webinar/Teleconference
Wednesday, March 16, 2022 10:00 a.m.

- | | | |
|---------------|--|-------------------------------|
| 10:00 – 10:10 | Call to Order, Welcome, and Introduction of Guests | Dave Zartman &
Ken Holdren |
| 10:10 – 10:15 | Public Comment | |
| 10:15 – 10:25 | PA CareerLink® Operator Update | Cheryl Johnson |
| 10:25 – 11:25 | WDB and LEO Board Action Items | Dave Zartman &
Ken Holdren |
| | <ul style="list-style-type: none"> • WDB Non-Consent Agenda & Committee Reports <ul style="list-style-type: none"> ○ Audit/Finance <ul style="list-style-type: none"> – Action Needed: Approve Internet Service Contract for Advance Central PA – Action Needed: Update Contract for Path to Careers Comprehensive Review & Rebuild ○ EARN ○ Governance ○ Personnel <ul style="list-style-type: none"> – Action Needed: Vision Insurance Benefit Renewal ○ Policy & Performance ○ Youth • LEO Board Action Items | |
| 11:25 – 11:50 | Executive Director's Update | Erica Mulberger |
| 11:50 – 11:55 | Open Discussion | |
| 11:55 | Date of Next Meeting | Dave Zartman |
| | <ul style="list-style-type: none"> • Executive Committee – May 13, 2022, 10:00 a.m. – 12:00 p.m. • Annual Meeting of the Members – June 15 9:00 a.m. – 9:30 a.m. • WDB/LEO Board Meeting – June 15 10:00 a.m. – 12:00 p.m. | |
| 12:00 | Adjournment | Dave Zartman &
Ken Holdren |

PA CareerLink® Jobseeker Services

October - December 2021 Q4



Includes on-site and virtual services

Total Workshops Offered: 229

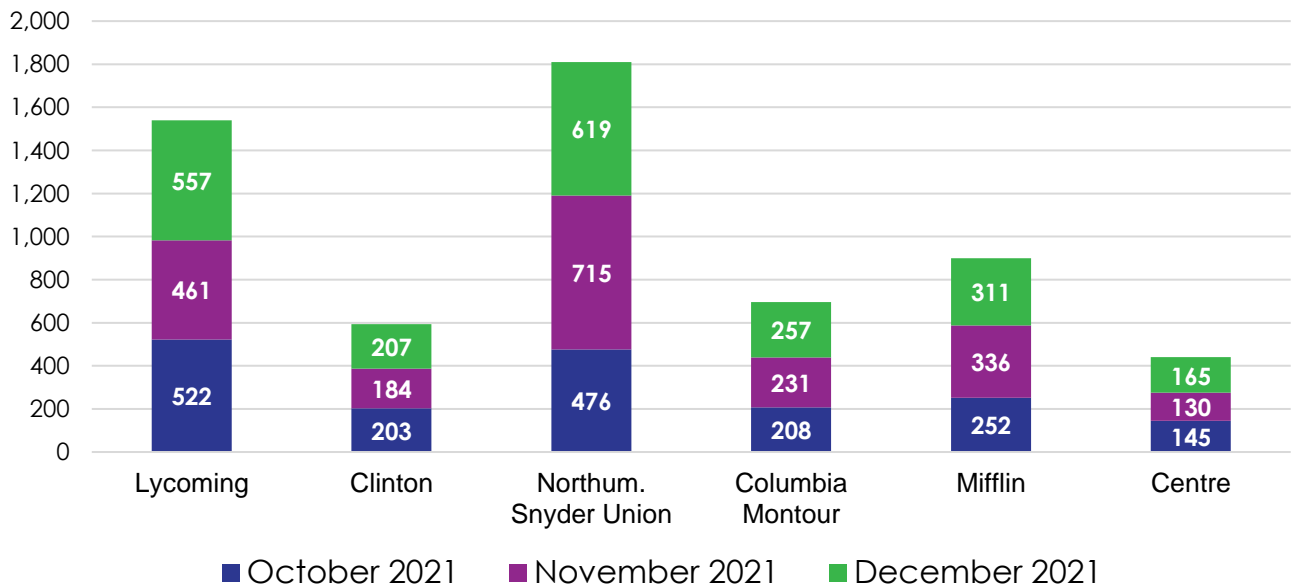
Total Workshop Attendance: 657

Total Services Provided: 17,737

Unique Quarterly Participants: 4,659

Includes on-site and virtual services

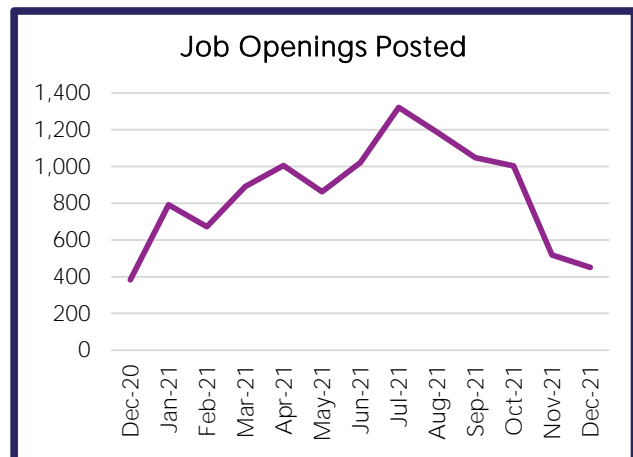
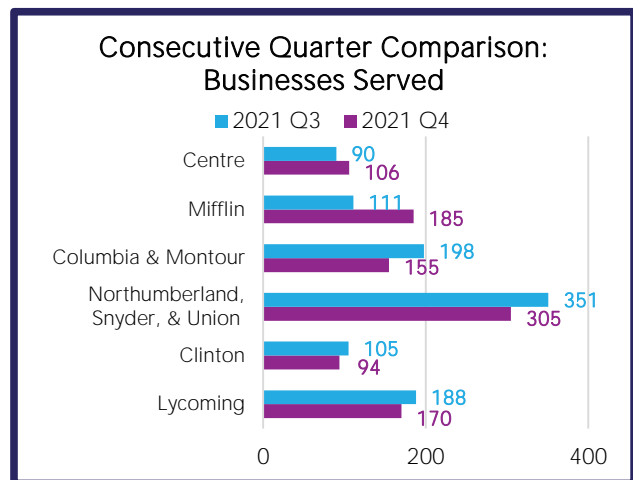
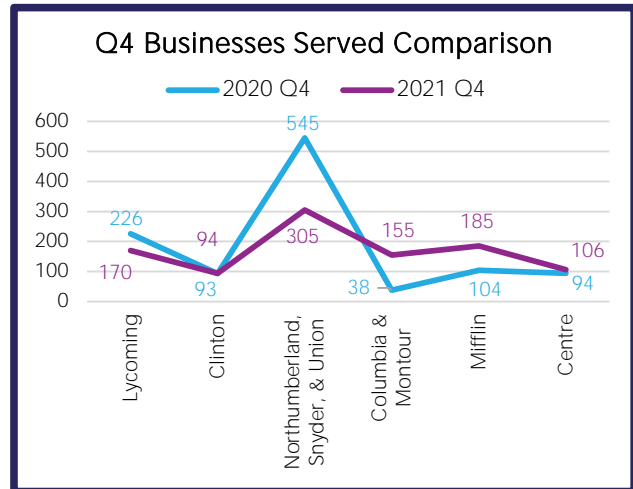
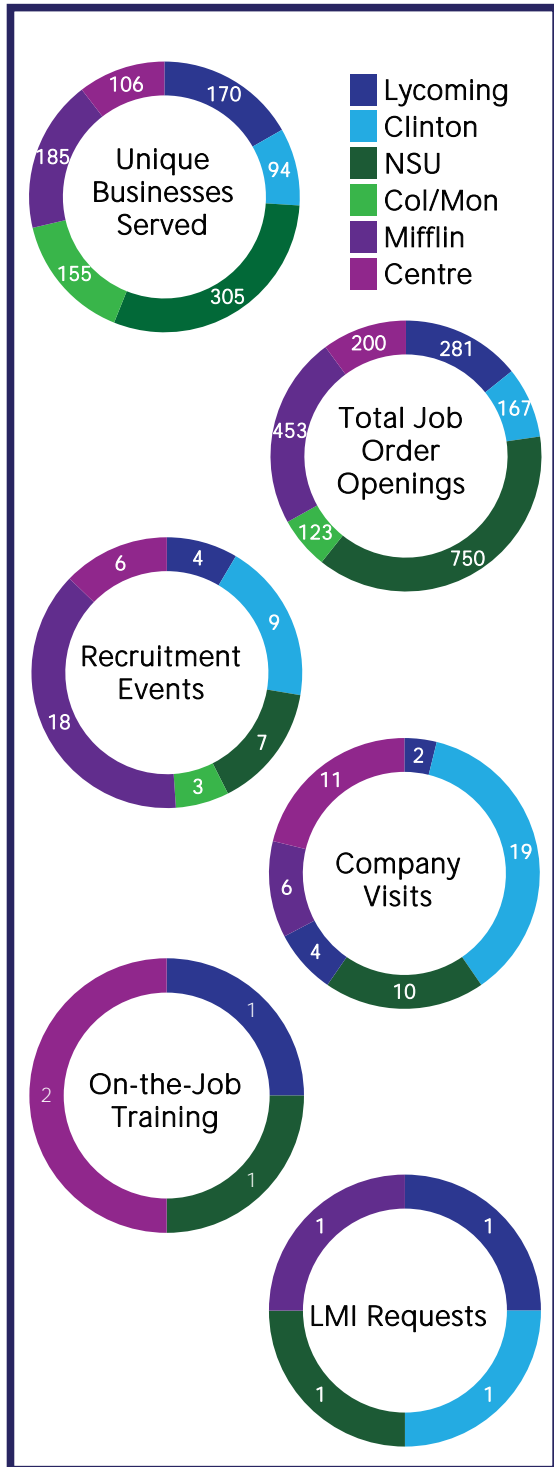
Total Unique Participants Served By Month



PA CareerLink® Business Solutions

October - December 2021 Q4

Employer Services Overview

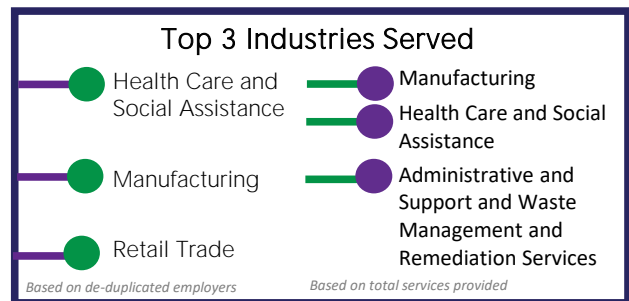
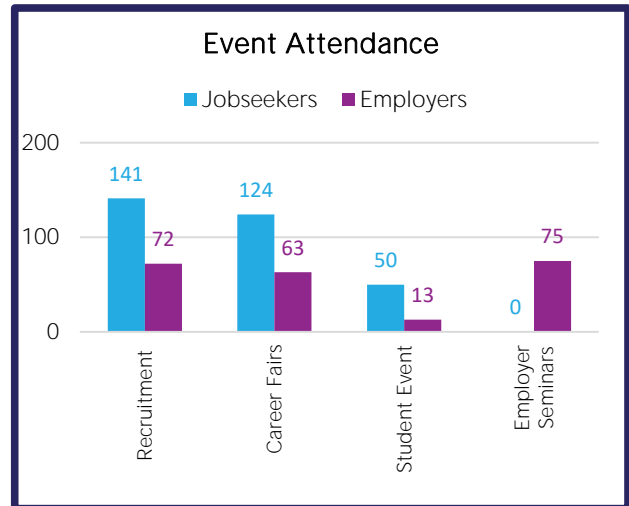


PA CareerLink® Business Solutions

October - December 2021 Q4

Employer Event Highlights

- Disaster Preparation Employer Seminar (8 employers)
- Fall job fair at the Juniata Valley YMCA (64 job seekers, 38 employers)
- Student event, mock interviews for Mifflin County High School students (10 employers, 49 youth)
- 10 Ways to Boost Work Culture Employer Seminar (33 employers)
- "Demographic Drought" Webinar (22 employers)



Rapid Response Events

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

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

Joint Meeting
December 15, 2021

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

WDB Members Attending

Jay Alexander
Jamie Aurand
Jim Beamer
Michele Foust
Dean Girton
Bruce Jones
Keith Koppenhaver
Lynn Kuhns
Jeff Lowry
Jim Stopper
Steve Stumbris
Susan Swartz
Suzanne White
Jenna Witherite
Dave Zartman

LEO Board Members Attending

Joe Klebon
David Kovach
Richard Mirabito
Robert Postal
Chuck Steininger

WDB Staff Attending

William Berry
Pam Burns
Brooke Gessner
Alexa Hann
Korrie Lucas
Jamie Mercaldo
Erica Mulberger
Patrick O'Connor
Marca O'Hargan
Rachael Ulmer
Kelly Walter
Luke Zeigler

WDB Members Excused

Sue Auman
Kenneth Chappell
Jim Nemeth
Todd Taylor
Tracie Witter

LEO Board Members Excused

Steven Dershem
Angela Harding
Kenneth Holdren
Stacy Richards

Guests Attending

Lenair Ahlum
Megan Bair
Emily Brandenburg
Carol Clymer
Jon DeWald - Solicitor
Melanie Erb
Judy Fitzgerald
Deb Harpster
Cheryl Johnson
Erica Kastner
Karin Knode
Derek Reber
Dyan Schauer
Michaelene Shirey
Katherine Vastine
Jill Walter
Gale Zalar

Call to Order and Welcome

Jamie Aurand, Advance Central PA Chairperson, called the meeting to order at 10:05 a.m. and confirmed a quorum. Jamie welcomed new staff Kelly Walter, Office Board Coordinator, and Pamela Burns, Business Engagement Coordinator.

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 Dave Kovach, LEO Vice Chairperson, welcomed his fellow Commissioners to the meeting noting he was standing in for Kenneth Holdren, LEO Chairperson.

Erica extended condolences for the unexpected passing of Lee Fladd, a widely respected Central Susquehanna Opportunities Inc. (CSO) employee serving Adult and Dislocated Workers (A/DW) in Clinton County.

Invitation for Public Comments

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

PA CareerLink® Operator Update

Cheryl Johnson, representing the PA CareerLink® Operator provided an update on the regional response to continue high quality services amidst challenges with COVID and new claimant requirements from Unemployment Compensation (UC). In response to the significant level of fraud, a new Commonwealth process requires an online claim and validation of an individual's identify via ID.me. It requires customers to have a high level of digital literacy skills, and a computer or smart phone. Many individuals are experiencing issues and come to the PA CareerLink® for assistance filing their claims. The demand on staff time is significant as they help customers navigate the new processes which can at worst take more than four hours per case and often take one and a half hours. PA CareerLink® met with a Pennsylvania State Trooper to learn ways to deescalate angry or frustrated customers, noting the sites continue to struggle with staff shortages and turnover due to the pandemic.

Cheryl reported the PA CareerLink® staff continue in their efforts to provide solutions to businesses in need of talent and provided examples of recent recruitment activities that were coordinated, including job fairs and 'Find a Job Friday'

Jamie Aurand voiced concern with the amount of time staff are assisting with ID.me and recommended this is addressed at the state level. Erica shared UC is sending a staff person to help, but she is spread thin and visits sites once per month; the state reports additional staff may be sent out.

Title II Adult Basic Education Presentation

Dyan Schauer from Tuscarora Intermediate Unit 11 (TIU) Education and Workforce Services, kicked off the presentation by explaining the numerous options for adult learners including in-person classes, remote learning, and hybrid models. Technology access and skills are more important than ever for individuals.

Carol Clymer from Penn State Career & Family Pathways Programs, spoke to Family Literacy services which integrates early childhood education, adult education, parenting education, and interactive parent/child literacy. The pandemic illuminated the importance of family literacy for adult learners who are parents and had to work closely with the schools to help their children in remote and hybrid learning situations.

Dyan discussed the Digital Literacy & Workforce Development Grants awarded to Central Susquehanna Intermediate Unit (CSIU) and TIU which funds instructor-led training in four areas of digital literacy. The programs offer certificates and badges for skill demonstration.

Jenna Witherite from Central Intermediate Unit 10, spoke on meeting the needs of adult learners in correctional facilities. While serving this population has become more difficult as a result of the pandemic,

adaptability and the use of remote services, hard copy packets, and where possible continued in-person services, has resulted in successes.

WDB Updates and Action Items

Consent Agenda

Jamie called for a motion to approve the Consent Agenda.

- ▲ **Dave Zartman made a motion to approve the December 15, 2021 Consent Agenda Action Items. Suzanne White seconded the motion. The motion was unanimously approved with no abstentions.**

2022 Meeting Schedule

Erica presented the proposed 2022 meeting schedule.

- ▲ **Jim Beamer made a motion to approve the Workforce Development Board/Local Elected Official Board meeting schedule for 2022. Dean Girton seconded the motion. The motion was unanimously approved with no abstentions.**

Statewide EARN Procurement

Erica provided an update on Pennsylvania Department of Human Services (DHS) plans to alter the procurement process of the Employment, Advancement and Retention Network (EARN) program. Rather than continue to award funds to the local workforce development boards (LWDB) and allow for a local competitive procurement process, DHS is planning to move to a statewide procurement. Noting the negative consequences to the individuals being served, the PA CareerLink® and overall local workforce system, Erica requested the WDB's support in asking Governor Wolf to stop or delay the procurement in favor of working together to understand problems and develop solutions.

Erica reported that the Local Elected Officials Board acted earlier that morning in support of a letter directly from them.

The WDB determined staff will draft the letter and send it to the WDB members for signatures before sending later the same week.

- ▲ **Dean Girton made a motion to formally advocate to the Governor's Office and the PA Dept. of Human Services for delayed release of a statewide procurement in favor of discussion to problem solve and assure the best local program delivery via local workforce development. Keith Koppenhaver seconded the motion. The motion was unanimously approved with no abstentions.**

Audit/Finance Committee

Jim Stopper, Committee Chair, provided the update.

Financial Reports through 9/30/21 and Fiscal Year 22 Budget Update Report

Jim referenced the quarterly financial reports and budget updates in the meeting packets. Noteworthy, Advance Central PA has received \$370,827 in Statewide Activities funds which will be used for various needs, including to purchase furniture and technology for the PA CareerLink® sites.

Audit

Three staff from Young, Oakes, Brown, and Co. were on-site at Advance Central PA to conduct the FY21 single audit. An exit interview was held with staff and the audit went well, with no findings or concerns. The auditors presented the report to Audit Finance Committee on December 10th, and the LEO Board at their meeting. Jim referenced a summary of the audit included in the meeting packet.

Jim and other Board members commended the staff for a job well done and a history of clean audits.



Jim made a motion to accept the Single Audit for Fiscal Year 2021 as presented by Young, Oakes, Brown & Company P.C. Lynn Kuhns seconded the motion. The motion was unanimously approved with no abstentions.

Jim directed anyone who would like a full copy of the Single Audit to contact Brooke Gessner, Advance Central PA Finance Manager.

EARN Committee

Bruce Jones, Bureau of Workforce Program Operations Assistant Regional Director, provided the update on behalf of Ken Chappell, Committee Chair. The EARN Committee was scheduled to meet November 15th, but due to a scheduling conflict, staff sent a comprehensive email update instead.

EARN Contract

Bruce shared new innovations underway as a result of Advance Central PA's recent competitive procurement of EARN. The contract with Central Susquehanna Opportunities, Inc. (CSO) includes a subcontract with EDSI for a Multi-Generational Customer Service Credentialing program and a Healthcare Career Acceleration program. The Customer Service program kicked off in November serving four families. Starting in January, the Healthcare Career Acceleration program will provide training that explores dental assistant, medical assistant, EMT/Fire Academy, health information records technology, and includes a capstone project, resume preparation, and mock interviews. Students receive CPR/First Aid training at the conclusion of the program.

Enrollments and Referrals

Enrollment numbers continue to increase with 110 so far since July 1st, including 42 enrollments in October alone.

Advanced Manufacturing Pre-Apprenticeship (AMP)

CSO and Central Susquehanna Intermediate Unit (CSIU), Advance Central PA's Out-of-School Youth provider continue partnering to engage current AMP participants, prepare participants interested in the upcoming class, and create study materials to support the participants who will take the Penn College course. The Youth Committee update will include additional information on the AMP program.

Department of Human Services (DHS) Updates

The updated EARN Manual for program year 2021-2022 was released and includes revisions that eliminate following federal time limitation requirements for job search/readiness activities and that make activities related to barrier remediation available to participants as "core" activities. Advance Central PA staff support changes like these which will allow an even greater focus on helping EARN participants remediate barriers that are blocking them from meeting their goals and finding lasting employment. Another change coming from DHS includes changes in the system of record to separate a participant's formal plan (individual employment plan) in EARN from Title I WIOA. Separating a participant's individual employment plan is concerning to staff since collaboration between programs is vital for co-enrollment success.

Governance Committee

Dean Girton, Governance Committee Chair, provided the update.

Appointment of Workforce Development Board Chair

Dean announced that Jamie Aurand has led the Workforce Development Board for the last two years with his term expiring at the end of this month. He thanked Jamie for his commitment to the board.

To remain compliant, Dean mentioned a Chairperson representing the business sector must be appointed. The Governance Committee has discussed the potential appointment of Dave Zartman, and after reaching out, Dave accepted the nomination.

Dave has been involved with the Workforce Development Board for a significant amount of time, has been active and in regular attendance, and his company, Zartman Construction, participates in various PA CareerLink® activities.



Dean Girton made a motion to appoint Dave Zartman as Chair of the Advance Central PA Workforce Development Board from January 1, 2022 through December 31, 2023. Bruce Jones seconded the motion. The motion was unanimously approved with 1 abstention.

Vice Chair Vacancy

Dean reported the vacancy for a Vice Chair. For succession planning, the Vice Chair will hold that position until moving into the Chair role in January 2024. Adding that the staff at Advance Central PA make it easy to be in these leadership positions and they would be supported, Dean appealed to business representatives to contact Erica if they have an interest or questions.

Personnel Committee

Jay Alexander, Personnel Committee Chair, presented the update.

Staffing Updates

Kelly Walter started her duties as the Office/Board Coordinator on September 27th. Kelly comes from Evangelical Community Hospital and previously was the Director of the Herr Memorial Library for seven years. Kelly has extensive organizational and customer service skills and is excited to continue growing and learning.

Advance Central PA also welcomed Pamela Burns as the new Business Engagement Coordinator. Pamela began on December 6th. She has extensive experience working with businesses from her role at First National Bank where she was a Branch Manager and from her editorial and freelance experience writing business articles for regional newspapers.

Jay thanked all of the Advance Central PA staff for stepping up and filling in to assume the responsibilities of the Office/Board Coordinator and Business Engagement Coordinator while those positions were vacant.

Policy & Performance Committee

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

Staff Monitoring

Jim provided an overview of the staff-led monitoring that took place from September through November 2021. A response to the Out-of-School Youth monitoring has been received from Central Susquehanna Intermediate Unit (CSIU) and was found to adequately address requirements and recommendations. Staff will follow-up with CSIU on ideas presented that are not in the scope of the current contract. Staff has completed monitoring of Adult and Dislocated Worker programs; both Central Susquehanna Opportunities, Inc. and Tuscarora Intermediate Unit, have been given 30 days to respond to required actions. Additionally, the EARN program year 2020 monitoring is underway.

State Monitoring

Advance Central PA received a final report of findings from the PA Department of Labor & Industry Bureau of Workforce Development Administration (BWDA) for program year 2020 Fiscal and Procurement and Oversight Monitoring. There was one finding requiring corrective action and one recommendation. A timely response addressing both has been sent to BWDA. The program year 2021 monitoring for Procurement and Subcontract and Policies, Agreement and Service Delivery are also being conducted.

The PA Department of Labor & Industry Office of Equal Opportunity (OEO) conducted a 2021 compliance review. This monitoring required staff to conduct an intensive and comprehensive ADA accessibility review at each Central PA CareerLink® site. Site Administrators are working with landlords to address findings and staff have submitted documentation to the OEO as required. A report from OEO is forthcoming.

PY20Q1 and PY21Q1 Comparison Adult/Dislocated Worker Exit Reports

Jim explained the report demonstrating the outcomes of participants when they exit Adult/Dislocated Worker programming with employment being the ultimate goal. While comparing the entire region, there were fewer enrollments in PY21, bringing the number of exits down by 22, while the overall rate of Exit with Employment held steady at 61%. Looking at the CSO exits, their rate improved from 51% to 57%.

Those who received Individualized Training Accounts (ITA) or On the Job Training (OJT), their rates rose significantly from 63% to 82%. With the same comparison, the Exit with Employment for the TIU fell from 89% to 78%, however, 100% of the participants that received ITA or OJT exited with Employment.

Staff continue to review the data and the individual circumstances behind the numbers.

Common Measures - PY2021 1st Quarter Reports

These are the official measures for Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth Programs. The US Dept. of Labor is aware of the challenges meeting WIOA Common Measures as a result of the pandemic and recently issued new guidance on how local areas will be measured for last year and the current year. Performance for PY 2020 and PY 2021 will only be determined by the individual program scores for Employment Rate in the 2nd Quarter After Exit and Median Earnings.

Jim explained that all measures are included in the report and indeed, some are not meeting the target negotiated rates. When staff negotiated Common Measure targets they were advised not to take the pandemic into consideration. The new guidance shows understanding of the impact of the pandemic. He noted specific staff findings, including that enrollment numbers across programs are decreased. WDB members discussed and voiced that while meeting and exceeding performance is always the goal, Advance Central PA's efforts to maintain high quality effective programming remain clear.

Youth Committee

Suzanne White, Committee Chair, provided the update.

In-School Youth Procurement

Suzanne reported that Advance Central PA released a request for proposals (RFP) on October 27th to competitively qualified providers for comprehensive year-round programming for Temporary Assistance for Needy Families (TANF) Youth Development eligible youth, specialized programming, focused on specific activities such as paid work experiences for eligible youth, and outreach services to schools and groups of students across school districts throughout Central PA. The evaluation committee read and rated the qualified proposals before meeting for discussion on December 13th when a consensus was reached regarding the recommended contractor

- ▲ **Suzanne made a motion to award a contract for Title I Workforce Innovation & Opportunity Act and TANF Youth Development services for In-School Youth to Central Susquehanna Opportunities, Inc. for the period of January 1, 2022 through June 30, 2023 with funding to be negotiated and options to extend annually through June 30, 2026 based on successful performance outcomes and available funding. Shelly Foust seconded the motion. The motion was unanimously approved with no abstentions.**

Out-of-School Youth (OSY)

Suzanne reported the contract Rider for YES to the Future requires CSIU to enroll 240 new participants during the July 1, 2021 – June 30, 2022 program year. Although, the new participant rate is up from the same timeframe as last year, enrollment is currently at 33% of the annual goal.

With that in mind, YES to the Future continues to brainstorm new ways to recruit and enroll young adults including participation in two fall parades where they handed out over 100 outreach cards.

Suzanne highlighted events YES to the Future recently held to keep young adults engaged in meaningful activities. These included a virtual Leadership Day where 12 attendees learned about personality traits and styles from a local consultant, a Stress Management 101 workshop where seven people were in attendance, and a tour of the culinary program and Le Jeune Chef Restaurant at Pennsylvania College of Technology.

Advanced Manufacturing Pre-Apprenticeship (AMP)

Suzanne spoke about Advance Central PA and PA CareerLink® partners continued work with Pennsylvania College of Technology to offer Advanced Manufacturing Pre-Apprenticeship, known as AMP. A flyer for AMP is being used to promote the program and is attached for reference. This program allows successful

pre-apprentices to obtain a Certified Manufacturing Associate (CMfgA) credential. An upcoming AMP cohort is scheduled to begin in January 2022 with YES to the Future and EARN program staff collaborating to make it successful for participants. Eligible AMP pre-apprentices include Out-of-School Youth, EARN participants, and Dislocated Workers.

Path to Careers

Suzanne provided an overview of staff's continued efforts to increase utilization of Path to Careers. There are now 83 registered business profiles and 31 available experiences. Advance Central PA staff attended several events to promote Path to Careers, including a PA CareerLink® career fair where 12 new businesses were introduced to the website with four of them creating a profile and 6 new experiences as a result. In another outreach effort, staff reached out to 32 businesses that have profiles with expired experiences; as a result 21 have been renewed to date. There is also a plan to reach out to the 42 businesses that have profiles without current experiences.

LEO Board Action Items

Commissioner Kovach provided the update on behalf of Commissioner Holdren.



Commissioner Mirabito made a motion to approve the minutes from the September 15, 2021 joint WDB/LEO Board meeting. Commissioner Klebon seconded the motion. The motion was unanimously approved with no abstentions.

Commissioner Kovach gave many thanks to Advance Central PA staff and PA CareerLink® staff for a job well done in difficult times recalling when the unemployment process was more simple and when there were enough individuals seeking employment.

Executive Directors Update

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

Erica expressed thanks to Jamie for his years of service and his leadership as WDB Chair. In accordance with Bylaws, Jamie will become the Chair of the Personnel Committee for two years. Erica then expressed thanks to Dave for accepting the Chair position.

Funding Updates

Erica reviewed the Competitive Funding Portfolio. In addition to upgrades to equipment and furniture for the PA CareerLink® sites, updates to the Statewide Activities Grant includes funds to procure a third-party evaluator who will analyze current programming and performance measurements and make recommendations for continuous lasting improvement assuring effective and efficient use of tax payer dollars.

Advance Central PA has submitted a Business Education Partnership grant to promote career exposure via student and educator tours of local businesses and fund PA CareerLink® staff outreach services to in-school youth across all 31 public school districts in the region.

In collaboration with Central Pennsylvania Institute of Science and Technology (CPI), Advance Central PA has applied for the PAsmart Apprenticeship Grant. The proposed project will kick-start Registered Apprenticeship programs for Water & Wastewater Operator and Solar Panel Installer.

There are two funding sources being explored. Applications to the Good Jobs Challenge through the U.S. Economic Development Administration are due in January. Advance Central PA is the lead applicant working with a variety of cross-sector partners across the region. Key components of the grant include continued support of sector partnerships for manufacturing and healthcare and implementation of a new partnership for building & construction and the skilled trades.

There is also a grant for Veteran's Employment Program through the PA Department of Labor & Industry. Staff is currently exploring possibilities and partnerships to apply.

Unemployment Rate

Erica explained the Unemployment Rate fluctuates with the actual number that is in the active labor force. The number of people in the labor force in Central PA continues to decrease, therefore it is important to continue efforts to attract more people to the region and engage those already here.

Unemployment Compensation (UC) Impact to PA CareerLink®

The Central Region PA CareerLink® sites continue to assist unemployment compensation applicants to the extent possible including to help them navigate the process of verifying their identify via ID.me and general support submitting their claims. People in the community frequently perceive the PA CareerLink® as being the “unemployment office” and therefore the issues with UC processes are causing negative perception of the sites overall. The LEO Board and WDB commenced into discussion about safety, perception and impact to the workforce system, and equity.

To the concerns and questions posed by members, Erica explained the current local protocol is to help with ID.me by appointment only based on staff capacity each day so that staff are not being pulled from the jobs they are contracted to do to spend extraordinary time with UC customers. The Commonwealth has requested federal resources to hire more UC employees as those already assisting sites are spread thin across workforce development areas each week. Erica agreed with concerns that UC processes pose concerns with equity as individuals with barriers are more likely to lack the needed technology,

Open Discussion

Commissioner Postal asked for an update on the summary for the survey Advance Central PA had released to gain insights from local job seekers; Erica responded it is forthcoming.

Date of Next Meetings

Jamie and Dave announced the upcoming meetings as follows:

- Executive Committee – January 14, 2022 at 10:00 a.m.
- LEO Board Meeting – March 16, 2022 from 9:00 a.m. – 9:30 a.m.
- WDB/LEO Quarterly Meeting - March 16 from 10:00 a.m. – 12:00 p.m.

Adjournment

With no further business to attend to, Commissioner Kovach then Jamie adjourned the LEO Board and WDB meetings at 11:57 a.m. wishing everyone Happy Holidays.

Respectfully submitted,



Office/Board Coordinator

Workforce Development Board Consent Agenda

Action Items

March 16, 2022

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

Executive Committee • Dave Zartman, Chair

The following motions were unanimously approved with no abstentions by a quorum of the Executive Committee during a teleconference held February 11, 2022.

2. Motion to renew Advance Central PA's \$1,000,000 line-of credit with First National Bank for the period January 8, 2022 through January 7, 2023.
3. Motion to allow staff to select a combination of multifunctional device models through lease and purchase not to exceed a total of \$18,750 through June 30, 2022.

Workforce Development Board Non-Consent Agenda Action Items

March 16, 2022

1. Motion to approve the March 16, 2022 Consent Agenda Action Items.

Motion:

Second:

Audit/Finance Committee • Jim Stopper, Chair

Action Needed: Approve Internet Service Contract for Advance Central PA

Action Needed: Update Contract for Path to Careers Comprehensive Review and Rebuild

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

The EARN Committee is scheduled to meet March 30, 2022.

Governance Committee • Dean Girton, Chair

The Governance Committee will meet as necessary.

Personnel Committee • Jamie Aurand, Chair

Action Needed: Renewal of vision benefits

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.

Advance Central PA
 FY 22 Contract Expense and Obligation Report
 From 7/1/2021 Through 12/31/2021

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds ¹	% of Total Oblig. and Exp.	Unoblig. Amount
07/20 - 06/22	PY20 1st Inc. WIOA Adult	84,304	84,304	0	100.00%	0
10/20 - 06/22	PY20 2nd Inc. WIOA Adult	888,907	585,974	230,671	91.87%	72,262
07/21 - 06/23	PY21 1st Inc. WIOA Adult	241,435	0	217,292	90.00%	24,143
10/21 - 06/23	PY21 2nd Inc. WIOA Adult	1,137,912	0	479,192	42.11%	658,720
	Adult Programs	2,352,558	670,278	927,155	67.90%	755,125
10/20 - 06/22	PY20 2nd Inc. WIOA DW	1,301,663	726,740	454,878	90.78%	120,045
07/21 - 06/23	PY21 1st Inc. WIOA DW	258,005	0	232,204	90.00%	25,801
10/21 - 06/23	PY21 2nd Inc. WIOA DW	1,097,820	0	118,388	10.78%	979,432
	Dislocated Worker Programs	2,657,488	726,740	805,470	57.66%	1,125,278
07/21 - 06/22	PY19 Rapid Response	100,000	46,464	51,363	97.83%	2,173
10/20 - 06/22	PY20 Rapid Response	25,000	0	0	0.00%	25,000
	Rapid Response Programs	125,000	46,464	51,363	78.26%	27,173
04/20 - 06/22	PY20 WIOA Youth	735,252	572,297	59,470	85.93%	103,485
04/20 - 06/23	PY21 WIOA Youth	1,596,433	220,514	1,018,760	77.63%	357,159
07/20 - 06/22	PY20 TANF Youth	509,554	273,332	208,636	94.59%	27,586
07/21 - 06/22	PY21 TANF Youth	664,200	0	482,152	72.59%	182,048
02/21 - 09/21	PY20 SLIP	14,439	14,439	0	100.00%	0
01/20 - 06/22	PY19 Business & Education Partnership	79,633	13,473	0	16.92%	66,160
	Youth Programs	3,599,511	1,094,055	1,769,018	79.54%	736,438
07/20 - 06/21	EARN	2,720,377	746,093	1,094,949	67.68%	879,335
	Welfare Programs	2,720,377	746,093	1,094,949	67.68%	879,335
01/19 - 06/22	Next Gen 18 - Adv. Man.	66,596	285	0	0.43%	66,311
01/19 - 06/22	Next Gen 18 - Healthcare	65,541	250	0	0.38%	65,291
02/20 - 06/22	Next Gen 19 - Adv. Man.	233,572	147	0	0.06%	233,425
02/20 - 06/22	Next Gen 19 - Healthcare	247,640	1,084	0	0.44%	246,556
NA	IP Sustainability Fund	337,248	0	0	0.00%	337,248
	Industry Partnerships	950,597	1,766	0	0.19%	948,831
03/20 - 06/22	PASmart CNC Apprenticeship	241,053	69,812	0	28.96%	171,241
	Reemployment Services	241,053	69,812	0	28.96%	171,241
NA	Research Department	51,356	21,944	0	42.73%	29,412
NA	Gold Standard	64,671	2,264	945	4.96%	61,462
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	3,917	105	0	2.68%	3,812
05/20 - 06/22	COVID-19 PACL	149,384	28,897	120,486	100.00%	1
10/20 - 09/23	ARC Reboot	1,009,186	76,593	906,179	97.38%	26,414
08/21 - 09/23	Statewide Funds	317,207	150,429	0	47.42%	166,778
	Statewide Funds	59,810	0	0	0.00%	59,810
	Other Programs	1,656,308	280,232	1,027,610	78.96%	348,466
	Grand Total	14,302,892	3,635,440	5,675,565	65.10%	4,991,887

Notes:

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

Advance Central PA
Operating Budget to Actual Comparison
From 7/1/2021 Through 12/31/2021

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	921,991	415,408	506,582.52	45.06%
Staff Travel & Development	28,418	2,663	25,755.34	9.37%
Board Expenses	8,674	2,321	6,353.00	26.76%
General Office Supplies	5,566	2,474	3,091.78	44.45%
Leases - Copiers/Equipment	2,500	418	2,081.89	16.72%
Outreach	2,250	244	2,006.20	10.84%
Subscriptions	22,251	1,231	21,019.55	5.53%
Memberships	10,510	8,605	1,905.47	81.87%
Vehicles	4,850	2,685	2,165.00	55.36%
Equipment And Furnishings	10,212	1,285	8,927.33	12.58%
Professional Fees	15,750	10,688	5,062.50	67.86%
Business Services	14,300	5,693	8,607.00	39.81%
Computer Services	31,944	13,614	18,330.04	42.62%
Facility Costs	<u>81,029</u>	<u>38,565</u>	<u>42,463.58</u>	<u>47.59%</u>
Total Operational Expenses	1,160,245.00	505,893.80	654,351.20	<u>43.60%</u>
Total Expenditures	1,160,245.00	505,893.80	654,351.20	<u>43.60%</u>

Notes:

* Anticipated expenditure rate of 50%.

Advance Central PA
 FY22 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2021 Through 12/31/2021

	Total Budget - Original	Current Year Actual	Variance - Original	Budget Expended *	Budget Remaining
REVENUE:					
WIOA Adult	188,687	73,065	115,622	38.72%	61.28%
WIOA Dislocated	188,687	73,065	115,622	38.72%	61.28%
WIOA In School Youth ¹	10,646	10,646	-	100.00%	0.00%
WIOA Out of School	92,903	35,933	56,970	38.68%	61.32%
EARN	172,486	67,840	104,646	39.33%	60.67%
Advance Central PA Total: ²	653,409	260,550	392,859	39.88%	60.12%
WAGNER PEYSER	317,561	122,675	194,886	38.63%	61.37%
WP REGIONAL	12,112	5,161	6,951	42.61%	57.39%
VETS	73,413	28,497	44,916	38.82%	61.18%
RAPID RESPONSE	1,683	581	1,102	34.52%	65.48%
OVR	92,884	35,346	57,538	38.05%	61.95%
STAFF	12,112	5,161	6,951	42.61%	57.39%
DEVELOPMENT					
OVERSIGHT	12,112	5,161	6,951	42.61%	57.39%
TRADE	25,979	10,340	15,639	39.80%	60.20%
State Partner Total:	547,855	212,922	334,933	38.86%	61.14%
Total REVENUE	1,201,264	473,472	727,792	39.41%	60.59%
EXPENSES:					
PERSONNEL					
Total PERSONNEL	476,511	213,758	262,753.54	44.86%	55.14%
FACILITY					
Total FACILITY	648,294	281,741	366,552.86	43.46%	56.54%
OPERATIONAL ³					
Total OPERATIONAL	329,132	86,409	242,723	26.25%	73.75%
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	263,284	108,436	154,847	41.19%	58.81%
TOTAL EXPENDITURES	1,453,937	690,344	763,593	47.48%	52.52%

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 50%.

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

2 Advance Central PA is responsible for approximately 55% of the total shared PA CareerLink[®] operating costs compared to 45% paid by other required PA CareerLink[®] partners.

Advance Central PA
 Subcontractor Budget and Actual Comparison
 From 7/1/2021 Through 12/31/2021

Tuscarora Intermediate Unit 11(TIU)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	512,598	229,339	283,259	44.74%	55.26%
Dislocated Worker Pool	511,500	257,238	254,262	50.29%	49.71%
OS Youth Pool ³	109,836	45,036	64,800	41.00%	59.00%
TANF	30,000	12,412	17,588	41.37%	58.63%
ARC Reboot	73,780	35,935	37,845	48.71%	51.29%
EARN Pool ³	100,000	41,136	58,864	41.14%	58.86%
Total OPERATIONAL EXPENSES	1,337,714	621,096	716,618	46.43%	53.57%
DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	2,500	900	1,600	36.00%	64.00%
Dislocated Worker Pool	3,598	900	2,698	25.01%	74.99%
Total DIRECT CUSTOMER SERVICES	6,098	1,800	4,298	29.52%	70.48%
TOTAL EXPENDITURES	1,343,812	622,896	720,916	46.35%	53.65%

Central Susquehanna Opportunities, Inc. (CSO)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	606,892	230,799	376,093	38.03%	61.97%
IS Youth Pool ⁵	178,322	174,915	3,407	98.09%	1.91%
TANF Youth	98,694	93,436	5,258	94.67%	5.33%
Dislocated Worker Pool	606,892	265,199	341,693	43.70%	56.30%
Rapid Response ⁶	95,866	45,529	50,337	47.49%	52.51%
ARC Reboot	107,711	35,226	72,485	32.70%	67.30%
EARN Pool	1,534,461	513,508	1,020,953	33.47%	66.53%
EARN SNAP	46,092	4,791	41,301	10.39%	89.61%
Total OPERATIONAL EXPENSES	3,274,930	1,363,403	1,911,527	41.63%	58.37%

DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	10,000	3,548	6,452	35.48%	64.52%
IS Youth Pool	212,026	58,093	153,933	27.40%	72.60%
TANF Youth	157,630	9,336	148,294	5.92%	94.08%
Dislocated Worker Pool	10,000	1,942	8,058	19.42%	80.58%
ARC	4,000	-	4,000	0.00%	100.00%
EARN Pool	86,400	14,792	71,608	17.12%	82.88%
Total DIRECT CUSTOMER SERVICES	480,056	87,711	392,345	18.27%	81.73%
TOTAL EXPENDITURES	3,754,986	1,451,114	2,303,872	38.64%	61.36%

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	106,442	30,664	75,778	28.81%	71.19%
OS Youth Pool	631,527	356,234	275,293	56.41%	43.59%
Total OPERATIONAL EXPENSES	737,969	386,898	351,071	52.43%	47.57%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	63,580	10,598	52,982	16.67%	83.33%
OS Youth Pool	254,324	20,985	233,339	8.25%	91.75%
Total DIRECT CUSTOMER SERVICES	317,904	31,583	286,321	9.93%	90.07%
TOTAL EXPENDITURES	1,055,873	418,481	637,392	39.63%	60.37%

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's ISY and TANF contract budget represent July - December.

6 CSO Rapid Response budget includes The Link.

FY22 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS
As of **2/28/2022**

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY22 ITA	
Adult	\$63,090	\$25,398	\$27,256	\$52,654	\$10,436	15	83.46%
Adult POS	\$83,090	\$33,464	\$41,083	\$74,547	\$8,543	25	89.72%
Dislocated Worker	\$100,373	\$20,440	\$50,663	\$71,103	\$29,270	20	70.84%
TOTAL ITA	\$246,553	\$79,301	\$119,002	\$198,304	\$48,250	60	80.43%

ON THE JOB TRAININGS (OJTs)						FY22 OJT	
Adult	\$48,727	\$6,693	\$5,516	\$12,208	\$36,518	2	25.06%
Adult POS	\$48,727	\$9,677	\$19,738	\$29,415	\$19,312	5	60.37%
Dislocated Worker	\$66,916	\$9,602	\$21,712	\$31,314	\$35,602	6	46.80%
Out of School Youth	\$79,822	\$6,321	\$11,257	\$17,578	\$62,244	6	22.02%
TOTAL OJT	\$244,191	\$32,293	\$58,222	\$90,515	\$153,676	19	37.07%
TOTAL ITA/OJT	\$490,744	\$111,595	\$177,224	\$288,819	\$201,925	79	58.85%

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

FY22 Central Region Budget Updates

As of March 16, 2022

The Central Region has increased revenues of \$167,775 from the budget presented at the December 15, 2021 meeting for a revised available revenue total of \$14,483,268. Adjustments include additional Statewide Activities funds, a new Business and Education Partnership grant, and funds from the state for Assistive Technology purchases.

Advance Central PA's available funding for operations increased by \$15,000 due to the new Business and Education Partnership grant.

The Other Service Delivery budget increased by \$135,000 due to the addition of the new Business and Education Partnership grant.

The Regional Budget increased by \$17,775 due to the additional Statewide Activities grant funds and State Assistive Technology funds.

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

**Advance Central PA
FY 22 Central Region Budget Updates
As of March 16, 2022**

Following is the net change to the FY22 Revenues that were presented on December 15, 2021. Changes include additional Statewide Activities funds, a new Business and Education Partnership grant, and funds from the state for Assistive Technology.

Total Revenues presented 12/15/21	\$ 14,315,493
Adjustments:	
Statewide Activities	6,190
Business and Education Partnership 2021	150,000
State Assistive Technology	11,585
Net Increase	167,775
Revised Available Revenues	<u><u>\$ 14,483,268</u></u>

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

Total Budget presented 12/15/21	\$ 14,315,493
Net Increase in Allocated Funds	167,775
Net Change in Unallocated Funds	-
Revised Total Budget	<u><u>\$ 14,483,268</u></u>

Advance Central PA's available budget increased due to the new Business and Education Partnership grant.

Advance Central PA Budget presented 12/15/21	\$ 1,227,245
Adjustments:	
Net Increase	15,000
Revised Advance Central PA Budget	<u><u>\$ 1,242,245</u></u>

The Other Service Delivery budget increased due to the addition of the new Business and Education Partnership grant.

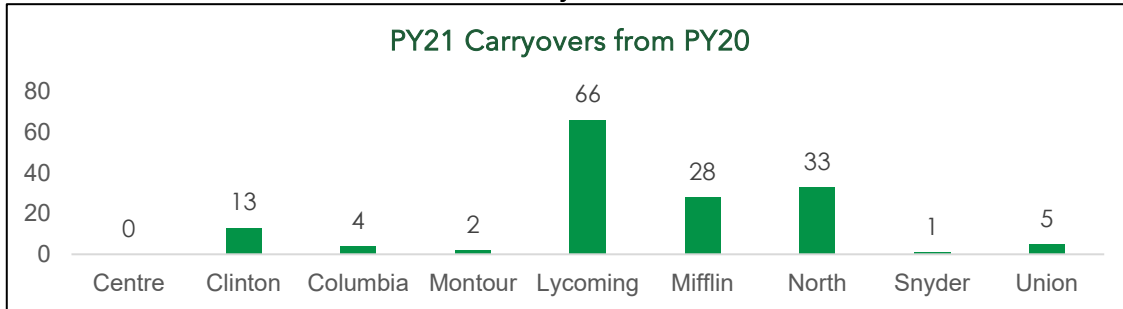
	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 12/15/21	\$ 3,103,994	\$ 1,458,872	\$ 930,315	\$ 1,831,767
Net Increase	-	-	-	135,000
Revised Service Delivery Budgets	<u><u>\$ 3,103,994</u></u>	<u><u>\$ 1,458,872</u></u>	<u><u>\$ 930,315</u></u>	<u><u>\$ 1,966,767</u></u>

The Regional Budget increased due to the additional Statewide Activities funds received and the State Assistive Technology funds.

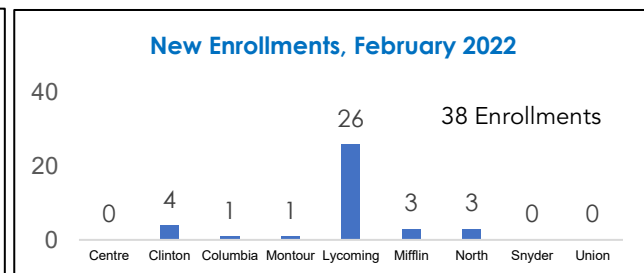
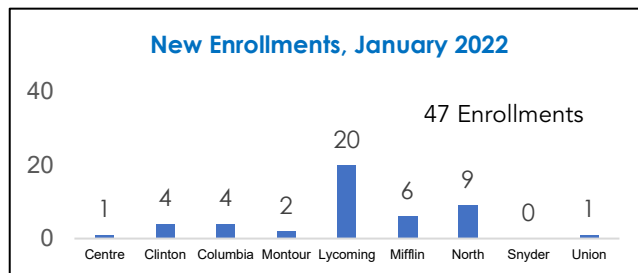
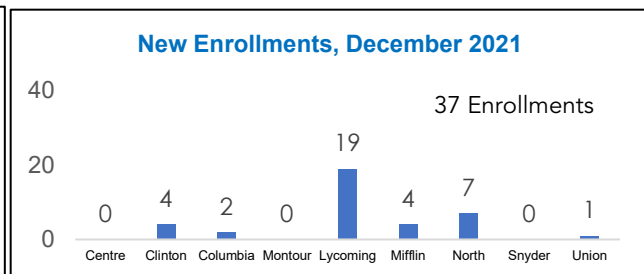
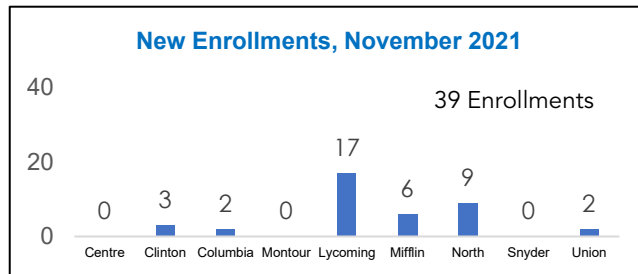
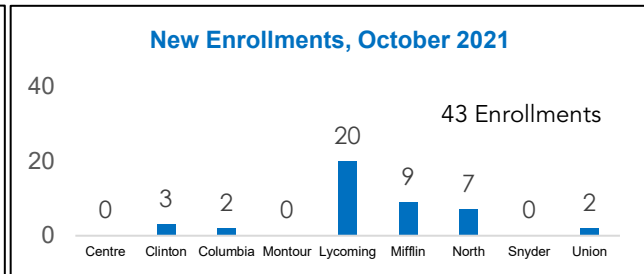
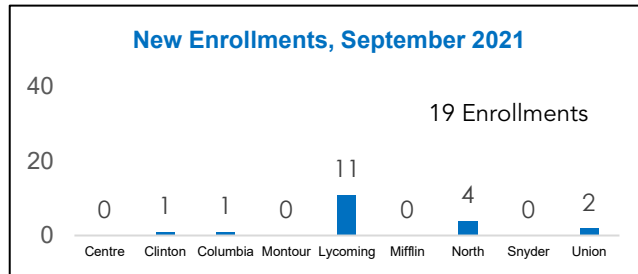
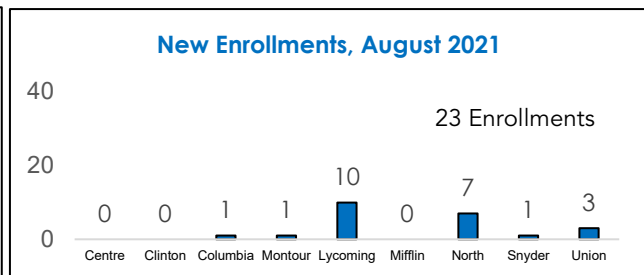
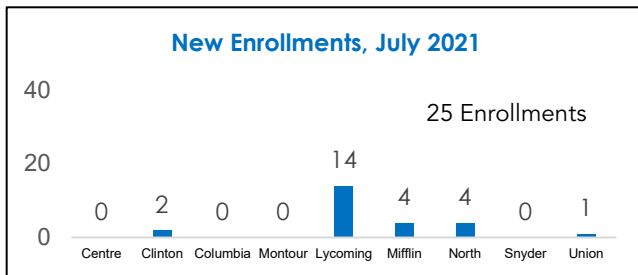
Regional and Other Budget presented 12/15/21	\$ 626,820
Net Increase	17,775
Revised Regional and Other Budget	<u><u>\$ 644,595</u></u>

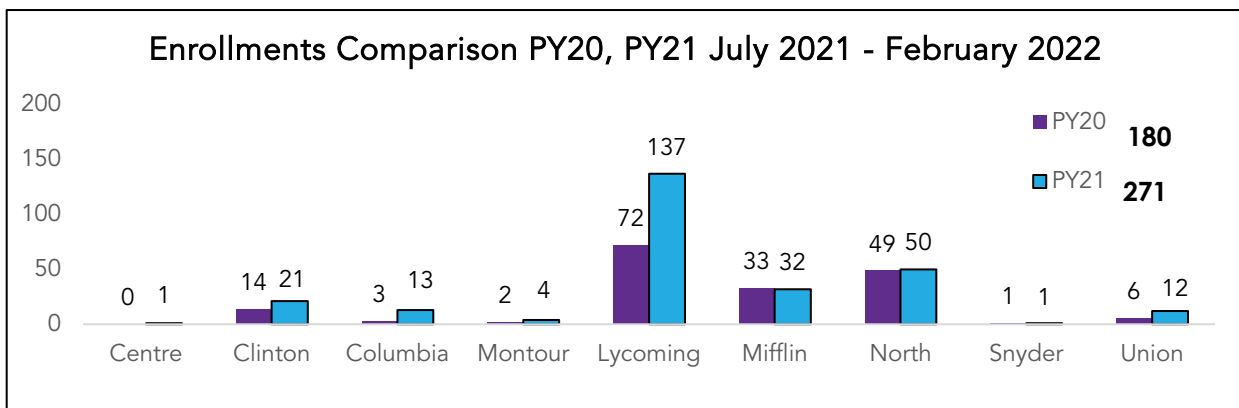
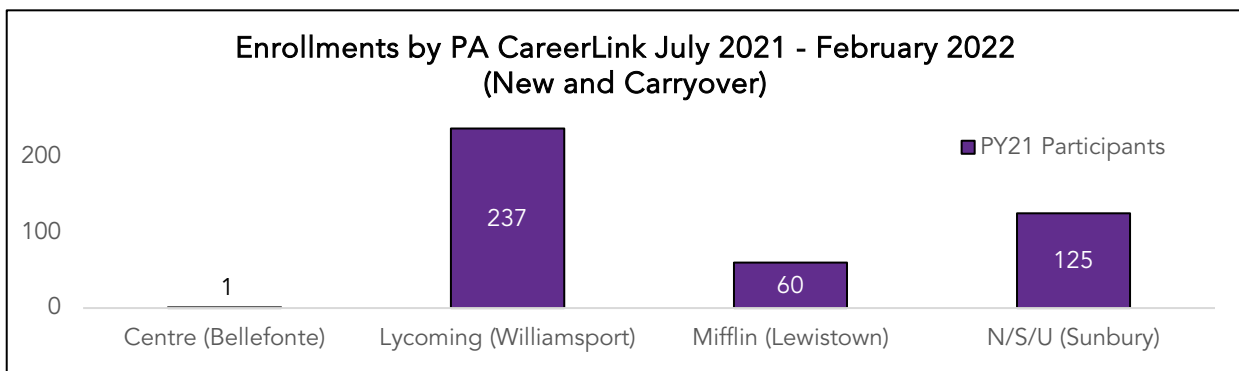
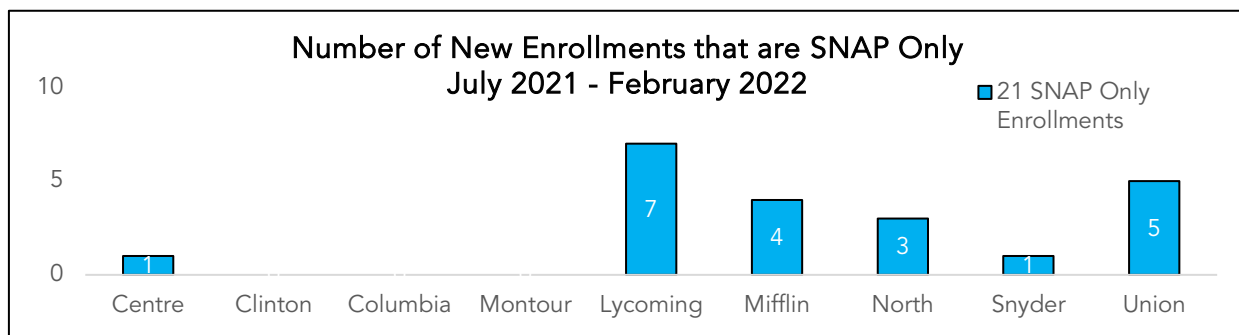
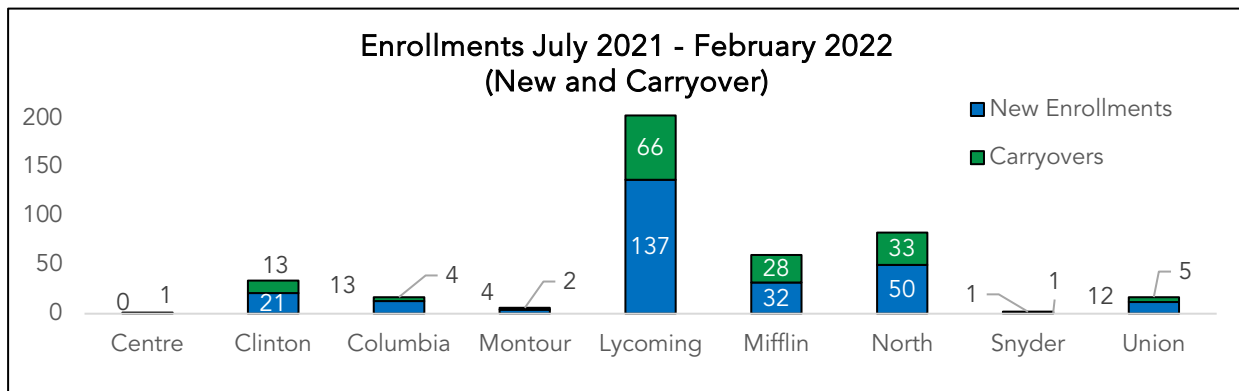
EARN Program Year 2021-2022 Enrollment Report

152 Total Carryovers from PY20



271 New Enrollments for July 2021 to February 2022





Monitoring Update

December 2021 through February 2022

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

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

ON-THE-JOB TRAINING (OJT) CONTRACT MONITORING

Staff completed a desk review of 4 new contracts submitted for approval for begin dates between December 2021 and February 2022; each of contracts were approved for funding. In addition, staff completed desk reviews for the 3 other open OJT contracts to monitor for risks, quality of services provided, and adherence to the training plan and fiscal requirements; technical assistance was provided to the subcontractors as needed.

TRAINING PROVIDER MONITORING

Approval of Training Programs for Funding

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

- Staff continue to review applications as they are received and provide technical assistance to training providers as needed. A total of 118 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 have reviewed the corrective action plan (CAP) received from Central Susquehanna Opportunities Inc. (CSO) in response to the 2021 ISY Summer Monitoring Report. The CAP was accepted with additional clarification of expectations outlined in the acceptance letter which closes the monitoring.
- Formal program year 2021 ISY file monitoring is currently underway. A total of 18 co-enrolled WIOA/TANF cases were selected for monitoring. A full report is forthcoming.

ADULT AND DISLOCATED WORKER (ADW) MONITORING

The program year 2020 monitoring of CSO and Tuscarora Intermediate Unit 11 (TIU) Adult and Dislocated Worker program operations has concluded.

- Monitoring of CSO's service delivery included a review of 46 hard copy case files. CSO submitted a corrective action plan in response to the monitoring report which outlined seven required actions and three recommendations. Staff requested additional information after receiving CSO's initial CAP. Upon

receiving a more detailed CAP, and after providing CSO with technical assistance, the monitoring was closed.

- Monitoring of TIU's service delivery included a review of 13 hard copy ADW case files resulting in six required actions and two recommendations. Staff requested additional detail after receiving the initial CAP. Upon receiving the revised plan and after providing TIU with technical assistance, the CAP was accepted.

EARN MONITORING

Advance Central PA completed the formal monitoring of Central Susquehanna Opportunities, Inc.'s (CSO) program year 2020 operations and a report was issued March 1, 2022. Monitoring included a comprehensive review of 33 case files and resulted in required corrective actions, most technical in nature. The corrective action plan from CSO is forthcoming.

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

- BWDA has accepted the corrective action plan submitted by staff to address one finding and one recommendation presented in their report on the program year 2020 monitoring of fiscal integrity, audits, local monitoring, Operator, and case files.
- BWDA facilitated a monitoring of the requirements surrounding the PA Sunshine Act. Staff gathered and submitted all requested documentation for this monitoring in a timely fashion.
- In a review of Advance Central PA's LWDB membership and composition, BWDA issues two findings that required corrective action. The first was in regard to Statement of Financial Interest (SOFI) forms; one member did not complete theirs until after the May 1st deadline. The second was in regard to LWDB composition and compliance with the requirement that 20% of members are representatives in the workforce category. A timely corrective action plan was submitted including evidence the SOFI has already been requested of members for 2021. For the second finding, BWDA recommended a third member representing labor organizations and joint-labor-management or union affiliated apprenticeship programs be added to the WDB. The proposed corrective action plan includes the addition of an optional member according to the code of federal regulations, a community serving organization representative. With the addition of this member, another private sector member will also need to be added to maintain a private sector membership majority. BWDA's response to the corrective action plan is forthcoming.

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

Staff have not yet received a formal report from OEO regarding their 2021 compliance review. Possible ADA compliance issues at PA CareerLink® sites identified by staff during this review process are being resolved with building owners. Staff are also working to update the local limited English proficiency plans.

PENNSYLVANIA DEPARTMENT OF HUMAN SERVICES (DHS) EARN MONITORING

DHS conducted a program year 2020 monitoring of the regional EARN program. Staff met with the DHS monitor at the PA CareerLink® Lycoming County site. After a review of the initial findings, a written response was provided to DHS to provide clarification on performance numbers that did not align with internal data reports.

PROGRAM COMPLAINT

Staff received a program complaint from a CSO Adult customer regarding the denial of ITA funding. The complaint was found to be valid. The matter was reviewed with CSO, and a resolution was reached with the customer.

Adult/Dislocated Worker Outcomes Report

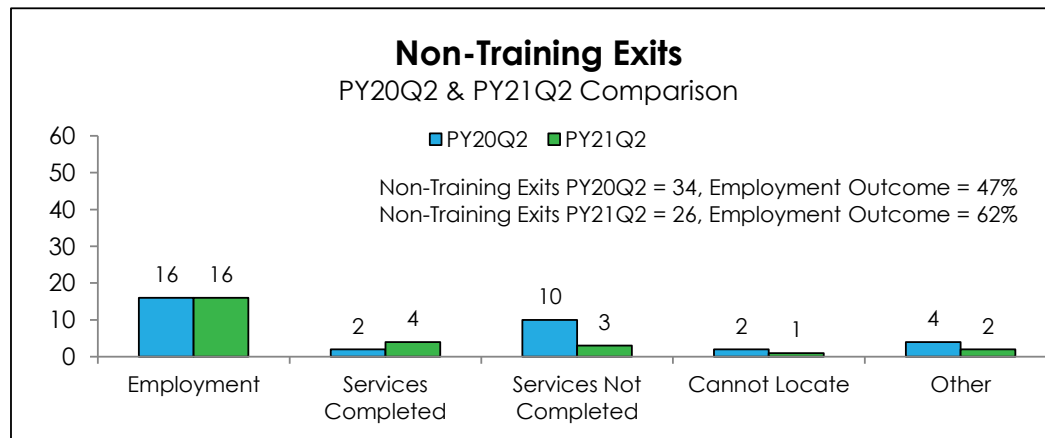
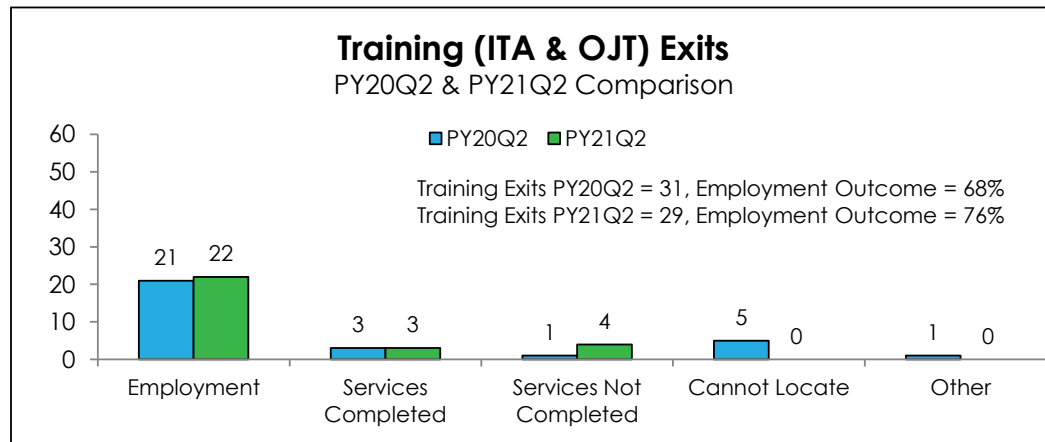
PY20 Q2 and PY21 Q2 Comparison

October 1, 2020 - December 30, 2020 & October 1, 2021 - December 30, 2021

Central Pennsylvania



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



Other* PY20Q2: Health, Medical (5)
(applies to All Exits) PY21Q2: Health, Medical (1), Retirement (1)

Adult/Dislocated Worker Outcomes Report

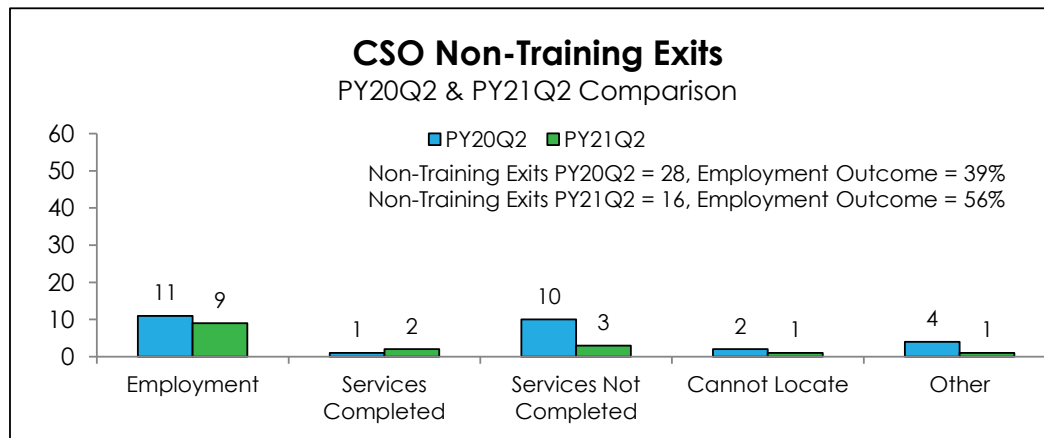
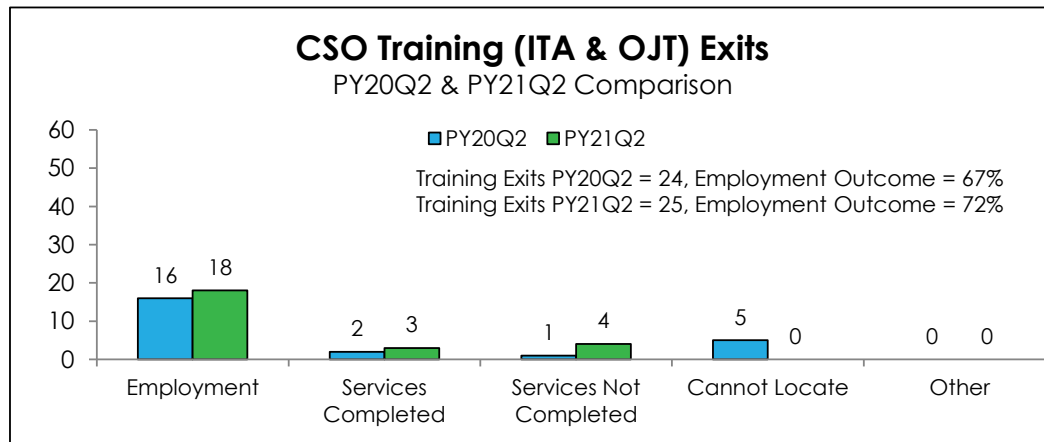
PY20 Q2 and PY21 Q2 Comparison

October 1, 2020 - December 30, 2020 & October 1, 2021 - December 30, 2021

Central Susquehanna Opportunities, Inc.



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



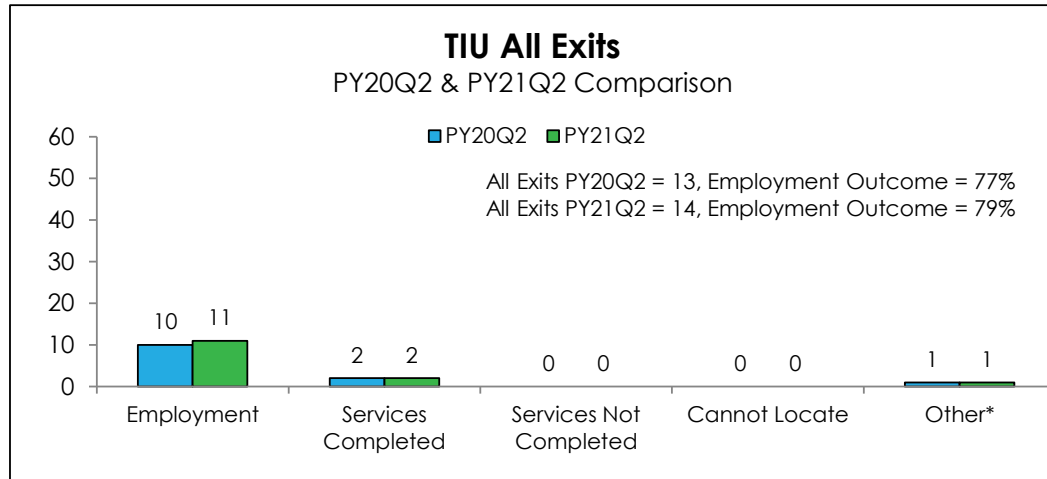
Other* PY20Q2: Health, Medical (4)
(applies to All Exits) PY21Q2: Health, Medical (1)

Adult/Dislocated Worker Outcomes Report

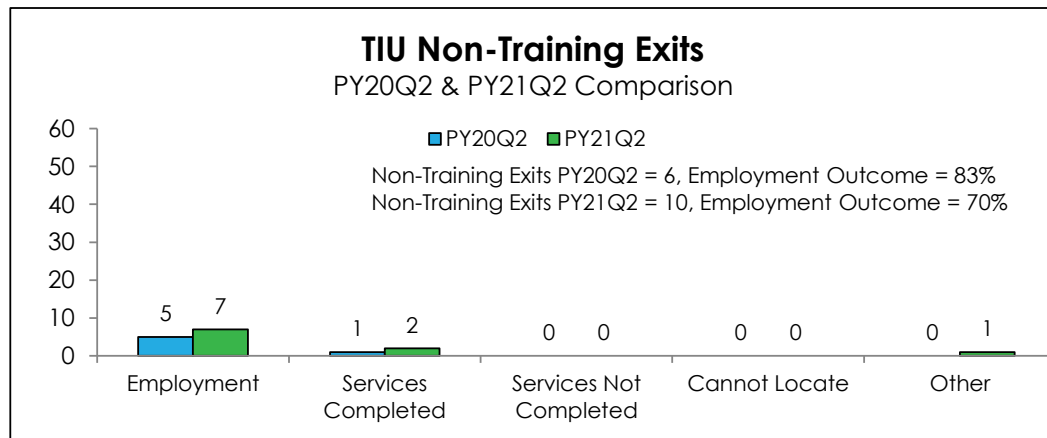
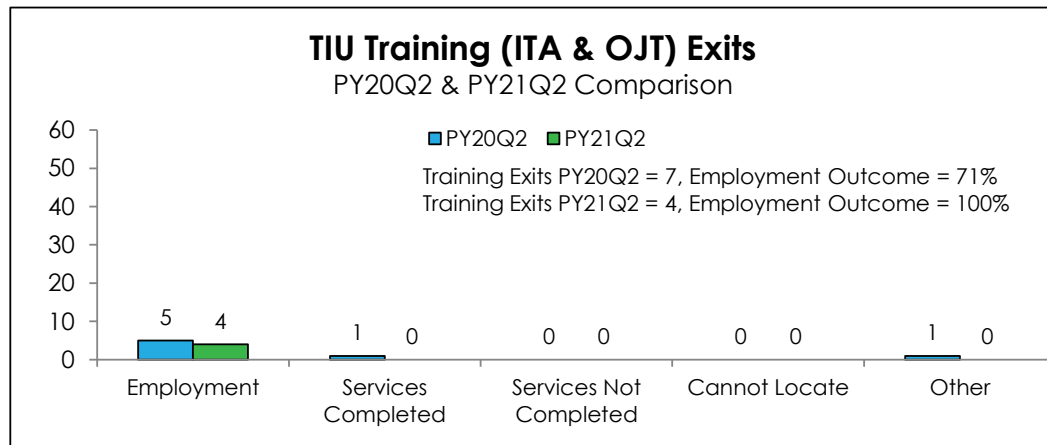
PY20 Q2 and PY21 Q2 Comparison

October 1, 2020 - December 30, 2020 & October 1, 2021 - December 30, 2021

Tuscarora Intermediate Unit 11



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

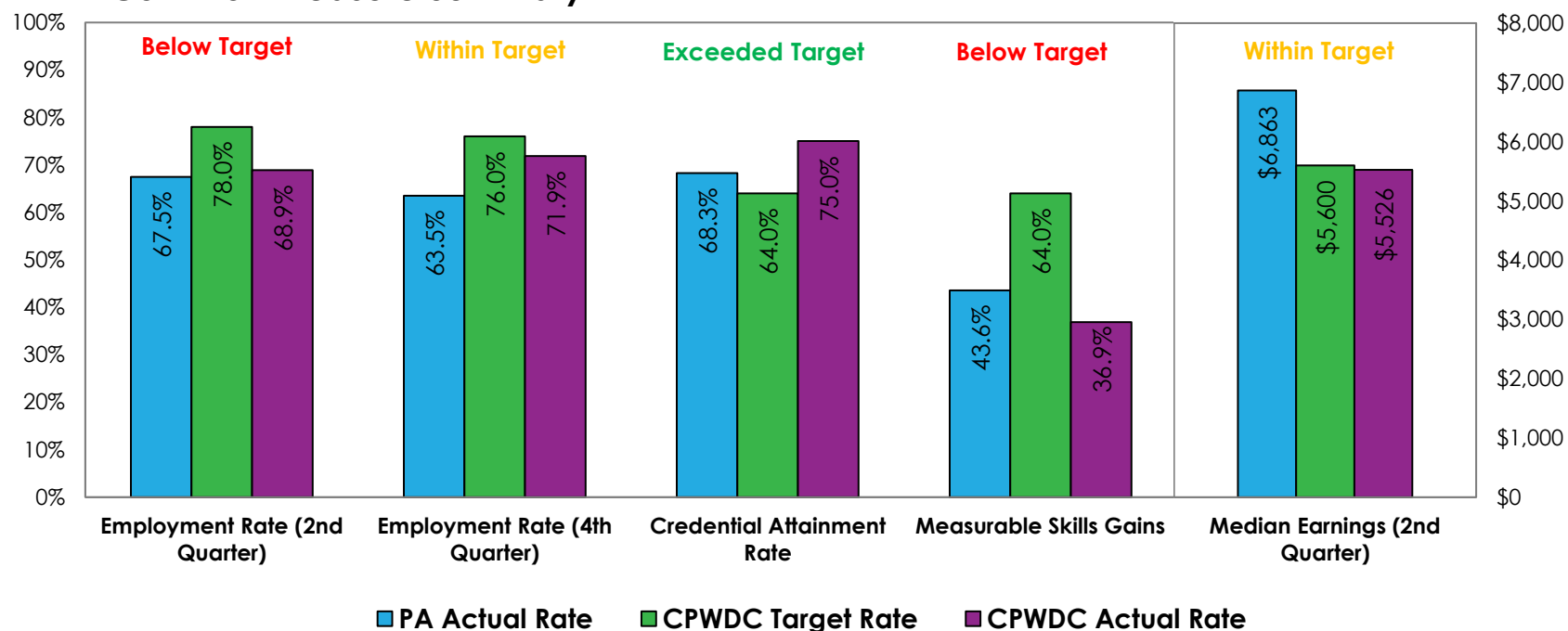


Other* PY20Q2: Health, Medical (1)
(applies to All Exits) PY21Q2: Retirement (1)

Advance Central PA Adult Program 2nd Quarter Program Year 2021 Common Measure Summary

Improvement needed in:

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



Common Measure Definitions

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

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

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

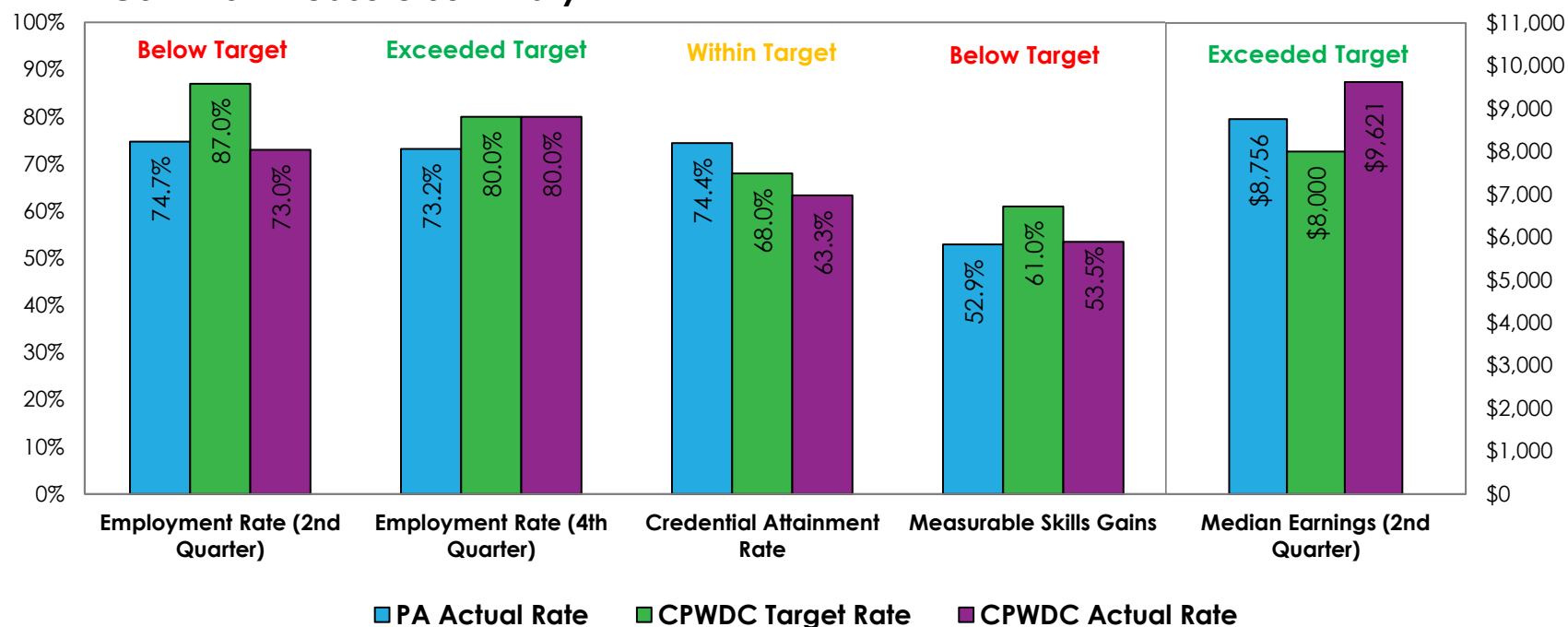
Measurable Skills Gain - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

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

Advance Central PA Dislocated Worker Program 2nd Quarter Program Year 2021 Common Measure Summary

Improvement needed in:

- Employment Rate (2nd Qtr.)
- Measurable Skills Gains
- Credential Attainment Rate



Common Measure Definitions

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

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

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

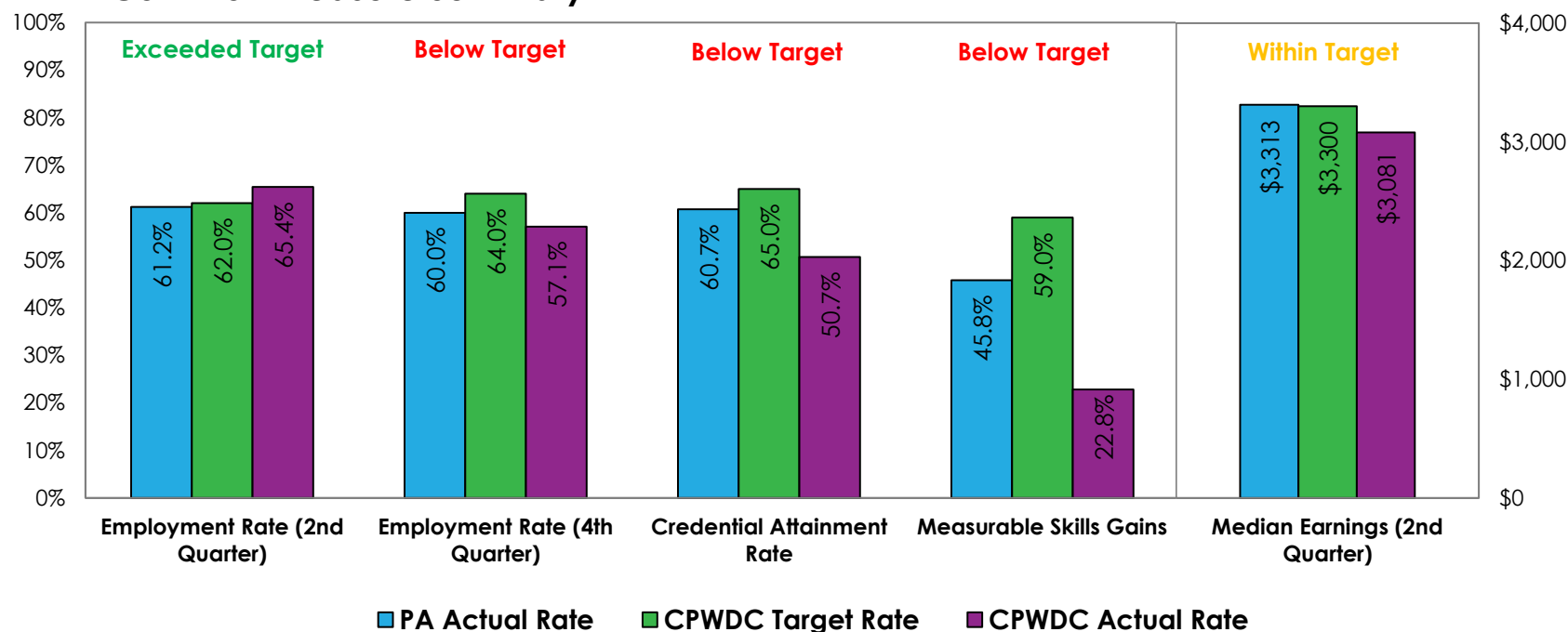
Measurable Skills Gain - % of Dislocated Workers in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

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

Advance Central PA Youth Programs 2nd Quarter Program Year 2021 Common Measure Summary

Improvement needed in:

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



Common Measure Definitions

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

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

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

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

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



2022 WILLIAMSPORT AREA PARENT PATHWAYS AWARENESS NIGHT

In Collaboration with Parent Teacher Conferences & Tours

Tuesday, April 12th | 5:00 PM - 8:00 PM
Williamsport Area H.S. | Food and Refreshments



Engage Your Future Workforce

Share valuable information with students and families about your business such as open positions, career pathways, benefits and key skills you look for.

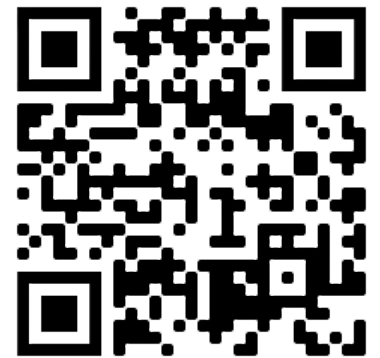
Connect With Your Community

Promote your brand to local families and demonstrate that your business is invested in the workforce of the future.

Also Featuring:

The Link | Path To Careers | Guest Speakers

Register Today:



<https://tinyurl.com/WASDBusiness>

Registration Deadline:
April 5th



A proud partner of the American Job Center network



Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program.
Paid for with WIOA funding.



2022 FUTURE CAREERS EXPO & PARENT PATHWAYS AWARENESS NIGHT

Wednesday, April 13 | 5:30 PM - 8:00 PM

@ Columbia-Montour AVTS | Dinner Provided

Engage Your Future Workforce

Share valuable information with students and families about your business such as open positions, career pathways, benefits and key skills you look for.

Connect With Your Community

Promote your brand to local families and demonstrate that your business is invested in the workforce of the future.

Also Featuring:

The Link | Virtual Escape Rooms | Path To Careers | Guest Speakers

Register Today:



tinyurl.com/2022FutureCareersExpo

Registration Deadline:
April 5th



A proud partner of the AmericanJobCenter network



**Advance
Central PA**
Linking People & Business

THE FOUNDATION
of The Columbia Montour Chamber of Commerce



**PATH to
CAREERS**

Auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program.
Paid for, in part, with WIOA funding.

Local Elected Official Board Joint Meeting Action Items March 16, 2022

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

Fiscal Year 2022 Competitive Funding Portfolio As of March 9, 2022

GRANTS CARRIED OVER FROM FY21

Program/Project Name & Funding Information	Funding Available	Grant Objectives
PASmart Next Generation Sector Partnerships (2019/2020) PA Dept. of Labor & Industry January 1, 2019 – June 30, 2021 (Waiver in process to extend through June 30, 2022)	\$223,300	<ul style="list-style-type: none"> Supports the Central Region's Next Generation Sector Partnerships including continued growth of the Manufacturing partnership and a re-launch of the Healthcare partnership. Next Generation Sector Partnerships are employer-led with support and follow-up from workforce development, economic development, education, organized labor and community organizations to address sector defined needs to compete and thrive in the Central Region. Funding for both partnerships includes incumbent worker training that requires a 50% match from employer.
Business Education Partnership Grant PA Dept. of Labor & Industry January 1, 2020 – June 30, 2021 (Waiver in process to extend through June 30, 2022)	\$121,080	<ul style="list-style-type: none"> Support at least 3,425 students and 130 teachers in workplace events including a minimum of 75 businesses. Host 8 Parent Pathways Nights for 1,200 parent and student nights providing information on local career and training opportunities available. Support year long mentoring for 30 students and their mentors. Increase awareness for students and parents local career opportunities and decreased employer fatigue in responding to school requests for career exploration activities using PathToCareers.org.
COVID-19 Disaster Recovery National Dislocated Worker Grant US Department of Labor May 1, 2020 – June 30, 2021 (Extended through June 30, 2022)	\$156,065	<ul style="list-style-type: none"> Supports the PA CareerLink® network's re-opening by funding security, janitorial, and additional staff to manage customer flow and crowds, and provide basic career services while assuring staff and customer safety. <p>Note: Funds can only be used to hire temporary workers that are WIOA Dislocated Worker eligible and can remain in the position no longer than 12 months. None of the security guards hired qualified for this funding.</p>
PASmart Growing Registered Apprenticeships and Pre-Apprenticeships in Pennsylvania Grant PA Dept. of Labor & Industry June 30, 2022	\$250,000	<ul style="list-style-type: none"> Support and expand a Registered Apprenticeship for CNC Machining and implement a consortium model pre-apprenticeship program within the career & technical education departments at local school districts in order to: Enroll 59 non-traditional pre-apprentices. Enroll 15 non-traditional Registered Apprentices. Increase the number of businesses in the local Registered Apprenticeship for CNC Machining program.
State/Local Internship Program (SLIP) Grant PA Dept. of Labor & Industry May 1, 2021 – August 27, 2021	\$35,000 (35% business match is required)	<ul style="list-style-type: none"> Support 8-9 interns ages 16-24 with the opportunity to have an internship with local businesses fulfilling work experience while also gaining career awareness, soft skills, and exposure to the PA CareerLink® network. Reimburse 8-9 businesses for intern wages in the amount of \$10.35 per hour.
Appalachian Regional Commission Partnership for	\$1,018,500	CPWDC in partnership with Geisinger and SEDA-COG will provide solutions to address the opioid crisis in Central PA.

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

NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
WIOA Statewide Activity Projects PA Dept. of Labor & Industry July 1, 2021 – June 30, 2022	\$377,017	<ul style="list-style-type: none"> Replace outdated computers, equipment, and copiers and purchase new technology such as Smart Boards for PA CareerLink® Career Resource Areas and workshop rooms, and portable printers and scanners for the Business Solutions Team for offsite events. Purchase conferencing equipment for the PA CareerLink® and Advance Central PA to improve communication. Replace outdated staff and customer chairs and purchase other needed furnishings, including tables and workstations. Purchase email handles (@CentralPACareerLink) so customers can access programming more easily Develop outreach materials for Advance Central PA and the Central PA CareerLink®. Procure a provider to conduct evaluative research related to meeting the employment and education needs of youth, adults and dislocated workers. Provide Advance Central PA staff and the Business Solutions Team with training that results in a Certified Business Services Consultant™ credential.
Business Education Partnership Grant	\$150,000	<ul style="list-style-type: none"> Fund a PA CareerLink® Student Outreach Coordinator dedicated to working with all 31 districts in the Central PA region with alignment of PDE requirements, connecting students to the PA CareerLink® resources

Program/Project Name & Funding Information	Funding Available	Grant Objectives
PA Dept. of Labor & Industry February 1, 2022 – December 31, 2023		<p>and delivering curriculum to increase workforce competencies resulting in increased career awareness.</p> <ul style="list-style-type: none"> • Student/Educator in the Workplace Activities to strengthen engagement between businesses and schools and provide students, parents, and educators with understanding of business needs and expectations for bright career opportunities.

GRANTS SUBMITTED

Funding Source/Grant Name	Funding Requested	Funding Range/ Grant Details
PAsmart Apprenticeship Grant PA Dept. of Labor & Industry	\$650,000	In collaboration with Central Pennsylvania Institute of Science and Technology (CPI) and a consortium of three (3) local employers, Advance Central PA requested funds to develop two non-traditional Registered Apprenticeship (RA) programs: Water & Wastewater Operator and Solar Photovoltaic (PV) Installer. The proposed initiative will create pathways to stable, rewarding careers with advancement opportunities and family-sustaining wages while supporting local businesses with an aging workforce and/or limited opportunity for expansion without a pipeline of workers.
Good Jobs Challenge U.S. Economic Development Administration	\$21,223,866	In collaboration with local businesses, public sector partners, and training providers, Advance Central PA requested funds to expand existing sector partnerships: MADE In Central PA and Central PA Healthcare Partnership, and convene a new partnership for Building and Construction/Skilled Trades. Robust workforce training programs will be developed to upskill workers and job seekers who will train locally on state-of-the-art equipment and receive scholarships while also receiving support services to overcome systemic barriers to employment like childcare, transportation, and access to high speed internet and technology.
Veterans Employment Program PA Dept. of Labor & Industry	\$100,000 (as part of \$200,000 grant submitted by Workforce Solutions for North Central PA)	Workforce Solutions for North Central PA and Advance Central PA will collaborate to create a Veteran's Employment Program to serve unemployed and underemployed Veteran's in Clearfield and Lycoming Counties. We will research and compile a directory of all programs and services available to Veteran's in these counties, identify gaps in these programs and services and provide training and supportive services to unemployed and underemployed Veteran's as identified by the performed gap analysis.

FUNDING SOURCES BEING EXPLORED

Funding Source/Grant Name	Submission Deadline	Funding Range/ Grant Details
Manufacturing-to-Career Grant Program PA Dept. of Community and Economic Development	Rolling	Up to \$200,000 available designed to help companies identify and train a skilled workforce for existing or near future open positions, engage youth or those with barriers in awareness building activities of career opportunities in manufacturing, and or advance capacity for local or regional manufacturers. Allowable projects include funding for professional services/consultants, internships, equipment purchase, shop modifications, program development, marketing, and salaries and fringes.

A Sincere Thank You!

Advance Central PA submitted a strong application to the US Economic Development Administration's American Rescue Plan Act Good Jobs Challenge- **Prosperity through Partnership: Creating Opportunities in Central PA.**

The following cross-sector partners provided evidence of support and commitment to proposed initiatives to convene industry leaders in Next Generation Sector Partnerships, upskill incumbent workers, train a pipeline of jobseekers, and overcome systemic barriers to employment. Advance Central PA staff offers sincere appreciation for the demonstrated commitment of our partners and supporters of our application and to Central Pennsylvania.

Elected Officials • Federal and State

US Senator Robert P. Casey Jr
US Congressman Glenn "GT" Thompson
US Congressman Fred Keller
Governor Tom Wolf

Elected Officials • Local

Centre County Commissioners
Clinton County Commissioners
Columbia County Commissioners
Lycoming County Commissioners
Mifflin County Commissioners
Montour County Commissioners
Northumberland County Commissioners
Snyder County Commissioners
Union County Commissioners

Businesses • Manufacturing

Actuated Medical
Architectural Precast Innovations Inc.
Autoneum
Bloomsburg Carpet
Brush Industries
Design Group
Diamondback TC
Girton Manufacturing
Kawneer Company Inc.
PMF Industries Inc.
Ralph S. Alberts Company Inc.
SEKISUI Kydex and Videon Central on behalf of MADE in Central PA Partnership
Thermal Product Solutions

Businesses • Healthcare

Central PA Healthcare Partnership
Evangelical Community Hospital
Geisinger
Marywood Heights
Susque-View Home Nursing and Rehabilitation Center
UPMC
Williamsport Home

Businesses • Building & Construction and the Skilled Trades

Apex Homes
Glenn O. Hawbaker Inc.
International Brotherhood of Electrical Workers (IBEW Local 812)
International Union of Operating Engineers (IUOE Local 66)
T-Ross Brothers Construction Inc.
Zartman Construction Inc.

Public Support Partners and Training Providers

Bloomsburg University
Central PA Institute of Science and Technology
Central Susquehanna Intermediate Unit
Central Susquehanna Opportunities Inc.
Columbia- Montour Area Vocational Technical School
DRIVE
Focus Central PA
Foundation of Columbia-Montour Chamber of Commerce
Greater Susquehanna Valley United Way
Innovative Manufacturers' Center
Institute for Networked Communities
Keystone Central School District/Career & Technology Center
Lock Haven University
Mansfield University
Mifflin County Academy of Science & Technology
Pennsylvania College of Technology
SEDA-COG
SUN Area Technical Institute
Tuscarora Intermediate Unit
Union-Snyder Community Action Agency

County Unemployment Rates December 2021 (Lowest to Highest)

Rank	County	Unemployment Rate
1	Montour County	2.8%
2	Chester County	3.0%
2	Juniata County	3.0%
2	Perry County	3.0%
5	Cumberland County	3.1%
6	Fulton County	3.2%
6	Union County	3.2%
8	Montgomery County	3.3%
9	Snyder County	3.4%
10	Adams County	3.6%
10	Bradford County	3.6%
10	Bucks County	3.6%
10	Susquehanna County	3.6%
14	Bedford County	3.7%
14	Butler County	3.7%
14	Centre County	3.7%
14	Columbia County	3.7%
14	Lancaster County	3.7%
19	Jefferson County	3.9%
20	Wayne County	4.0%
21	Allegheny County	4.1%
21	Dauphin County	4.1%
21	Franklin County	4.1%
21	Mifflin County	4.1%
21	Northampton County	4.1%
21	Somerset County	4.1%
21	Westmoreland County	4.1%
21	Wyoming County	4.1%
29	Clarion County	4.2%
29	Clinton County	4.2%
29	Sullivan County	4.2%
32	Lebanon County	4.3%
32	Potter County	4.3%
34	Blair County	4.4%

Rank	County	Unemployment Rate
34	Delaware County	4.4%
34	Huntingdon County	4.4%
34	Washington County	4.4%
34	York County	4.4%
39	Armstrong County	4.5%
39	Clearfield County	4.5%
39	Crawford County	4.5%
39	Elk County	4.5%
39	Lehigh County	4.5%
39	Northumberland County	4.5%
39	Schuylkill County	4.5%
39	Tioga County	4.5%
39	Warren County	4.5%
48	Carbon County	4.6%
48	McKean County	4.6%
50	Venango County	4.7%
51	Indiana County	4.8%
51	Lackawanna County	4.8%
51	Mercer County	4.8%
54	Greene County	4.9%
55	Cameron County	5.0%
55	Forest County	5.0%
55	Lawrence County	5.0%
58	Beaver County	5.1%
58	Berks County	5.1%
60	Pike County	5.2%
61	Luzerne County	5.4%
61	Lycoming County	5.4%
63	Fayette County	5.6%
64	Erie County	5.9%
65	Cambria County	6.3%
66	Philadelphia County	6.4%
67	Monroe County	6.5%

For Comparison Purposes

Pennsylvania

5.4%

United States

3.9%

Preliminary December 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (February 2022). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

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

Rank	Workforce Development Area	Unemployment Rate
1	Chester County WDA	3.0%
2	Montgomery County WDA	3.3%
3	South Central WDA	3.5%
4	Bucks County WDA	3.6%
5	Lancaster County WDA	3.7%
6	Central WDA	3.8%
7	Northern Tier WDA	3.9%
7	Tri-County WDA	3.9%
9	Three Rivers WDA	4.1%
10	Lehigh Valley WDA	4.3%
10	Southern Alleghenies WDA	4.3%
12	Delaware County WDA	4.4%
12	North Central WDA	4.4%
14	Westmoreland and Fayette Counties WDA	4.5%
15	Southwest Corner WDA	4.7%
16	Lackawanna County WDA	4.8%
16	Northwest WDA	4.8%
18	Pocono Counties WDA	5.0%
18	West Central WDA	5.0%
20	Berks County WDA	5.1%
20	Luzerne-Schuylkill Counties WDA	5.1%
22	Philadelphia County WDA	6.4%
For Comparison Purposes		
	Pennsylvania	5.4%
	United States	3.9%

Preliminary December 2021 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (February 2022). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Central PA Monthly Initial Claims													
Geography	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22
Centre County	1,460	970	870	720	750	1,270	1,900	230	450	230	310	490	530
Clinton County	510	400	370	340	220	360	590	130	310	140	200	280	310
Columbia County	990	850	620	660	490	750	1,260	210	630	270	340	430	510
Lycoming County	1,650	1,320	1,170	1,190	990	1,310	1,930	410	720	470	530	770	780
Mifflin County	690	510	440	440	340	480	780	190	250	160	200	320	380
Montour County	160	110	120	130	120	210	310	40	80	40	50	80	90
Northumberland County	1,410	1,140	960	1,040	780	1,070	1,540	340	700	430	460	590	660
Snyder County	670	520	370	310	260	410	710	140	220	120	180	290	310
Union County	500	370	280	280	230	360	530	110	180	90	120	170	180
Central PA	8,040	6,190	5,200	5,110	4,180	6,220	9,550	1,800	3,540	1,950	2,390	3,420	3,750

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: 02/07/2022

Central PA Monthly Initial Claims by Industry - January 2022 (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	Jan-22
Centre County	12	182	32	85	4	10	80	50	37	5	7	25	530
Clinton County	2	95	46	48	0	4	30	28	17	3	13	23	310
Columbia County	10	140	123	61	5	9	34	51	42	3	5	27	510
Lycoming County	21	258	83	110	1	14	102	54	55	22	9	49	780
Mifflin County	4	109	79	52	2	6	54	31	20	2	7	13	380
Montour County	2	12	21	9	0	0	7	5	22	0	4	7	90
Northumberland County	22	151	112	99	4	5	49	71	87	4	8	47	660
Snyder County	28	98	53	36	0	3	31	35	13	1	0	11	310
Union County	6	36	39	28	0	1	18	12	27	3	4	6	180
Central PA	107	1,078	590	529	17	52	406	339	323	44	58	207	3,750

Central PA Monthly Initial Claims by Industry - January 2021 (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	Jan-21
Centre County	14	253	76	185	7	32	164	352	249	35	19	74	1,460
Clinton County	21	120	76	69	0	5	29	71	62	18	15	25	510
Columbia County	6	197	269	123	7	10	84	97	125	16	9	47	990
Lycoming County	46	360	332	217	5	16	179	173	183	52	22	66	1,650
Mifflin County	2	170	165	74	3	4	61	99	61	7	10	33	690
Montour County	2	17	35	20	2	1	15	21	27	7	4	7	160
Northumberland County	33	211	301	212	8	15	91	168	234	29	13	93	1,410
Snyder County	34	131	200	90	1	6	36	71	70	10	7	13	670
Union County	12	58	151	75	1	5	33	46	83	14	0	21	500
Central PA	170	1,518	1,604	1,065	34	94	692	1,100	1,096	188	99	379	8,040

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

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Source: Center for Workforce Information & Analysis

Source Data Updated: 02/10/2022

Central PA Monthly Continued Weeks Claimed

Geography	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22
Centre County	12,770	9,650	7,690	5,480	5,480	4,860	4,670	3,410	2,780	2,640	2,440	2,680	3,660
Clinton County	5,180	4,100	3,730	2,510	2,350	1,920	1,660	1,490	1,300	1,380	1,470	1,620	2,250
Columbia County	8,710	6,970	5,880	4,410	4,680	3,960	3,420	2,770	2,280	2,310	2,210	2,390	3,210
Lycoming County	16,210	13,830	12,310	8,870	9,680	8,100	6,560	6,180	4,890	4,250	4,290	4,280	5,560
Mifflin County	6,130	4,710	3,910	2,800	2,960	2,400	2,210	2,010	1,490	1,460	1,530	1,650	2,290
Montour County	1,710	1,260	1,180	880	850	860	730	560	400	410	350	380	510
Northumberland County	12,460	10,290	8,730	6,770	7,110	6,190	5,060	4,440	3,350	3,230	3,340	3,450	4,640
Snyder County	4,730	4,220	3,240	2,110	1,910	1,880	1,820	1,690	1,270	1,210	1,190	1,360	1,920
Union County	3,930	3,110	2,420	1,650	1,750	1,570	1,450	1,250	950	850	890	910	1,220
Central PA	71,830	58,140	49,090	35,480	36,770	31,740	27,580	23,800	18,710	17,740	17,710	18,720	25,260

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)

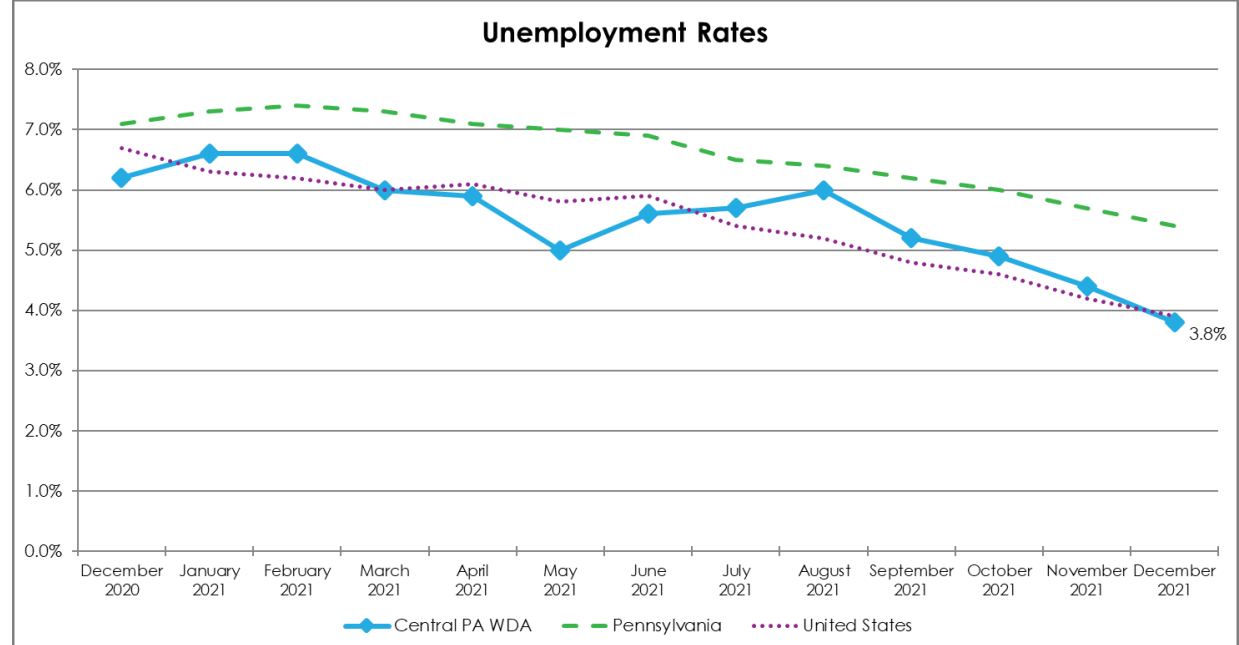
Source: Center for Workforce Information & Analysis

Source Data Updated: 02/07/2022

Central Pennsylvania Labor Market Status Report December 2021

Unemployment Rates

	December 2021	Monthly Change	Annual Change
Centre	3.7%	↓	↓
Clinton	4.2%	↓	↓
Columbia	3.7%	↓	↓
Lycoming	5.4%	↓	↓
Mifflin	4.1%	↓	↓
Montour	2.8%	↓	↓
Northumberland	4.5%	↓	↓
Snyder	3.4%	↓	↓
Union	3.2%	↓	↓
Central PA WDA	3.8%	↓	↓
Pennsylvania	5.4%	↓	↓
United States	3.9%	↓	↓



	December 2021	November 2021	Monthly Change	December 2020	Annual Change
Central PA WDA					
Labor Force	286,200	288,800	↓ -2,600	290,600	↓ -4,400
Employed	275,400	276,200	↓ -800	272,700	↑ 2,700
Unemployed	10,800	12,600	↓ -1,800	18,000	↓ -7,200
Unemployment Rate	3.8%	4.4%	↓ -0.6%	6.2%	↓ -2.4%
Pennsylvania					
Labor Force	6,241,000	6,259,000	↓ -18,000	6,310,000	↓ -69,000
Employed	5,903,000	5,899,000	↑ 4,000	5,862,000	↑ 41,000
Unemployed	337,000	360,000	↓ -23,000	448,000	↓ -111,000
Unemployment Rate	5.4%	5.7%	↓ -0.3%	7.1%	↓ -1.7%
United States					
Labor Force	162,294,000	162,126,000	↑ 168,000	160,567,000	↑ 1,727,000
Employed	155,975,000	155,324,000	↑ 651,000	149,830,000	↑ 6,145,000
Unemployed	6,319,000	6,802,000	↓ -483,000	10,736,000	↓ -4,417,000
Unemployment Rate	3.9%	4.2%	↓ -0.3%	6.7%	↓ -2.8%

Preliminary December 2021 seasonally adjusted data (downloaded February 2022)

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	74,100
Clinton County	17,600
Columbia County	33,100
Lycoming County	54,800
Mifflin County	20,700
Montour County	9,100
Northumberland County	40,600
Snyder County	18,900
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.

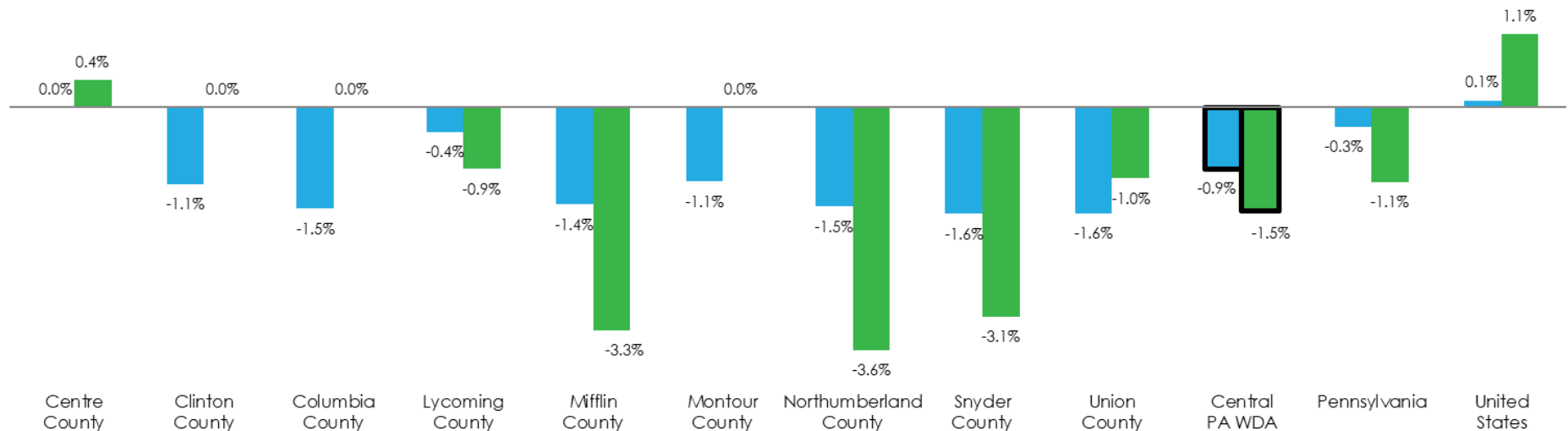


December 2021

	Change Since		
	December 2021	November 2021	December 2020
Central PA WDA	286,200	-2,600	-4,400
Pennsylvania	6,241,000	-18,000	-69,000
United States	162,294,000	168,000	1,727,000

Percent Change in Civilian Labor Force: December 2021

■ Month Change ■ Year Change



Preliminary December 2021 seasonally adjusted data (downloaded February 2022)

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

Centre County	71,400
Clinton County	16,800
Columbia County	31,900
Lycoming County	51,800
Mifflin County	19,900
Montour County	8,900
Northumberland County	38,800
Snyder County	18,200
Union County	18,400

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

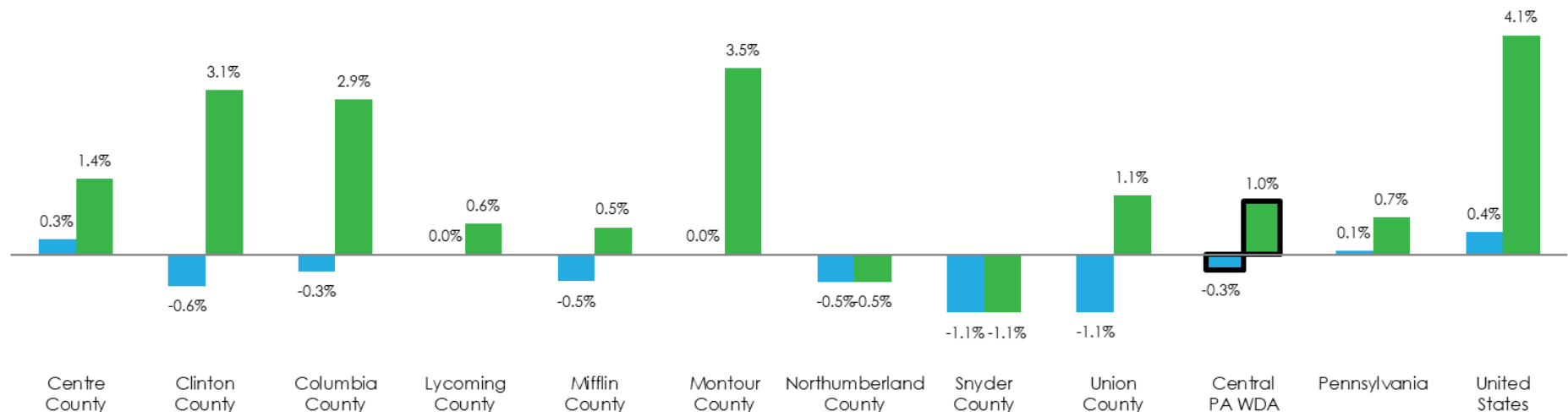


December 2021

	Change Since		
	December 2021	November 2021	December 2020
Central Pennsylvania	275,400	-800	2,700
Pennsylvania	5,903,000	4,000	41,000
United States	155,975,000	651,000	6,145,000

Percent Change in Employed Population: December 2021

■ Month Change ■ Year Change



Preliminary December 2021 seasonally adjusted data (downloaded February 2022)

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

Unemployed Population

Centre County	2,700
Clinton County	700
Columbia County	1,200
Lycoming County	3,000
Mifflin County	800
Montour County	300
Northumberland County	1,800
Snyder County	600
Union County	600

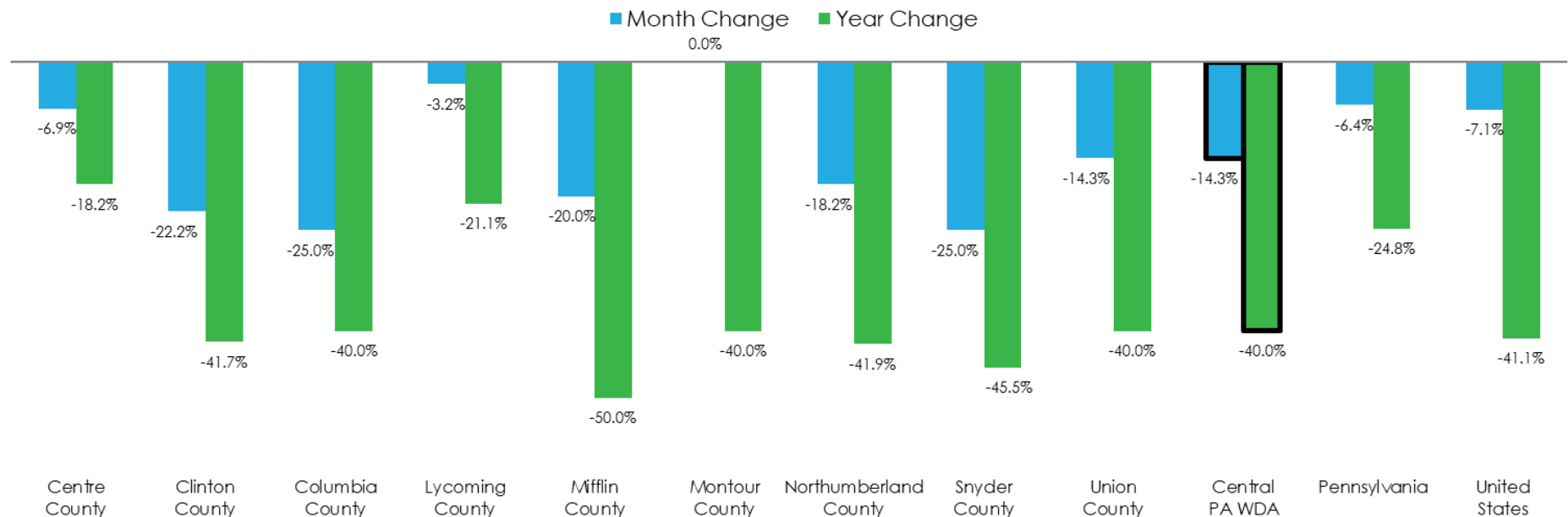
The unemployed population is made up of individuals who are not working, but are waiting for a layoff to end or are actively seeking work. The graph below highlights changes in unemployment as a percentage of the area's total unemployment.



December 2021

	Change Since		
	December 2021	November 2021	December 2020
Central Pennsylvania	10,800	-1,800	-7,200
Pennsylvania	337,000	-23,000	-111,000
United States	6,319,000	-483,000	-4,417,000

Percent Change in Unemployed Population: December 2021



Preliminary December 2021 seasonally adjusted data (downloaded February 2022)

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.

Unemployment Rates

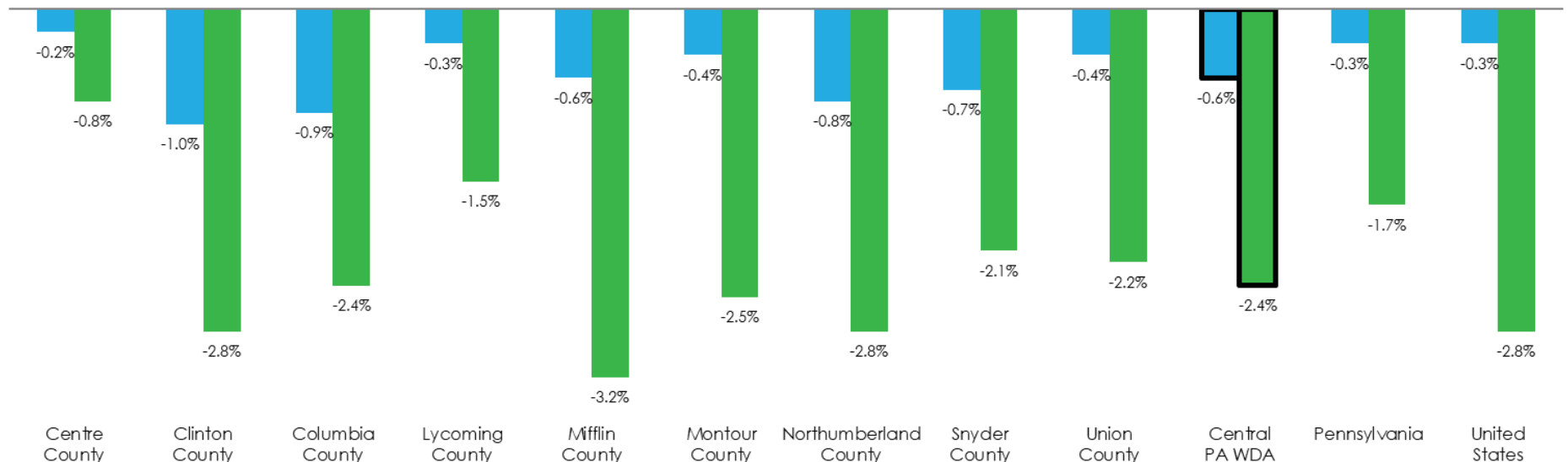
	December 2021	November 2021	December 2020
Centre County	3.7%	3.9%	4.5%
Clinton County	4.2%	5.2%	7.0%
Columbia County	3.7%	4.6%	6.1%
Lycoming County	5.4%	5.7%	6.9%
Mifflin County	4.1%	4.7%	7.3%
Montour County	2.8%	3.2%	5.3%
Northumberland County	4.5%	5.3%	7.3%
Snyder County	3.4%	4.1%	5.5%
Union County	3.2%	3.6%	5.4%
Central Pennsylvania	3.8%	4.4%	6.2%
Pennsylvania	5.4%	5.7%	7.1%
United States	3.9%	4.2%	6.7%

December 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: December 2021

■ Month Change ■ Year Change



Preliminary December 2021 seasonally adjusted data (downloaded February 2022)

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

Central Pennsylvania

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

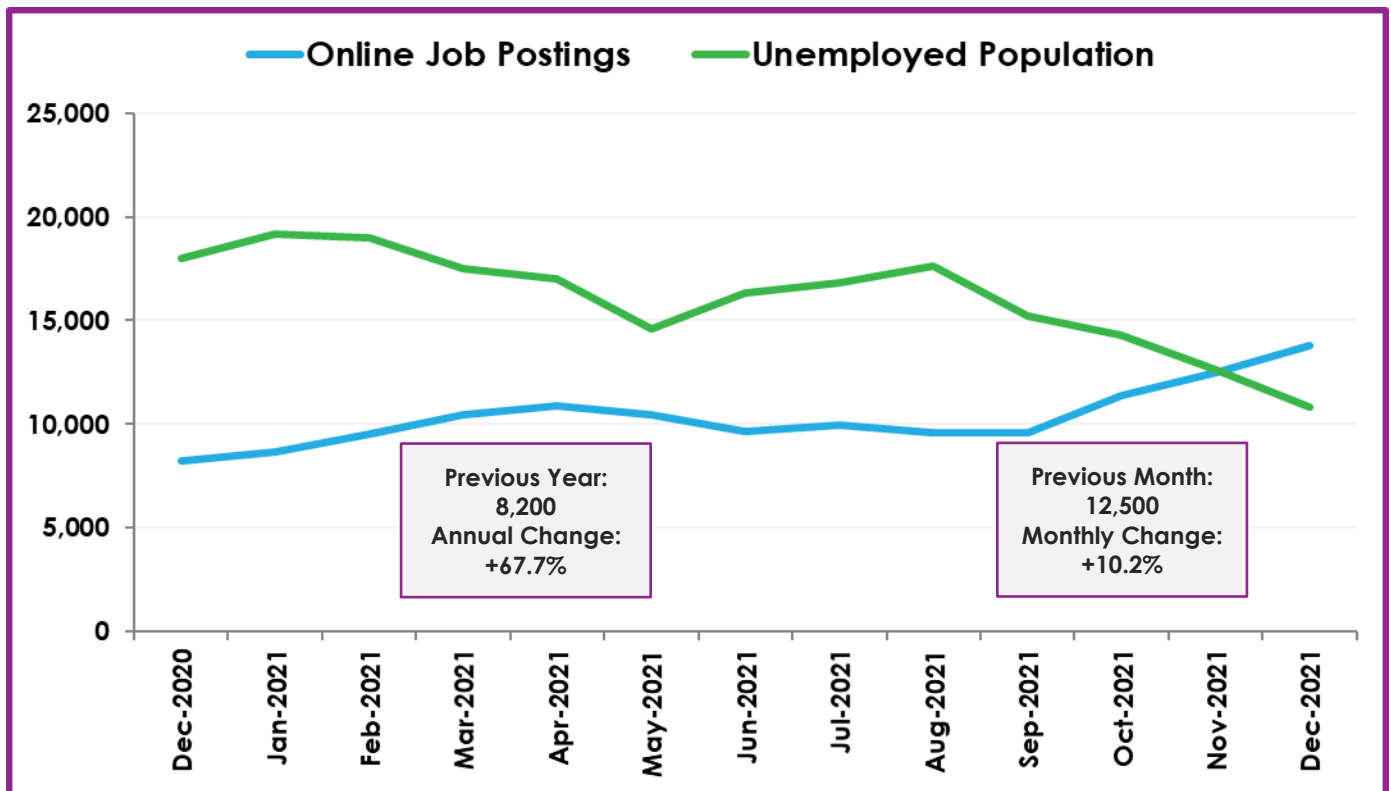
**Online Job
Postings:
13,800**

**Unemployed:
10,800**

**Unemployment
Rate:
3.8%**

**Unemployed
/Job Posting:
0.8**

Online Job Postings are not seasonally adjusted. Annual trends reveal overall changes. Unemployed and unemployment rate are seasonally adjusted. The number of unemployed persons only includes individuals who are not working and are eligible and actively searching for employment.



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

***If every Central Pennsylvania jobseeker filled an online job posting,
the unemployment rate would drop to 0.0%,
but 3,000 postings would still remain.***

Online Job Postings by Occupational Grouping

Occupational Grouping	December 2021	November 2021	December 2020	Monthly Change	Annual Change	Unemployed
Healthcare Practitioners and Technical	4,662	3,288	2,021	41.8%	130.7%	451
Office and Administrative Support	1,335	1,102	725	21.1%	84.1%	1,400
Healthcare Support	1,169	953	632	22.7%	85.0%	588
Management	1,071	1,087	595	-1.5%	80.0%	1,121
Sales and Related	765	843	650	-9.3%	17.7%	780
Computer and Mathematical	582	606	297	-4.0%	96.0%	98
Educational Instruction and Library	500	487	313	2.7%	59.7%	304
Transportation and Material Moving	499	668	711	-25.3%	-29.8%	901
Life, Physical, and Social Science	496	441	166	12.5%	198.8%	74
Production	381	444	299	-14.2%	27.4%	869
Food Preparation and Serving Related	355	400	249	-11.3%	42.6%	830
Business and Financial Operations	353	370	254	-4.6%	39.0%	308
Architecture and Engineering	299	326	192	-8.3%	55.7%	210
Community and Social Service	271	278	189	-2.5%	43.4%	151
Installation, Maintenance, and Repair	263	303	255	-13.2%	3.1%	399
Arts, Design, Entertainment, Sports, and Media	255	281	155	-9.3%	64.5%	233
Building and Grounds Cleaning and Maintenance	163	205	156	-20.5%	4.5%	327
Construction and Extraction	117	159	143	-26.4%	-18.2%	1,288
Protective Service	101	125	122	-19.2%	-17.2%	173
Personal Care and Service	87	80	54	8.8%	61.1%	305
Farming, Fishing, and Forestry	20	25	10	-20.0%	100.0%	75
Legal	17	17	17	0.0%	0.0%	19
Military	6	6	3	0.0%	100.0%	5
Total Online Job Postings	13,767	12,494	8,208	10.2%	67.7%	10,911

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 November 2021; unclassified indicates no previous work experience or unspecified

Employers

- BAYADA Home Health Care
- Bucknell University
- Cynet Systems
- Evangelical Community Hospital
- Geisinger Health System
- Guardian Healthcare
- Larson Design Group
- Spherion Staffing Services
- The Pennsylvania State University
- University of Pittsburgh Medical Center

These employers have the highest number of online job postings.

Occupations

- Licensed Practical and Licensed Vocational Nurses: \$22.18
- Medical Assistants: \$15.97
- Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other: \$19.13
- Medical Scientists, Except Epidemiologists: \$49.67
- Medical Secretaries and Administrative Assistants: \$16.96
- Nursing Assistants: \$14.92
- Phlebotomists: \$17.33
- Postsecondary Teachers: \$36.21
- Registered Nurses: \$33.93
- Retail Salespersons: \$11.06

These occupations have the highest number of online job postings.

Increasing Postings

- Clinical Laboratory Technologists and Technicians: \$23.86
- Licensed Practical and Licensed Vocational Nurses: \$22.18
- Medical Assistants: \$15.97
- Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other: \$19.13
- Medical Scientists, Except Epidemiologists: \$49.67
- Medical Secretaries and Administrative Assistants: \$16.96
- Nursing Assistants: \$14.92
- Phlebotomists: \$17.33
- Postsecondary Teachers: \$36.21
- Registered Nurses: \$33.93

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, 2022.1; occupational wages do not include benefits and are based on current median estimates.

Economic Outlook

January 2022

United States

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	163,687,000	157,174,000	6,513,000	4.0%
Last Month	162,294,000	155,975,000	6,319,000	3.9%
Previous Year	160,184,000	150,004,000	10,180,000	6.4%

- **Long-Term Unemployed:** 1.691M, decrease of -317,000 since last month (*unemployed for 27 weeks and over*)
- **U-6 Unemployment Rate:** 7.1% (*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:** 10.925M (*December 2021 preliminary*). This equates to 0.6 unemployed persons per job opening, or 1.1 persons using the U-6 Unemployment Rate.

Nonfarm jobs: 149.629M (85.2% private, 14.8% public)

- Monthly change: 467,000 (+444,000 private, +23,000 public)
- Largest industry **increases:** Food services and drinking places (+108,200), Retail trade (+61,400), and Transportation and warehousing (+54,200)
- Average monthly job change (total nonfarm jobs) since last year: +551,000
- Job change from 5 years ago: +4.001M more jobs

Initial Claims: 238,000

- Weekly change: -23,000
- Annual change: -599,000

Advance January 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: 6.3%
- High school graduates, no college: 4.6%
- Some college or associate degree: 3.6%
- Bachelor's degree and higher: 2.3%

Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	6,241,000	5,903,000	337,000	5.4%
Last Month	6,259,000	5,899,000	360,000	5.7%
Previous Year	6,310,000	5,862,000	448,000	7.1%

- 41st lowest state unemployment rate across the nation
- **Nonfarm Jobs:** 5.805M (88.3% private, 11.7% public; annual change: +3.6%)
- **Regular UC Initial Claims:** 55,200 (annual change: -70.8%)
- **U-6 Unemployment Rate:** 9.6% (*BLS, 2021 Annual Averages*)
- **Online Job Postings:** 371,400 (*EMSI, December 2021*). This equates to 0.9 unemployed persons per online job posting, or 1.7 persons when considering the U-6 Unemployment Rate.

Central Pennsylvania

	Labor Force	Employed	Unemployed	Unemployment Rate
Current	286,200	275,400	10,800	3.8%
Last Month	288,800	276,200	12,600	4.4%
Previous Year	290,600	272,700	18,000	6.2%

- 6th lowest rate by WDA in PA
- Berwick borough: 4.6%
- Bloomsburg town: 3.4%
- Lewisburg borough: 3.1%
- Lewistown borough: 4.2%
- Lock Haven city: 4.2%
- Selinsgrove borough: 3.5%
- State College borough: 3.0%
- Sunbury city: 4.9%
- Williamsport city: 4.2%
- (*Boroughs, Townships, and Cities are not seasonally adjusted*)
- **Nonfarm Jobs:** 262,500 (77.0% private, 23.0% public; annual change: +3.8%) (*NSA*)
- **Regular UC Initial Claims:** 3,400 (annual change: -70.1%)
- **Online Job Postings:** 27,900 (*EMSI, December 2021*). This equates to 0.4 unemployed persons per online job posting, or 0.7 using an estimated U-6 unemployment rate of 6.8%.

Top Online Job Postings by Occupation:

- Registered Nurses
- Licensed Practical and Licensed Vocational Nurses
- Medical Secretaries and Administrative Assistants

Top Online Job Postings by Employer:

- Geisinger Health System
- The Pennsylvania State University
- University of Pittsburgh Medical Center

U.S. data: unless noted, seasonally adjusted January 2022 data provided by the Bureau of Labor Statistics

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

NSA: Not seasonally adjusted

Updated: February 2022

2022 MEETING SCHEDULE:

Executive Committee, Workforce Development Board, and Local Elected Official Board

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

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

Workforce Development Board (WDB) Membership

Dave Zartman, Chairperson
Zartman Construction

Vacant, Vice Chairperson

Jim Stopper, Treasurer
Evangelical Community Hospital

Jamie Aurand, Immediate Past Chairperson
Susque-View Home

Jay Alexander
Wayne Township Landfill

Jeff Lowry
Geisinger Health System

Sue Auman
Union-Snyder Community Action Agency

Jim Nemeth
Autoneum

Jim Beamer
IBEW, Local #812

Steve Stumbris
*Bucknell University Small Business
Development Center*

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Susan Swartz
Office of Vocational Rehabilitation

Michele Foust
Glenn O. Hawbaker, Inc.

Todd Taylor
*Central PA Institute of Science &
Technology*

Dean Girton
Girton Manufacturing Company

Suzanne White
Kish Bank

Bruce Jones
*Bureau of Workforce Partnership &
Operations*

Jenna Witherite
Central Intermediate Unit 10

Keith Koppenhaver
IUOE, Local #66

Tracie Witter
PPL Electric Utilities

Lynn Kuhns
Apex Homes of PA, LLC

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

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

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

Jamie Aurand, Chair
Jay Alexander
Michele Foust
Dave Zartman

Staff Contact: Erica Mulberger

Policy & Performance Committee

Jim Beamer, Chair
Suzanne White

Staff Contact: Korrie Lucas

Youth Committee

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

Staff Contact: Alexa Hann

* LEO Board Member

^ Non-WDB/LEO Board Member

Staff Listing

Policy and Management

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

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

Kelly Walter, Office/Board Coordinator: Responsible for administrative support for Advance Central PA and all committees; assists with accounts payable and receivable. Reports to the Executive Director. kwalter@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, Adult Programs Coordinator: Responsible for policy and program support for WIOA Adult and Dislocated Worker programs and Department of Human Services EARN programs in the PA CareerLink® sites. Reports to the Assistant Director. poconnor@AdvanceCentralPA.org

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

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

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