



**Advance
Central PA**
Linking People & Business

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

September 21, 2022

Union County Government Center
Lewisburg, Pennsylvania

Advance Central PA's programs are federally funded with \$9,785,843 (88 percent). Additionally, 12 percent (\$1,360,985) is financed by non-federal sources.
Auxiliary aids and services are available upon request to individuals with disabilities.
Equal Opportunity Employer/ Program

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

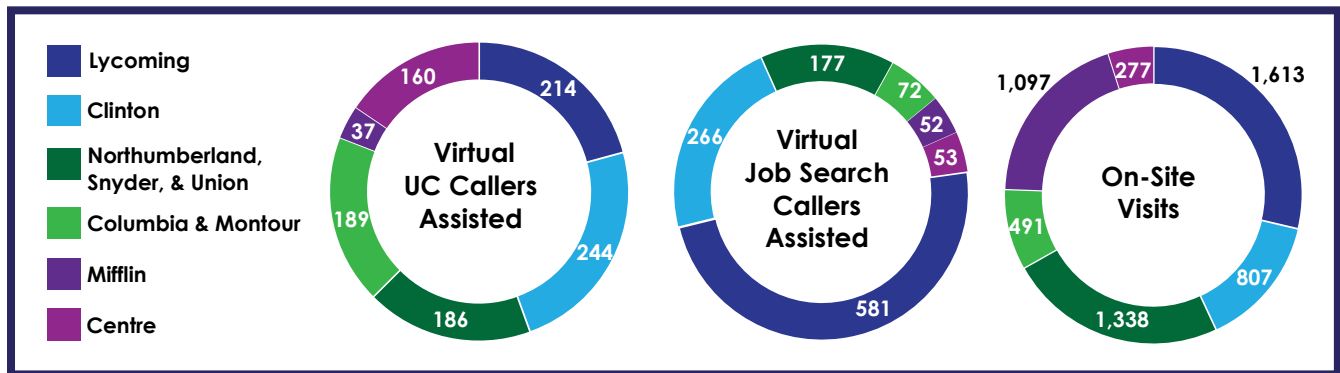
Agenda

Union County Government Center, Lewisburg
Wednesday, September 21, 2022 10:00 a.m.

- | | |
|---|-------------------------------|
| 10:00 – 10:10 Call to Order, Welcome, and Introduction of Guests | Jamie Aurand &
Ken Holdren |
| 10:10 – 10:15 Public Comment | |
| 10:15 – 10:25 PA CareerLink® Operator Update | Cheryl Johnson |
| 10:25 – 11:40 WDB and LEO Board Action Items | Jamie Aurand &
Ken Holdren |
| <ul style="list-style-type: none"> • WDB Non-Consent Agenda & Committee Reports <ul style="list-style-type: none"> ○ Action Needed: WIOA Performance Negotiation ○ Audit/Finance <ul style="list-style-type: none"> – Action Needed: Lease for PA CareerLink® Centre County – Action Needed: Increase in Adult ITA and OJT funds ○ EARN ○ Governance ○ Personnel <ul style="list-style-type: none"> – Action Needed: Geisinger Insurance Renewal ○ Policy & Performance ○ Youth • LEO Board Action Items <ul style="list-style-type: none"> ○ Action Needed: Approval of June 2022 Meeting Notes | |
| 11:40 – 11:50 Executive Director's Update
Mulberger | Erica |
| 11:50 – 11:55 Open Discussion | |
| 11:55 Date of Next Meeting | Jamie Aurand |
| <ul style="list-style-type: none"> • Executive Committee – October 14 from 10:00 a.m. – 12:00 p.m. • LEO Board Meeting – December 21 from 9:00 a.m. – 9:30 a.m. • WDB Board Meeting – December 21 from 10:00 a.m. – 12:00 p.m. | |
| 12:00 Adjournment | Jamie Aurand &
Ken Holdren |

PA CareerLink® Jobseeker Services

April - June 2022 Q2



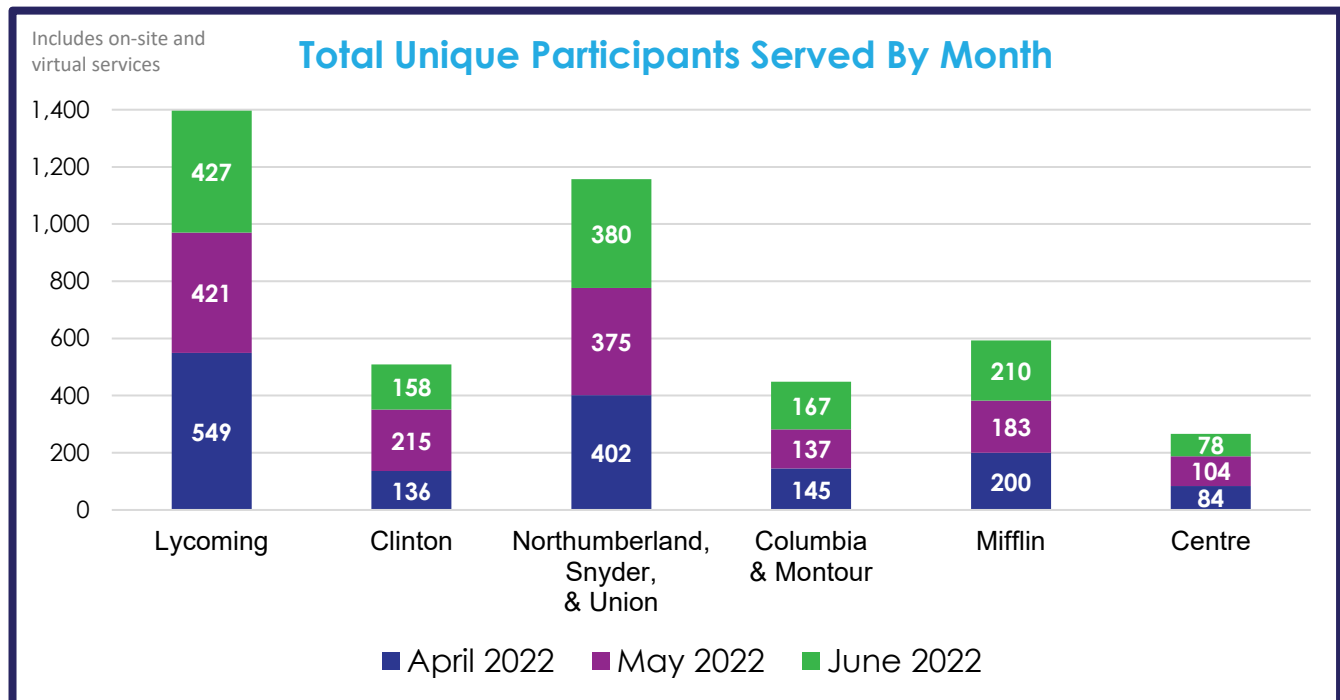
Includes on-site and virtual services

Total Workshops Offered: 192

Total Workshop Attendance: 449

Total Services Provided: 14,784

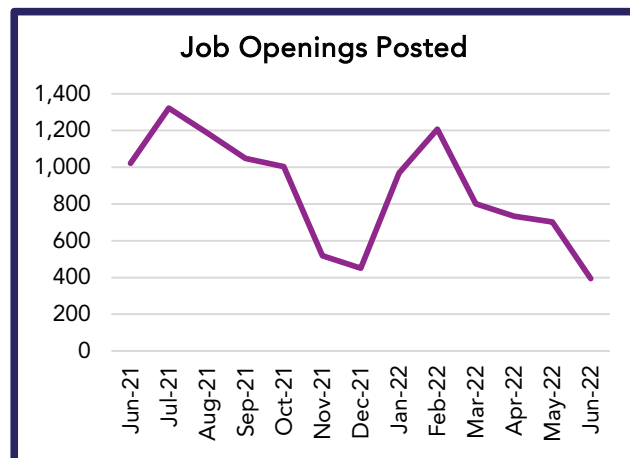
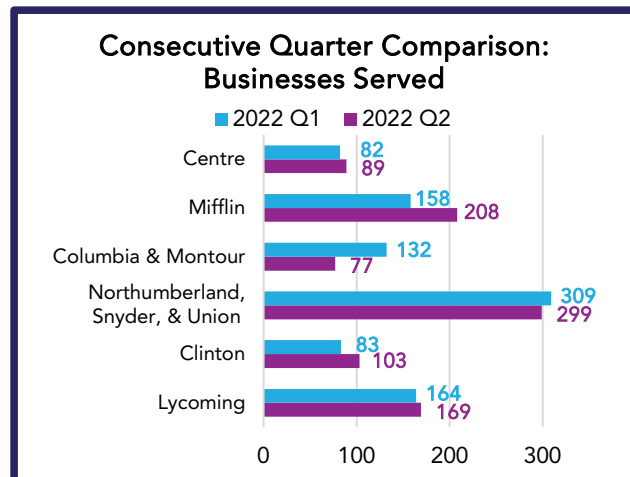
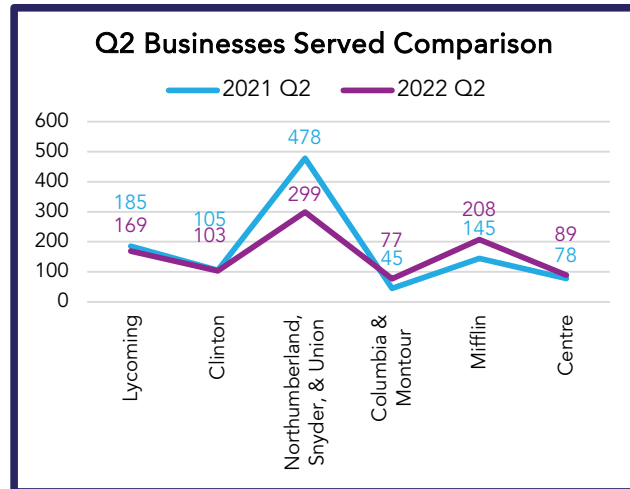
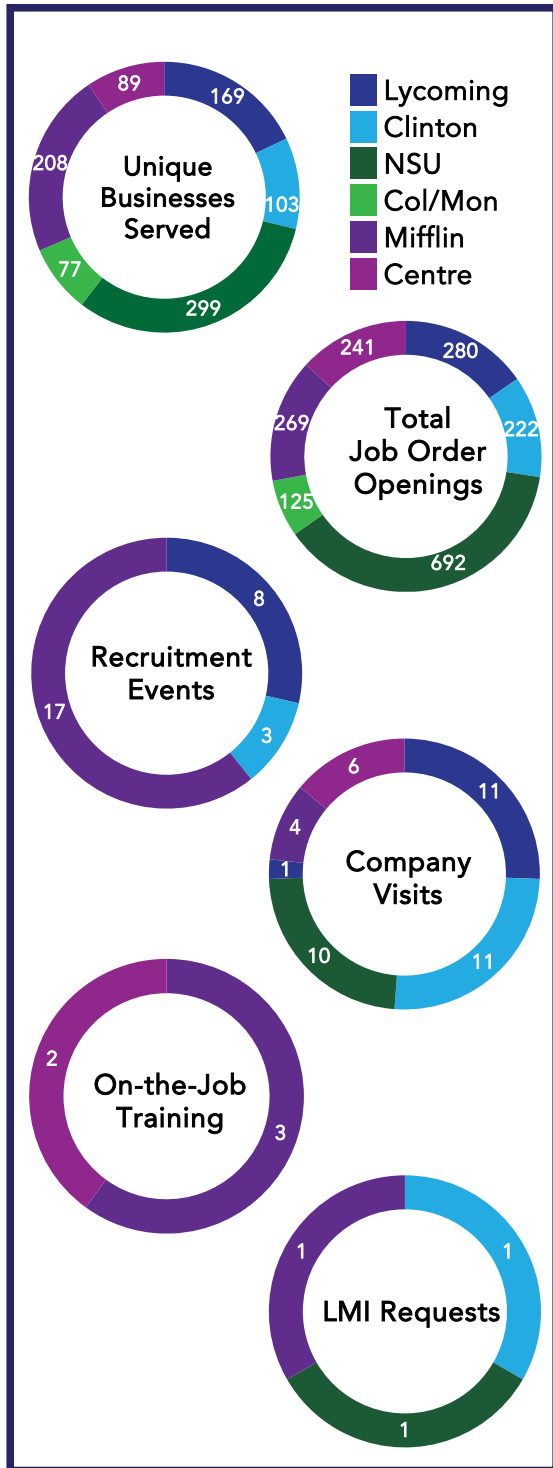
Unique Quarterly Participants: 3,412



PA CareerLink® Business Solutions

April - June 2022 Q2

Employer Services Overview

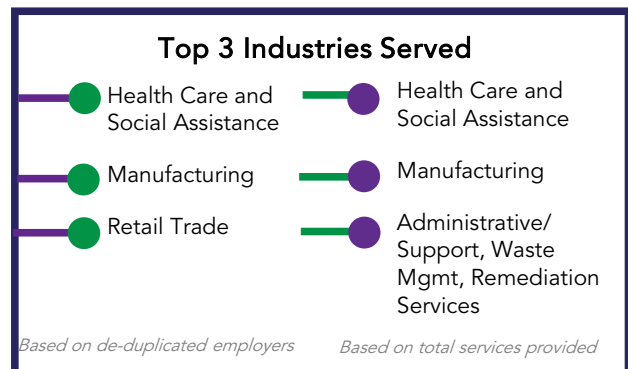
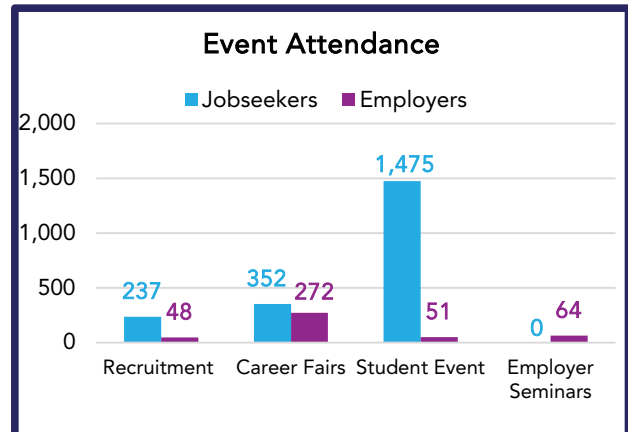


PA CareerLink® Business Solutions

April - June 2022 Q2

Employer Event Highlights

- Regional Employment Seminar: Virtual Seminar on Unemployment Compensation (30 employers, 1 training provider)
- Student Event/Job Fair: Mifflin County HS College and Career Fair (14 employers, 25 training providers, 800 students)
- Recruitment Event: Focused on Manufacturing employers in Snyder County along or near Rt. 522 (14 employers, 42 job seekers)
- Job Fair: For Individuals with Disabilities in Northumberland, Snyder, and Union counties (17 employers, 72 job seekers)
- Veterans Career and Education Fair: Held at the Lewistown Armory (26 employers, 8 training providers, 107 youth, 46 job seekers which includes 19 military personnel representing the PA Army National Guard & Army Reserves, 7 military family members, and 20 public job seekers)



Rapid Response Events

Company	MedExpress
PA CareerLink® County	NSU
Rapid Response Date	5/3/2022
Workers Affected	16
Workers at RR Event	5
Layoff/Closure	Closure
Status	Permanent

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

Joint Meeting

June 15, 2022

Advance Central PA's Board of Directors (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, June 15, 2022 at 10:00 a.m.

WDB Members Attending

Jay Alexander
Sue Auman
Jim Beamer
Kenneth Chappell
Michele Foust
Dean Girton
Bruce Jones
Lynn Kuhns
Jeff Lowry
Jim Stopper
Steve Stumbris
Todd Taylor
Tracie Witter
Dave Zartman

LEO Board Members Attending

Steven Dershem
Angela Harding
Kenneth Holdren
David Kovach
Richard Mirabito
Stacy Richards

WDB Staff Attending

Brooke Gessner
Korrie Lucas
Jamie Mercaldo
Sidney Mistysyn
Erica Mulberger

WDB Members Excused

Jamie Aurand
Keith Koppenhaver
Jim Nemeth
Susan Swartz
Suzanne White
Jenna Witherite

LEO Board Members Excused

Joe Klebon
Robert Postal
Chuck Steininger

Guests Attending

Lenaire Ahlum
Megan Bair
Meghan Beck
Jon DeWald - Solicitor
Marjorie Eby
Melanie Erb
Judy Fitzgerald
Robert Getz
Cheryl Johnson
Michaelene Shirey
Rachael Steinbach

Call to Order and Welcome

Dave Zartman, Advance Central PA Chairperson, called the meeting to order at 10:05 a.m. and confirmed a quorum.

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

Commissioner Kenneth Holdren, LEO Chairperson, welcomed his fellow Commissioners to the meeting. He shared that during that morning's Annual Meeting of Members, the Commissioners approved the re-appointment of seven members as follows: Sue Auman, Kenneth Chappell, Keith Koppenhaver, James Stopper, Susan Swartz, Suzanne White, and Jenna Witherite. Ken thanked these members for their continued commitment to serving on the WDB.

Invitation for Public Comments

Dave Zartman opened the floor for public comments. There were none.

PA CareerLink® Operator Update

Representing the PA CareerLink® Operator, Cheryl Johnson provided a quarterly update focused on innovative outreach strategies and continued provision of high-quality services to businesses and job seekers in response to the critical talent shortage. Cheryl discussed the importance of partnerships and staff collaborations, providing examples of numerous presentations, outreach, and conference participation over the last quarter. The PA CareerLink® sites continue to adapt to changing needs and Cheryl described staff-initiated events such as a virtual job fair promoting remote work opportunities across the region, weekly on-site recruitment days, and large-scale job fairs including events focused on Veterans.

Cheryl reported the workforce system is experiencing the same staffing challenges as other employers across the nation. Site Administrators and the Operator have been brainstorming possible solutions for staffing shortages and retention issues. The Operator finds that investing in the local staff is more important than ever in order to build their capacity to operate effectively in the new workforce landscape. Over the last quarter, staff have been offered various professional development including a Certified Business Services Consultant™ training organized by Advance Central PA, and training on topics such as financial aid, wellness, the use of SkillUp™ PA, and de-escalation. Site Administrators are planning program information sessions during the summer months which will serve as refresher for veteran staff and help on-board new members.

In closing, Cheryl wished Gale Zalar a happy retirement from her role as Executive Director of Central Susquehanna Opportunities, Inc., noting Gale's dedication, commitment to customers, depth and breadth of skills, and positive impact over the last 40 years. Erica Mulberger, Advance Central PA Executive Director, also recognized Gale extending thanks for her commitment to workforce development and the region.

Fiscal Year 2023 Budget Presentation

Brooke Gessner, Advance Central PA Finance Manager, provided a detailed presentation of the proposed FY23 Budget, including the Advance Central PA FY23 Operating Budget and the overall FY23 Central Region Budget.

Brooke explained the philosophy upon which the proposed FY23 Budget is built: planning for the future to operate beyond the current FY while maximizing resources for direct service delivery now, maintaining current operations while allowing flexibility to adjust the budget based on changing service delivery needs, and assuring compliance with state requirements including that 30% of funds received (less 10% administrative funds) be spent on training.

Brooke explained how Workforce Innovation and Opportunity Act (WIOA) funds are allocated to the local WDBs. She showed the change in allocations at the federal, state, and local levels describing the decreases across WIOA funding streams for the Central Region, which result in allocations approximately \$400,000 less than received for FY22.

Brooke presented the overall budget portfolio including Advance Central PA's funding for Department of Human Services EARN and TANF Youth Development funding as well as competitive grants. She noted many of the competitive grants are slated to carry over into FY23 dependent upon a waiver process at the state level and noted funding in the competitive category is anticipated to grow throughout the year as new grant applications are submitted and subsequently awarded.

In presenting Advance Central PA's Operating, Central Region, and Resource Sharing Agreement Budget (RSAB) proposals, Brooke provided explanatory detail and invited members to follow along with the line item detail. In reviewing the RSAB, Brooke described increases due to changing the staffing model for the Career Resource Specialists at the PA CareerLink®; these staff were previously funded wholly by Title I, but being cognizant of their shared duties inherent to the role, they have shifted to the RSAB with shared partner funding. Other increases to the RSAB include costs related to moving the Bloomsburg site to a new space more effective for service delivery.

Brooke provided an in-depth review of the training budgets and endeavors to ensure compliance with the state's 30% training requirement. She also reviewed the budgets for each subcontractor and regional budget items.

WDB Updates and Action Items

Consent Agenda

Dave called for a motion to approve the Consent Agenda.

- ▲ **Dean Girton made a motion to approve the June 15, 2022 Consent Agenda Action Items. Sue Auman seconded the motion. The motion was unanimously approved with no abstentions.**

Audit/Finance Committee

Jim Stopper, Committee Chair, provided the update.

Fiscal Year 2023 Budget Approval

The Audit Finance Committee convened on May 26, 2022 to review the proposed budget for fiscal year 2023. Jim explained that the Committee approved Advance Central PA's FY23 Operating Budget at that time.

- ▲ **Jim Stopper made a motion to approve Advance Central PA's Fiscal Year 2023 Operational Budget. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.**

Jim reported the Committee also reviewed and approved Advance Central PA's FY23 Central Region Budget during the May meeting.

- ▲ **Jim Stopper made a motion to approve Advance Central PA's Fiscal Year 2023 Central Region Budget. Todd Taylor seconded the motion. The motion was unanimously approved with no abstentions.**

Training Budgets

After reviewing the limited training funds that remain available to job seekers in the current year, the Committee voted to increase the FY22 budget for WIOA Adult individual training accounts (ITA) and on-the-job training (OJT) contracts. Jim reported this will prevent a potential waiting list.

- ▲ Jim Stopper made a motion to approve to increase Adult Individual Training Account (ITA) and On-the-Job (OJT) training funds by \$25,000. Lynn Kuhns seconded the motion. The motion was unanimously approved with no abstentions.

Lease: PA CareerLink® Northumberland/Snyder/Union Counties

The space leased from the City of Sunbury for the PA CareerLink® Northumberland/Snyder/Union Counties is set to expire June 30, 2022. Jim explained that the City has put forth a request to enter a new lease agreement which would include a 3% increase for the remainder of calendar 2022, then a 3% increase which would begin in 2023, and a 2% increase for 2024 in addition to an increase based on the actual cost of utilities after a base year. With these proposed cost increases, the square footage cost will remain the second lowest across the region. Advance Central PA would like to further negotiate with the City regarding some items in the proposed lease related to cleaning and parking.

- ▲ Jim Stopper made a motion to enter a lease agreement with the City of Sunbury for the PA CareerLink® Northumberland/Snyder/Union Counties located at 225 Market Street, Sunbury PA 17801 effective July 1, 2022 through June 30, 2024 with a cost of \$104,989.40 for FY23 and \$107,606.50 for FY24 plus the actual increased costs for utilities with parking and cleaning to be negotiated by staff. Sue Auman seconded the motion. The motion was unanimously approved with no abstentions.

Lease: PA CareerLink® Columbia/Montour Counties

The PA CareerLink® Columbia/Montour Counties located in Bloomsburg is the smallest site in the region and because of the small footprint, it is no longer operating as effectively as possible for provision of services to businesses and job seekers. To determine whether there might be other office spaces available in Bloomsburg, staff released a request for proposals (RFP) seeking space aligned with the needs. Multiple proposals were received and carefully evaluated by staff, including via on-site visits to the proposed sites. Although staff had developed a preliminary budget that would allow for an increase in rent for a new space up to \$17/sq. ft. for 5,000 square feet, all eligible proposed offices came in higher when factoring in comprehensive costs to include utilities, cleaning, and parking.

Staff are requesting approval to move forward with negotiations with Mariano Enterprises for one of two potential spaces located on Central Road in Bloomsburg. One office is 4,200 sq. ft. at a cost of approximately \$90,000 per year and the another is 5,200 sq. ft. at a cost of approximately \$102,000 annually. Both proposals include rent and utilities, however there would be an additional one-time cost to add internet cabling for the larger facility. Following negotiation and prior to signing a new lease, Jim explained that staff will need approval from PA CareerLink® partners confirming their agreement to contribute to the increased cost of moving to a larger site.

- ▲ Jim Stopper made a motion to allow Advance Central PA staff to negotiate a new three-year lease agreement for the PA CareerLink® Columbia/Montour Counties with Mariano Enterprises Inc. pending budgetary approval from required PA CareerLink® partners with a move date in fiscal year 2023. Tracie Witter seconded the motion. The motion was unanimously approved with no abstentions.

Jim reported the lease with Mariano Enterprises for the current space expires June 30, 2022. The building owners have expressed willingness to extend the lease on a month-to-month basis at the current rate leading up to the move to the larger space.

- ▲ Jim Stopper made a motion to extend the PA CareerLink® Columbia/Montour Counties lease with Mariano Enterprises under the existing lease terms until the office is relocated in fiscal year 2023. Dean Girton seconded the motion. The motion was unanimously approved with no abstentions.

Financial Reports

Jim referenced the Financial Reports provided through March 31, 2022 and the FY22 Budget Update Report. Among the noteworthy changes is an increase of \$101,200 in unrestricted revenue from the following: SIDCO, PC Works, and Susquehanna University. Jim also reported that Advance Central PA has received funds from two new grants, both of which will continue in FY23; a PAsmart Apprenticeship grant in partnership with Central Pennsylvania Institute of Science and Technology and a FIT4- Construction grant in partnership with Penn College.

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

Erica emphasized the need for a larger space for the PA CareerLink® in Bloomsburg noting the staff needs square footage to best serve the community and hold events such as recruitments for businesses. She is optimistically hopeful the state partners will approve the increased budget because of the overwhelming need.

EARN Committee

Ken Chappell, Committee Chair, provided the update.

Enrollments and Staffing Changes

Ken presented an EARN Enrollment Report showing 346 new enrollments from July 1, 2021 through May 1, 2022 compared to 217 in the same timeframe for the previous program year. Within the 346 new enrollments are 26 SNAP Only EARN enrollments; these are volunteer participants who benefit from case management and the full services of EARN. Ken highlighted data showing where the participants are served at PA CareerLink® sites across the region. The Lycoming site historically serves the most participants, including participants who reside in Clinton County. Advance Central PA staff reviewed EARN participant data and staff caseloads then subsequently approved a new staffing pattern in which customers in Clinton County will be served in Clinton County. To accomplish this, the staff person for Centre County will split their time between Clinton and Centre counties.

Additionally, Ken described increased enrollments mean the EARN Wellness Coach is in high demand. Per Advance Central PA's contract with the PA Department of Human Services, the EARN Wellness coach must have regular meetings with participants and be "on-call" to assist in crisis. With compliance and customer service in mind, Advance Central PA staff approved an additional Wellness Coach position; the new person will also carry a caseload as a Workforce Specialist assisting as needed throughout the region.

Monitoring

Advance Central PA has finished its internal monitoring of the EARN program and gave a formal report to the EARN Committee. The findings were technical in nature with no major operational concerns.

EARN Success

A Lycoming County EARN participant, Raymol "Sammy" Rodriguez was honored at the Pennsylvania Workforce Development Association conference in Hershey as a recipient of the Governor's Achievement Award. As refugees in search of freedom, Sammy's story demonstrates the collaboration and support that comes from enrolling in the Central Region EARN program and his tenacity to build a better life for his family. He is currently employed with Clearview Asset Protection in Hughesville using transferrable skills from his native country and he looks forward to a long career with them. Ken asked members to read his full story when they have an opportunity.

The EARN Committee plans to meet in the next quarter.

Governance Committee

Dean Girton, Governance Committee Chair, provided the update.

2022 Board Membership Reappointments

The Governance Committee met June 2, 2022. In reviewing membership for seven WDB members set to expire, the Committee agreed to recommend their re-appointment to the Commissioners. Dean referenced the opening comments made by Commissioner Holdren in which he shared the Annual Meeting of Members resulted in re-appointment of Sue Auman, Ken Chappell, Keith Koppenhaver, Jim Stopper, Susan Swartz, Suzanne White, and Jenna Witherite. Dean expressed gratitude to each for their valuable contributions and continued commitment to Advance Central PA.

New Appointment

In alignment with WIOA board membership regulations which require that 20% of members represent labor or community serving organizations, the Governance Committee reviewed an application from Zollie Rayner, Director of AFSCME (America Federation of State, County, and Municipal Employees.) In Zollie's position he serves approximately 5,000 members across the Central Region with the exception of Centre County. After review of his application, the Governance Committee recommended Zollie's appointment, which Dean shared, was approved by the Local Elected Officials Board that morning. Zollie's term of service will begin July 1, 2022.

Dean expressed sincere thanks to Jim Beamer for his connection to Zollie and referral to the Governance Committee.

Recruitment

With the addition of Zollie, the WDB labor/community serving organization representation will be 19.4%, meaning another representative for this category is still needed. Dean reported the Commissioners held discussion and offered potential recommendations during their morning meeting which staff and the Governance Committee will follow-up on.

Dean further reported that with the addition of another labor/community serving organization representative, another private sector member will be needed to remain in compliance with 50% business representation. With announcement of an upcoming retirement of a current member, still another business representative will be required. Members should send referrals to Erica; Dean expressed a goal for recommended appointments to come before the LEO Board at the September meeting.

Personnel Committee

Jay Alexander provided the update in absence of Jamie Aurand, Personnel Committee Chair.

Staffing Updates

Advance Central PA currently has two vacant staff positions. Jay reported the Business Engagement Coordinator position is posted on the website while staff are reviewing it carefully to see if any tweaks should be made before broadcasting the opening more widely. Additionally, William Berry resigned from his position as Research Analyst for other employment effective May 1st. Staff is currently evaluating the duties of the position before posting, including to gather feedback from the consortium of other workforce development boards who pay for a portion of the position to receive labor market reports and research.

Retention Planning

Following the Audit Finance Committee and recommendations in regard to staff performance and cost of living increases, the Personnel Committee deliberated. Via email, the Committee voted in support of a 1.5% cost of living increase for staff along with an adjustment to the Advance Central PA salary scale. Jay emphasized this as a strategy to recognize current staff and positively impact retention.



Jay Alexander made a motion to award a 1.5% cost of living increase to staff effective July 1, 2022. Michele Foust seconded the motion. The motion was unanimously approved with no abstentions.

Advance Central PA's Salary Management & Administration Policy calls for updates to the salary scale by an amount approximate to the Consumer Price Index (CPI) for All Urban Wage Earners during the past 12 months. The CPI for the last 12 months is 8.9%. Jay explained a full wage analysis in August 2021 resulted in market adjustments to salaries. Since it's unclear whether the significant increase in CPI is short-term or

permanent, the Personnel Committee recommends increasing the salary scale by the same 1.5% the Audit/Finance Committee budgeted for the cost of living adjustment.



Jay Alexander made a motion to increase the salary scale by 1.5% for all positions based on budget and comparison of the Consumer Price Index for All Urban Wage Earners during the past 12 months. Sue Auman seconded the motion. The motion was unanimously approved with no abstentions.

Sue Auman inquired as to whether there is an annual CPI adjustment in place for staff. Erica said that's not the case and explained the Personnel Committee typically reviews salaries every three years, and more frequently if there are challenges with hiring or retention, but this is the first CPI adjustment that has been made. Sue also asked about the monthly CPI and requested information that might be of use to members as employers. Erica explained the data used by the Personnel Committee was from May, which was the most recent month available; following the meeting Erica will email the information to members.

The Personnel Committee will meet as needed.

Policy & Performance Committee

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

Staff Monitoring Highlights

Jim highlighted the status of staff-initiated monitoring over the last quarter, including in-person visits to OJT employers, fiscal monitoring of subcontractors, an overall operations review for four of the PA CareerLink® sites, and regularly scheduled formal case file monitoring of the Out-of-School Youth programming operated by Central Susquehanna Intermediate Unit (CSIU). Jim reported the monitoring of the Operator for program year 2021 is complete and that monitoring of EARN has concluded with the acceptance of a corrective action plan from Central Susquehanna Opportunities Inc. (CSO). Additionally, a corrective action plan was received from CSO in response to the In-School-Youth (ISY) monitoring for program year 2021; staff required additional information and materials to which CSO submitted a revised corrective action plan which staff is reviewing.

Related to Equal Opportunity (EO), staff monitored CSO's ISY operations which resulted in one recommendation; CSO's response was acceptable and the monitoring is closed. Staff monitored CSIU's OSY operations with no concerns. Staff also completed a required EO monitoring for each of the PA CareerLink® sites and The Link. Site Administrators continue working with building owners to resolve findings. Corrective actions are complete for the Centre, Clinton, and Mifflin sites.

State Monitoring

Staff have gathered and submitted all documents related to the final PY21 PA Department of Labor & Industry Bureau of Workforce Development Administration (BWDA) monitoring focusing on fiscal integrity and audits, local monitoring, Operator, and COVID-19 grant.

PY20Q3 and PY21Q3 Comparison Adult/Dislocated Worker Exit Reports

Jim explained this report shows the outcomes of participants when they exit Adult/Dislocated Worker programming; the goal is to exit participants with employment. He reviewed comparisons of the third quarter of PY20 with the third quarter of PY21 for the region and the individual subcontractors. He noted overall trends and highlighted data including fewer exits in PY21 which directly correlates to fewer enrollments. The overall rate of Exit with Employment improved from 72% in PY20 to 75% in PY21. PY21 data showed 71% of individuals who received an ITA or OJT exited with employment, down from 82% while rate of Exit with Employment for those who did not receive training was 77%, an improvement from 62% in PY20.

Common Measures - PY2021 3rd Quarter Reports

Jim provided an update on Common Measure performance, the official measures for WIOA Title I Adult, Dislocated Worker, and Youth Programs. With awareness of the challenges meeting WIOA Common Measures during the pandemic, Jim explained the US Dept. of Labor will review just two measures to

evaluate performance for program years 2020 and 2021: Employment Rate in the 2nd Quarter After Exit and Median Earnings.

Jim shared that the performance continues to reflect the overall low program enrollments. As enrollments increase, the cohorts for each common measure will grow, mitigating the impact of individual participant outcomes, including for those who come for services then drop out of the labor market. Erica added that the region is not used to seeing measures unmet and emphasized what Jim shared about the impact of having fewer enrollments. She reported the performance alone does not adequately reflect staff efforts and quality of programming. Jim asked about the impact of unmet performance metrics to which Erica responded it is of greatest concern if a metric is not met for two years, but she added that she believed there would be an opportunity to communicate with the state regarding underlying issues and the WDB's desire to continue the long history of being a high performer.

Jim is anticipating a meeting for will be held to review both the OJT Policy and ITA Policy in the coming months.

Youth Committee

Erica Mulberger, Advance Central PA Executive Director, provided the update on behalf of Committee Chair, Suzanne White.

Path to Careers Stats

Erica provided an overview of the current business profiles and available experiences on Path To Careers. With 88 active business profiles and 43 career experiences available to middle and high school students, staff and the PA CareerLink® Business Solutions Team continue efforts to increase use. Erica recalled action at the last meeting that allowed a rebuild of the site to a platform that will better support the efficient functionality envisioned for businesses and educators; development is still underway with a target for completion at the end of June.

Steve Stumbris offered advice regarding outreach, suggesting that staff request Path To Careers as an agenda topic at regularly scheduled PREP and Engage! meetings. He noted that with Engage!, partners are interviewing businesses about their needs, so sharing Path To Careers with them as part of follow-up to their workforce pipeline concerns aligns as a solution. Erica thanked Steve for the helpful recommendation. She noted that in addition, she will plan to communicate with local Chambers who perhaps could include Path To Careers discussion as part of membership renewals.

Business-Education Partnership

On May 11th, with funding from SEDA-COG, Advance Central PA partnered with representatives of the PA CareerLink® to host a virtual event "Unleashing Passion, Purpose and Performance in Younger Generations". Mark Perna, CEO of TFS Results, shared strategies to bridge the generational divide, engage and retain young people, and launch them to success.

Following Mark's presentation, staff facilitated an opportunity for attendees to use the TFS Results Career Tree® portal to develop a Career Tree®. Erica referred to an example of a completed Career Tree® describing them as multipurpose tools for education, career planning, and employee attraction and retention. Each tree provides a visual representation of possible career paths within a business, industry, or occupation. The event was attended by 77 individuals representing local businesses, education, and community organizations. Erica welcomed members to reach out if interested in building a Career Tree® for their organization.

In-School Youth Contract

Through collaboration with the PA CareerLink® Business Solutions Team, 12 youth have solidified plans for paid internships and will be placed in worksites across the region, while final placements are nearing completion for 11 additional youth. Advance Central PA staff worked with ISY leadership to update summer paid internship documents so they are accurate, refreshed, and up-to-date.

Summer Camp STEAM sessions will kick off in July. The first round will occur for TANF eligible youth from Central Columbia, Lewisburg, and State College high schools. The second round of camps will recruit from Selinsgrove, South Williamsport and Warrior Run high schools. Students will be immersed in a two-week camp filled with fun and engaging STEAM, leadership development and entrepreneurial skills activities.

Out-of-School Youth Contract

Currently, 97 young adults are participating in YES to the Future with another 124 young adults receiving follow-up services. Six are currently placed in paid internships.

Erica explained the second Advanced Manufacturing Pre-Apprenticeship (AMP) cohort completed training on April 13th. All four pre-apprentices successfully completed training and achieved passing scores on their certification exam earning the Certified Manufacturing Associate credential, provided by the Society for Manufacturing Engineers (SME). YES and EARN staff fully supported each of the pre-apprentices throughout the duration of their training and preparation for their certification exam. An AMP graduation ceremony gave pre-apprentices an opportunity to meet and network with local manufacturers. One graduate has already gained training related employment. Tentative plans for the next cohort include classes beginning in September. Erica welcomed members to reach out if they have someone to refer.

Erica reported that YES staff will be hosting a virtual event on Mental Health Awareness slated for June 23rd. Participants who reserve a spot will learn about the signs and symptoms of mental health concerns, understand what to do if experiencing symptoms, and learn about available resources.

LEO Board Action Items

Commissioner Holdren provided the update.

- ▲ Commissioner Kovach made a motion to approve the minutes from the March 16, 2022 joint WDB/LEO Board meeting. Commissioner Richards seconded the motion. The motion was unanimously approved with no abstentions.
- ▲ Commissioner Mirabito made a motion to approve Advance Central PA's Fiscal Year 2023 Operational Budget. Commissioner Harding seconded the motion. The motion was unanimously approved with no abstentions.
- ▲ Commissioner Richards made a motion to approve Advance Central PA's Fiscal Year 2023 Central Region Budget. Commissioner Mirabito seconded the motion. The motion was unanimously approved with no abstentions.

Executive Director's Update

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

High Priority Occupation List Petition

Erica explained the HPO list includes in-demand occupations with at least 35 annual openings projected locally; salary is also a consideration for inclusion on the state-developed list. Only occupations included on the list are eligible for WIOA participant ITAs. Local WDBs have an opportunity to petition for additional occupations to those calculated for inclusion by the state each year. Erica explained there are five occupational categories present on the local list which will be removed with implementation of a new list effective August 1, 2022:

- General & Operations Managers
- Medical Assistants
- Construction Laborers
- Plumbers, Pipefitters & Steamfitters
- Electrical, Electronic, and Electromechanical Assemblers

These occupations remain on the HPO list for neighboring WDBs and Erica reported still seeing a demand for them from the ground across the Central Region. Via a petition process, she is asking the state for the occupations to continue to be included for Advance Central PA as well.

Stacy Richards asked for the full HPO list and inquired as to how frequently petitions may be submitted. Erica responded she will email the full list and then explained petitions can be submitted as necessary if there is justification and evidence such as letters of support from businesses. Sue Auman asked if there are other occupational categories that may be at risk of falling off the list that deserve attention. Erica responded she is watching statistics related to education and early childhood education but overall finds the list to be accurate to include the occupations that are in demand.

Grant Updates

Erica reviewed the current grant portfolio including a new PAsmart Apprenticeship grant totaling \$650,000 in partnership with Central Pennsylvania Institute of Science and Technology. The grant has a goal of registering apprenticeship programs for Water Operator, Wastewater Operator, and Solar PV Installer and serving at least 25 Apprentices including 7 Veterans or individuals from underserved populations.

In an update on the US Economic Development Administration's Good Jobs Challenge grant, Erica reported Advance Central PA's application was one of 509 across the country; 60 awards are anticipated.

Erica provided an overview of an evaluation project funded by a WIOA Statewide Activities grant. Utilizing a procured expert in evaluation, the project will help staff determine the kinds of outcomes that should be measured to best understand the impact of programming and where there are opportunities for improvement.

Stacy Richards made mention of the money allocated to states via the American Rescue Plan Act and asked Erica to keep abreast of opportunities that may present with funds that did not flow to the counties.

Labor Market Information Updates

Erica review the April 2022 unemployment rate for the region and individual counties citing factors that go into the rate; she noted the labor force decrease from the prior month.

Project Highlights

Erica announced Advance Central PA is partnering with Penn College to develop a training that will build the pipeline of workers needed in the weatherization field. PA CareerLink® staff will recruit and assess individuals for program participation. The training itself will include PA CareerLink® facilitated workshops and Penn College Clean Energy Center labs and workshops designed to help individuals successfully enter local employment opportunities. Support will be available to help individuals overcome barriers to participation and completion.

Giving kudos to the Business Solutions Team and thanks to Representative Culver, Erica described a collaborative job fair focused on providing opportunities to individuals with disabilities. Attended by over 70 potential employees, the job fair was a success for the 12 businesses in attendance. Erica emphasized the importance of being inclusive in hiring and suggested employers may want to evaluate how their hiring practices welcome those with disabilities.

Open Discussion

Member Retirement

Dave Zartman shared that Jim Nemeth plans to retire in the coming months. Dave thanked him for his service as an active WDB member and expressed congratulations.

Early Childhood Education

In reference to the LEO Board meeting held that morning, Dave Zartman shared that the Commissioners held robust discussion in regard to the importance of early childhood education. He asked if there are volunteers who might want to serve on an ad-hoc committee focused on the issue. Erica noted the importance of gathering information from other groups who are doing work in this space, including the

PA Early Learning Investment Commission. She emphasized early learning as a workforce issue citing some parents are not having as many children as they may have wanted due to a lack of child care and/or the cost of childcare while others are choosing to have children but are then dropping out of the labor market for those same reasons. Meanwhile, childcare providers struggle to find prospective employees for these critical positions that have low pay, but for which parents cannot afford to bear the weight of pay increases.

Sue Auman applauded the intention behind a committee and the importance of understanding what is already underway so the WDB can act in an effective, collaborative manner.

Rick Mirabito volunteered to be part of a committee and questioned whether there is already assessment underway regarding availability across the region. He'd like to know the slots available versus the slots needed. He also emphasized the importance of connecting the dots from early childhood education to the long-term viability of communities and both the current and future workforce so that the public understands the issue at hand. He welcomes the opportunity to work with others to develop ideas that might be funded as a local solution.

Members continued to discuss ideas and ways to partner to find adequate solutions to the early learning crisis. Dave Kovach voiced his interest in serving on a committee and suggested businesses and legislators must be involved in developing solutions. Stacy Richards noted the crucial importance of quality early learning on individual children and suggested the ability to collaborate as a region as a great strength. Acknowledging the importance of business involvement in solutions, she voiced that the expense of solutions cannot be placed on the back of businesses. Angela Harding suggested the Educational Improvement Tax Credit (EITC) Program as an important factor to consider.

Vulnerability Assessment

Erica announced partnership with Central Susquehanna Intermediate Unit in funding a vulnerability assessment for each of the PA CareerLink® sites across the region. With increasing incidents of threat related to angry customers, including those who are seeking assistance with unemployment compensation claims, the vulnerability assessment has become a necessary step to help keep staff and customers safe. The studies will be complete by June 30th, with the exception of the site in Bloomsburg for which assessment will take place at the new building. The Operator will review the reports to help determine next steps.

Date of Next Meetings

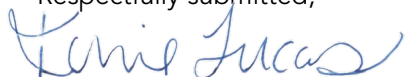
Dave & Ken announced the upcoming meetings as follows:

- Executive Committee – August 12, 2022 at 10:00 a.m.
- LEO Board Meeting – September 21, 2022 at 9:00 a.m.
- WDB/LEO Quarterly Meeting – September 21, 2022, 10:00 a.m.

Adjournment

With no further business to attend to, Commissioner Holdren then Dave Zartman adjourned the LEO Board and WDB meetings at 11:49 a.m.

Respectfully submitted,



Korrie Lucas, Assistant Director

Workforce Development Board Consent Agenda

Action Items

September 21, 2022

1. Motion to approve the minutes from the June 15, 2022 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 hybrid teleconference/in-person meeting held August 12, 2022.

2. Motion to extend the current contract for EARN services with Central Susquehanna Opportunities, Inc. for the period July 1, 2022 through June 30, 2023 with funding in the amount of \$1,409,518.
3. Motion to extend the current contract for PA CareerLink® Operator with Tuscarora Intermediate Unit 11 and consortium members Central Susquehanna Opportunities, Inc., Penn State Institute for the Study of Adult Literacy, and the Private Industry Council of the Central Corridor for the period July 1, 2022 through June 30, 2023 with funding in the amount of \$25,000.
4. Motion to extend the current contract for The Link with Central Susquehanna Opportunities, Inc. for the period July 1, 2022 through June 30, 2023 with funding in the amount of \$95,866.
5. Motion to extend the current contract for Title I Job Seeker Services with Central Susquehanna Opportunities, Inc. for the period July 1, 2022 through June 30, 2023 with funding in the amount of \$1,198,381.
6. Made a motion to extend the current contract for Title I Job Seeker Services with Tuscarora Intermediate Unit 11 for the period July 1, 2022 through June 30, 2023 with funding in the amount of \$368,254.
7. Motion to extend the current contract for Title I Business Solutions with Tuscarora Intermediate Unit 11 for the period July 1, 2022 through June 30, 2023 with funding in the amount of \$869,732.
8. Motion to extend the current Title I Out-Of-School Youth and TANF Youth Development contract with Central Susquehanna Intermediate Unit for the period July 1, 2022 through June 30, 2023 with funding in the amount of \$1,082,420.

Workforce Development Board Non-Consent Agenda Action Items September 21, 2022

1. Motion to approve the September 21, 2022 Consent Agenda Action Items.

Motion:

Second:

2. Motion to accept the counter-proposed WIOA Performance Measures for PY 2022 and PY 2023 from the PA Department of Labor & Industry.

Motion:

Second:

Audit/Finance Committee • Jim Stopper, Chair

Action Needed: Lease for PA CareerLink® Centre County

Action Needed: Increase Adult ITA and OJT funds

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

The EARN Committee met August 31st and will meet as necessary.

Governance Committee • Dean Girton, Chair

The Governance Committee will meet as necessary.

Personnel Committee • Jamie Aurand, Chair

The Personnel Committee unanimously approved the following motion via email on September 6, 2022.

3. Motion to renew the Geisinger Health Solutions Direct HMO with a \$500 deductible and 80/20 coinsurance plan effective for the November 1, 2022 plan year with an increase in employee contributions for dependent coverage to maintain Advance Central PA's contribution of 80% for dependent premiums.

Motion:

Second:

Policy and Performance Committee • Jim Beamer, Chair

The Policy and Performance Committee will meet as necessary.

Youth Committee • Suzanne White, Chair

The Youth Committee will meet as necessary.

WIOA Performance Negotiations Worksheet
PY 2022 & PY 2023

Common Measure	Pennsylvania				Central WDA					
	PY20 Actual	PY21 Actual	PY22 Negotiated Rate	PY23 Negotiated Rate	PY20 Actual	PY21 Actual	PY22 Proposed Rate	PY23 Proposed Rate	PY22 Counter Proposal	PY23 Counter Proposal
Adult										
Employment Second Quarter after Exit	69.0%	70.6%	73.0%	75.0%	70.7%	72.7%	72.8%	73.8%	73%	74%
Employment Fourth Quarter after Exit	67.3%	67.7%	71.0%	72.0%	75.8%	73.0%	73.0%	74.0%	73%	74%
Median Earnings Second Quarter after Exit	\$6,040	\$7,182	\$6,250	\$6,500	\$6,814	\$6,575	\$6,350	\$6,500	\$6,350	\$6,500
Credential Attainment Rate	75.1%	68.2%	67.0%	68.5%	69.6%	61.5%	61.5%	62.5%	62%	63%
Measurable Skill Gains	64.0%	60.7%	50.0%	50.5%	66.2%	53.3%	53.3%	54.3%	53%	54%
Dislocated Worker										
Employment Second Quarter after Exit	76.6%	77.5%	77.0%	78.5%	80.9%	80.6%	80.6%	81.6%	81%	82%
Employment Fourth Quarter after Exit	76.9%	75.6%	76.0%	77.0%	82.3%	80.5%	80.5%	81.5%	81%	82%
Median Earnings Second Quarter after Exit	\$8,819	\$9,545	\$8,500	\$8,750	\$8,687	\$9,452	\$8,800	\$8,800	\$8,800	\$8,800
Credential Attainment Rate	74.9%	76.3%	70.0%	72.0%	64.0%	63.9%	63.9%	64.9%	64%	65%
Measurable Skill Gains	65.3%	68.5%	44.0%	46.0%	56.8%	64.9%	64.9%	64.9%	65%	65%
Youth										
Employment Second Quarter after Exit	63.8%	67.1%	66.0%	67.0%	66.1%	66.0%	66.0%	67.0%	66%	67%
Employment Fourth Quarter after Exit	62.7%	62.9%	62.0%	64.0%	61.6%	65.9%	64.9%	65.9%	65%	66%
Median Earnings Second Quarter after Exit	\$3,253	\$3,890	\$3,000	\$3,500	\$2,924	\$3,648	\$3,100	\$3,200	\$3,100	\$3,200
Credential Attainment Rate	68.0%	57.5%	65.0%	66.0%	53.3%	56.4%	56.4%	56.4%	56%	56%
Measurable Skill Gains	63.3%	65.2%	58.0%	60.0%	55.3%	64.5%	64.5%	64.5%	65%	65%

WIOA Performance Negotiation Justification

PY 2022 and PY 2023

Local Workforce Development Boards are required to submit justification for any proposed common measure performance rate for PY 2022 and PY 2023 that is below actual performance for PY 2021 or for which we do not propose an increase in the goal from PY 2022 to PY 2023.

The justification below was submitted to the PA Dept. of Labor & Industry with the original performance negotiations for the applicable measures which required justification.

Submitted for Adult, Dislocated Workers, and Youth	
Median Earnings Second Quarter after Exit	<p>A slight decrease in wages from actual PY21 performance is proposed for PY 22.</p> <p>Justification: In PY 21, many employers were paying overtime due to the lack of workers which has inflated wages for hourly workers. These employees tend to be the adult workers we serve. Additionally, through our industry partnership, we are already aware of local companies changing their shift structures to reduce overtime and shift differentials as a way to provide work-life balance to retain employees.</p> <p>An increase in wages for PY 23 is not proposed.</p> <p>Justification: Earnings for PY 21 and are inflated as businesses paid bonuses and inflated salaries to find workers in addition to paying overtime because of a lack of workers. The same is anticipated for PY22 data. As the economic climate changes, we are hearing companies state they can't keep increasing wages. This will result in stabilized wages and a reduction in sign-on and retention bonuses which are currently reported in earnings.</p>
Submitted for Dislocated Workers and Youth	
Measurable Skill Gains	<p>An increase is not proposed for PY 23.</p> <p>Justification: Actual performance for PY 21 was significantly higher than prior performance and it is unclear if this trend will continue in the current environment where dislocated workers tend to need an income now and are not as interested in training and skills gains.</p>
Submitted for Youth	
Credential Attainment Rate	<p>An increase is not proposed for PY 23.</p> <p>Justification: Actual performance for PY 21 was significantly higher than prior performance and it is unclear if this trend will continue in the current environment where youth participants tend to need an income now and are not as interested in pursuing training.</p>

Advance Central PA
 FY 22 Contract Expense and Obligation Report
 From 7/1/2021 Through 6/30/22

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	888,907	0	100.00%	0
07/21 - 06/23	PY21 1st Inc. WIOA Adult	241,435	241,435	0	100.00%	0
10/21 - 06/23	PY21 2nd Inc. WIOA Adult	1,137,912	222,561	735,292	84.18%	180,059
	Adult Programs	2,352,558	1,437,207	735,292	92.35%	180,059
10/20 - 06/22	PY20 2nd Inc. WIOA DW	1,301,663	1,301,663	0	100.00%	0
07/21 - 06/23	PY21 1st Inc. WIOA DW	258,005	153,389	78,871	90.02%	25,745
10/21 - 06/23	PY21 2nd Inc. WIOA DW	1,097,820	0	988,159	90.01%	109,661
	Dislocated Worker Programs	2,657,488	1,455,052	1,067,030	94.90%	135,406
07/21 - 06/22	PY19 Rapid Response	100,000	100,000	0	100.00%	0
10/20 - 12/22	PY20 Rapid Response	42,391	0	42,391	100.00%	0
01/22 - 06/24	PY21 Rapid Response	100,000	0	55,527	55.53%	44,473
	Rapid Response Programs	242,391	100,000	97,918	81.65%	44,473
04/20 - 06/22	PY20 WIOA Youth	735,685	735,685	0	100.00%	0
04/21 - 06/23	PY21 WIOA Youth	1,596,433	754,472	645,207	87.68%	196,754
04/22 - 06/24	PY22 WIOA Youth	1,521,961	0	0	0.00%	1,521,961
07/20 - 06/22	PY20 TANF Youth	509,554	509,554	0	100.00%	0
07/21 - 06/22	PY21 TANF Youth	664,200	167,918	478,239	97.28%	18,043
02/21 - 09/21	PY20 SLIP	14,439	14,439	0	100.00%	0
01/20 - 06/22	PY19 Business & Education Partnership	79,633	79,633	0	100.00%	0
02/22 - 12/23	PY21 Business & Education Partnership	150,000	9,287	0	6.19%	140,713
	Youth Programs	5,271,905	2,270,988	1,123,446	64.39%	1,877,471
07/20 - 06/21	EARN	2,720,377	1,560,234	363,185	70.70%	796,958
	Welfare Programs	2,720,377	1,560,234	363,185	70.70%	796,958
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	1,440	0	0.62%	232,132
02/20 - 06/22	Next Gen 19 - Healthcare	247,640	9,034	0	3.65%	238,606
NA	IP Sustainability Fund	337,248	0	0	0.00%	337,248
	Industry Partnerships	950,597	11,009	0	1.16%	939,588
03/20 - 06/22	PASmart CNC Apprenticeship	241,053	211,086	0	87.57%	29,967
01/22 - 06/22	PASmart CPI Apprenticeship	650,000	777	0	0.12%	649,223
	Reemployment Services	891,053	211,863	0	23.78%	679,190
NA	Research Department	104,370	55,872	0	53.53%	48,498
NA	Gold Standard	64,671	2,264	945	4.96%	61,462
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	18,417	8,084	0	43.89%	10,333
05/22 - 06/22	FIT4Construction	7,500	5,845	0	77.93%	1,655
07/21 - 06/22	PREP	13,935	13,920	0	99.89%	15
05/22 - 06/22	JOBS Grant	5,000	5,000	0	100.00%	0
05/20 - 06/22	COVID-19 PACL	70,969	70,969	0	100.00%	0
10/20 - 09/23	ARC Reboot	1,009,186	283,451	702,029	97.65%	23,706
08/21 - 06/22	Statewide Funds	272,207	267,635	0	98.32%	4,572
01/22 - 04/22	Statewide Funds	6,155	6,155	0	100.00%	0
08/21 - 12/22	Statewide Funds	45,000	11,250	33,750	100.00%	0
08/21 - 06/22	Statewide Funds	59,810	58,619	0	98.01%	1,191
	Other Programs	1,677,997	713,040	702,974	84.39%	261,983
	Grand Total	16,764,366	7,759,393	4,089,845	70.68%	4,915,128

Notes:

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

2 Waivered funds include PY21 TANF, Next Gen funds, and PASmart funds.

Advance Central PA
Operating Budget to Actual Comparison
From 7/1/2021 Through 6/30/2022

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	921,991	851,818	70,172.56	92.39%
Staff Travel & Development	28,418	9,275	19,142.77	32.64%
Board Expenses	8,674	2,406	6,268.20	27.74%
General Office Supplies	5,566	4,507	1,058.72	80.98%
Leases - Copiers/Equipment	2,500	985	1,515.00	39.40%
Outreach	2,250	605	1,645.45	26.87%
Subscriptions	22,251	16,717	5,534.00	75.13%
Memberships	10,510	8,750	1,760.47	83.25%
Vehicles	4,850	2,909	1,940.53	59.99%
Equipment And Furnishings	10,212	5,555	4,656.70	54.40%
Professional Fees	15,750	11,857	3,892.74	75.28%
Business Services ¹	14,300	24,630	(10,329.76)	172.24%
Computer Services	31,944	18,089	13,854.97	56.63%
Facility Costs	<u>81,029</u>	<u>75,817</u>	<u>5,211.55</u>	<u>93.57%</u>
Total Operational Expenses	1,160,245.00	1,033,921.10	126,323.90	<u>89.11%</u>
Total Expenditures	1,160,245.00	1,033,921.10	126,323.90	<u>89.11%</u>

Notes:

* Anticipated expenditure rate of 100%.

¹ Business Services is over budget due to website updates and repairs.

Advance Central PA
 FY22 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2021 Through 6/30/2022

	Total Budget - Original	Current Year Actual	Variance - Original	Budget Expended *	Budget Remaining
REVENUE:					
WIOA Adult	188,687	148,389	40,298	78.64%	21.36%
WIOA Dislocated	188,687	148,389	40,298	78.64%	21.36%
WIOA In School Youth ¹	10,646	10,646	-	100.00%	0.00%
WIOA Out of School	92,903	73,052	19,851	78.63%	21.37%
EARN	172,486	135,368	37,118	78.48%	21.52%
Advance Central PA Total: ²	653,409	515,845	137,564	78.95%	21.05%
WAGNER PEYSER	317,561	248,256	69,305	78.18%	21.82%
WP REGIONAL	12,112	10,698	1,414	88.33%	11.67%
VETS	73,413	58,900	14,513	80.23%	19.77%
RAPID RESPONSE	1,683	1,636	47	97.21%	2.79%
OVR	92,884	71,803	21,081	77.30%	22.70%
STAFF	12,112	10,698	1,414	88.33%	11.67%
DEVELOPMENT					
OVERSIGHT	12,112	10,698	1,414	88.33%	11.67%
TRADE	25,979	21,687	4,292	83.48%	16.52%
State Partner Total:	547,855	434,376	113,479	79.29%	20.71%
Total REVENUE	1,201,264	950,221	251,043	79.10%	20.90%
EXPENSES:					
PERSONNEL					
Total PERSONNEL	476,511	441,676	34,835.31	92.69%	7.31%
FACILITY					
Total FACILITY	648,294	559,648	88,646.48	86.33%	13.67%
OPERATIONAL ³					
Total OPERATIONAL	329,132	208,798	120,334	63.44%	36.56%
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	259,901	259,901	0	100.00%	0.00%
TOTAL EXPENDITURES	1,194,036	950,221	243,816	79.58%	20.42%

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 100%.

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

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

Advance Central PA
 Subcontractor Budget and Actual Comparison
 From 7/1/2021 Through 6/30/2022

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	470,509	42,089	91.79%	8.21%
Dislocated Worker Pool	511,500	527,692	(16,192)	103.17%	-3.17%
OS Youth Pool ³	109,836	95,179	14,657	86.66%	13.34%
TANF	30,000	26,231	3,769	87.44%	12.56%
FIT 4 Construction	2,218	1,131	1,087	51.00%	49.00%
Engage	7,700	7,700	-	100.00%	0.00%
ARC Reboot	73,780	64,010	9,770	86.76%	13.24%
EARN Pool ³	100,000	86,934	13,066	86.93%	13.07%
Total OPERATIONAL EXPENSES	1,347,632	1,279,386	68,246	94.94%	5.06%
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	1,353,730	1,281,186	72,544	94.64%	5.36%

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	450,347	156,545	74.21%	25.79%
IS Youth Pool	335,661	311,120	24,541	92.69%	7.31%
TANF Youth	252,248	150,051	102,197	59.49%	40.51%
Dislocated Worker Pool	606,892	527,981	78,911	87.00%	13.00%
Business Edu. Partnership	12,528	12,528	-	100.00%	0.00%
Rapid Response ⁵	105,521	98,006	7,515	92.88%	7.12%
FIT 4 Construction	3,000	785	2,215	26.18%	73.83%
ARC Reboot	107,711	90,185	17,526	83.73%	16.27%
EARN Pool	1,534,461	1,044,225	490,236	68.05%	31.95%
EARN SNAP	46,092	41,125	4,967	89.22%	10.78%
Total OPERATIONAL EXPENSES	3,611,005	2,726,353	884,653	75.50%	24.50%

DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	10,000	6,756	3,244	67.56%	32.44%
IS Youth Pool	212,026	70,338	141,688	33.17%	66.83%
TANF Youth	157,630	80,517	77,113	51.08%	48.92%
Dislocated Worker Pool	10,000	4,122	5,878	41.22%	58.78%
ARC Reboot	4,000	635	3,365	15.88%	84.13%
EARN Pool	86,400	55,579	30,821	64.33%	35.67%
Total DIRECT CUSTOMER SERVICES	480,056	217,947	262,109	45.40%	54.60%
TOTAL EXPENDITURES	4,091,061	2,944,300	1,146,762	71.97%	28.03%

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	100,556	91,148	9,408	90.64%	9.36%
OS Youth Pool	694,520	694,520	-	100.00%	0.00%
Total OPERATIONAL EXPENSES	795,076	785,668	9,408	98.82%	1.18%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	61,701	21,048	40,653	34.11%	65.89%
OS Youth Pool	229,815	68,646	161,169	29.87%	70.13%
Total DIRECT CUSTOMER SERVICES	291,516	89,694	201,822	30.77%	69.23%
TOTAL EXPENDITURES	1,086,592	875,362	211,230	80.56%	19.44%

NOTES:

1 Anticipated expenditure rate of 100% for operating expenses.

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

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

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

5 CSO Rapid Response budget includes The Link.

FY23 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS
As of 8/31/2022

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY23 ITA	
Adult	\$2,566	\$2,566	\$0	\$2,566	\$0	1	100.00%
Adult POS	\$111,286	\$95,082	\$14,353	\$109,435	\$1,851	32	98.34%
Dislocated Worker	\$93,758	\$11,207	\$738	\$11,945	\$81,812	3	12.74%
TOTAL ITA	\$207,610	\$108,855	\$15,091	\$123,946	\$83,664	36	59.70%

ON THE JOB TRAININGS (OJTs)						FY23 OJT	
Adult	\$31,084	\$26,123	\$4,570	\$30,693	\$391	4	98.74%
Adult POS	\$30,484	\$16,621	\$5,282	\$21,902	\$8,582	5	71.85%
Dislocated Worker	\$62,505	\$0	\$0	\$0	\$62,505	0	0.00%
Out of School Youth	\$76,098	\$11,620	\$0	\$11,620	\$64,478	2	15.27%
TOTAL OJT	\$200,171	\$54,363	\$9,852	\$64,215	\$135,956	11	32.08%
TOTAL ITA/OJT	\$407,781	\$163,218	\$24,943	\$188,161	\$219,620	47	46.14%

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	2021	\$68,000	\$0	\$27,900	\$40,100	20	41%
	2023		\$0	\$27,900			
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%

FY23 Central Region Budget Updates

As of September 21, 2022

The Central Region has increased revenues of \$750,588 from the budget presented at the June 15, 2022 meeting for a revised available revenue total of \$14,165,064. Adjustments include the actual carryover from FY22 into FY23 and the addition of the DCED Videos grant, the Statewide Aviation grant, and the Statewide Operations grant.

Advance Central PA's available funding for operations increased by \$65,602 due to the carryover adjustments, the allocation of the waived funds, and the addition of the DCED Videos grant.

Advance Central PA's share of the Operating Budget (RSAB) decreased slightly due to adjustments made with the final approved version of the budget related to rent.

The training budget increased by \$509,191 due to the allocation of the waived funds.

The Service Delivery budgets for CSO and Other Service Delivery partners increased while the budgets for TIU and CSIU decreased. CSO's budget increased due to WIOA Youth carryover adjustments from FY22 and the Other Service Delivery Partners increased due to the new DCED Videos grant, the Statewide Operations grant, and the allocation of the waived funds. TIU's budget decreased due to carryover adjustments for the ARC Reboot program, and CSIU's budget decreased based on a modification to the Youth budget.

The Regional Outreach budget increased due to the addition of the Statewide Operations grant.

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

**Advance Central PA
FY 23 Central Region Budget Updates
As of September 21, 2022**

Following is the net change to the FY23 Revenues that were presented on June 15, 2022. Changes include adjustments to the actual carryover and the addition of the DCED Videos grant, the Statewide Aviation grant, and the Statewide Operations grant.

Total Revenues presented 6/15/22	\$ 13,414,476
Adjustments:	
Adult	27,949
Dislocated Worker	69,012
Youth	97,106
TANF Youth	(26,574)
EARN Performance	(368)
Rapid Response	117,391
Unrestricted	1,200
PASmart CNC	(5,033)
Next Gen Healthcare 2019	5,291
Next Gen Manuf. 2019	6,311
Business and Edu. 2021	45,713
Next Gen Healthcare 2020	4,132
Next Gen Manuf. 2020	25,606
PASmart CPI	(777)
Statewide Evaluation	33,750
Statewide Aviation	9,326
Statewide Operations	332,777
DCED Videos	82,154
ARC	(74,378)
Net Increase	750,588
Revised Available Revenues	<u><u>\$ 14,165,064</u></u>

Below is a summary of adjustments to the FY23 expense budgets along with explanations for the changes. The budgets represent all funding sources.

Total Budget presented 6/15/22	\$ 13,414,476
Net Increase in Allocated Funds	806,141
Net Decrease in Unallocated Funds	(55,552)
Revised Total Budget	<u><u>\$ 14,165,065</u></u>

Advance Central PA's available budget increased due to the carryover adjustments, the allocation of the waived funds, and the addition of the DCED Videos grant.

Advance Central PA Budget presented 6/15/22	\$ 1,277,394
Adjustments:	
Net Increase	65,602
Revised Advance Central PA Budget	<u><u>\$ 1,342,996</u></u>

Advance Central PA's share of the Operating Budget decreased slightly due to adjustments in the approved RSAB related to rent.

Operating Budget presented 6/15/22	\$ 729,886
Net decrease	(1,037)
Revised Operating Budget	<u><u>\$ 728,849</u></u>

The training budget increased due to the allocation of the waived funds.

Training Budget presented 6/15/22	\$ 552,982
Net Increase	509,191
Revised Training Budget	<u><u>\$ 1,062,173</u></u>

The Service Delivery budgets for CSO and Other Service Delivery partners increased while the budgets for TIU and CSIU decreased. CSO's budget increased due to WIOA Youth carryover adjustments from FY22 and the Other Service Delivery Partners increased due to the new DCED Videos grant, the addition of the Statewide Aviation grant, and the allocation of the waived funds. TIU's budget decreased due to carryover adjustments for the ARC Reboot program, and CSIU's budget decreased based on a modification to the Youth budget.

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 6/15/22	\$ 3,624,071	\$ 1,370,921	\$ 1,114,912	\$ 1,012,109
Net Increase/Decrease	8,180	(4,104)	(32,492)	204,071
Revised Service Delivery Budgets	<u><u>\$ 3,632,251</u></u>	<u><u>\$ 1,366,817</u></u>	<u><u>\$ 1,082,420</u></u>	<u><u>\$ 1,216,180</u></u>

The Regional Outreach budget increased due to the addition of the Statewide Operations grant.

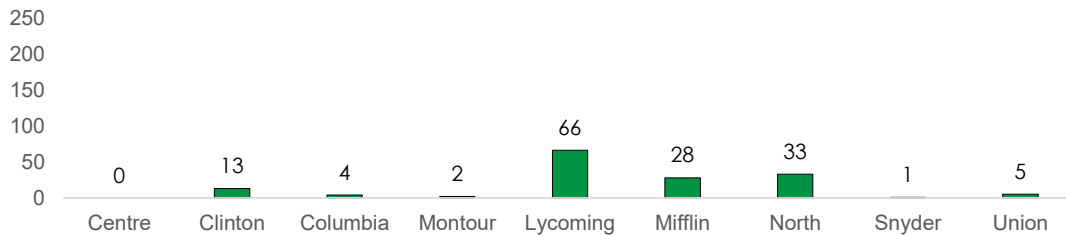
Regional and Other Budget presented 6/15/22	\$ 58,412
Net Increase	56,730
Revised Regional and Other Budget	<u><u>\$ 115,142</u></u>

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

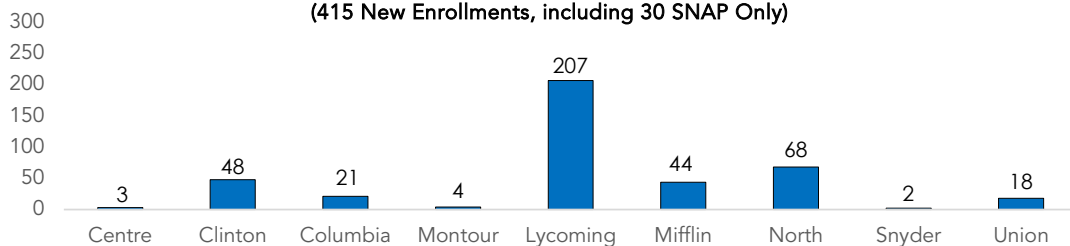
Unallocated Budget presented 6/15/22	\$ 3,073,791
Adjustments:	
Net Decrease	(55,552)
Revised Unallocated Budget	<u><u>\$ 3,018,239</u></u>

EARN Program Year 2021-2022 Enrollment Report

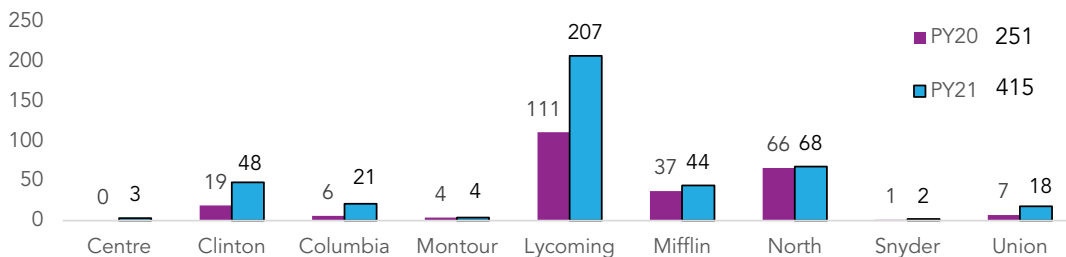
PY21 Carryovers from PY20
(152 Carryovers)



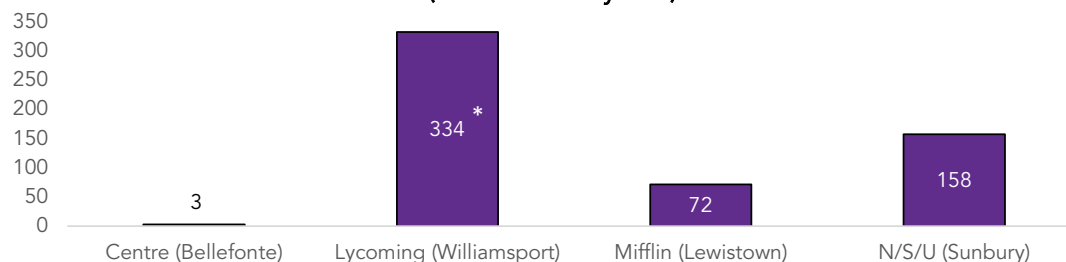
New Enrollments July 2021 - June 2022
(415 New Enrollments, including 30 SNAP Only)



Enrollments Comparison PY20, PY21: July - June



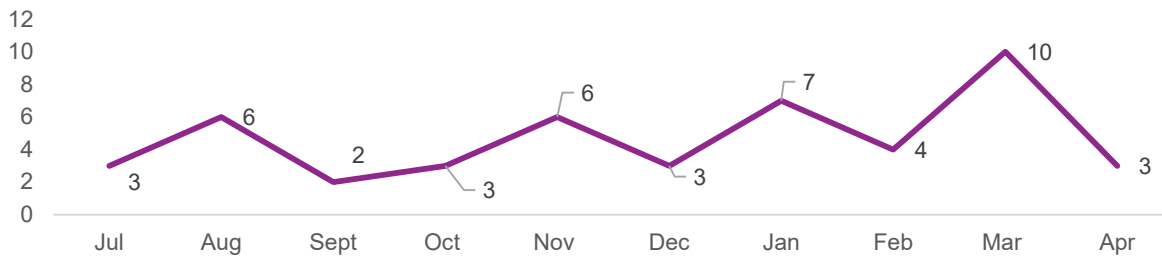
Enrollments by PA CareerLink July 2021 - June 2022
(New and Carryover)



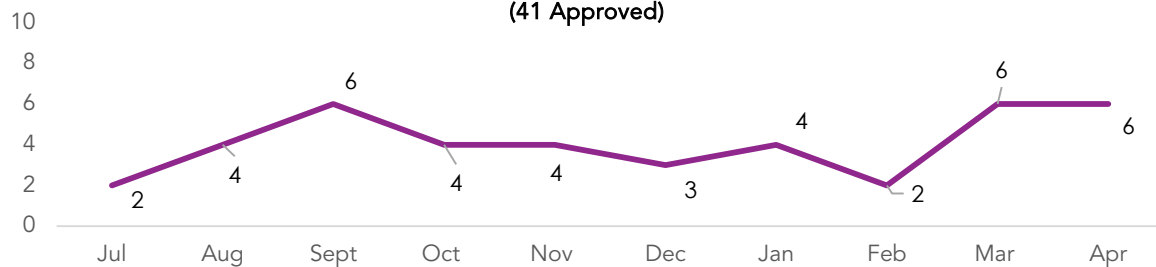
* A staffing model change will result in Clinton participants being shown separately on the chart in PY22 rather than included with Lycoming.

EARN Program Year 2021-2022 Performance Report

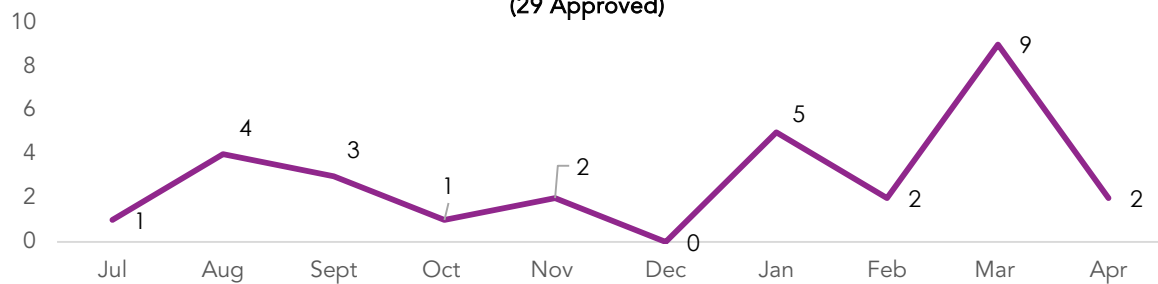
PY21 Placement July 2021 - April 2022
(47 Approved)



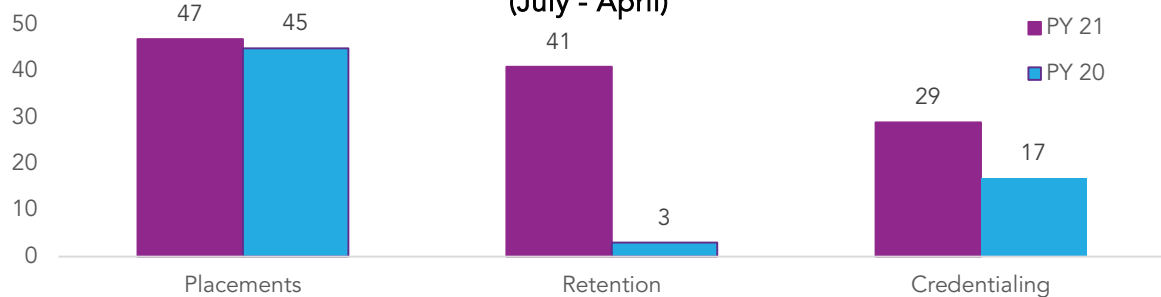
PY 21 Retention July 2021 - April 2022
(41 Approved)



PY 21 Credentialing July 2021 - April 2022
(29 Approved)



Performance Comparison PY20, PY 21
(July - April)



The 2022 Pennsylvania Labor Power 100

Meet the leaders key to making the state work.

BY CITY & STATE

SEPTEMBER 6, 2022

For organized labor in Pennsylvania, the past year has been a vivid reminder that change is the only constant. A number of organizations saw changes in leadership, including the first female leader of the state's AFL-CIO and the first Black business manager of the Philadelphia Building and Construction Trades Council. And thanks to the burgeoning interest in unionizing, the power, promise and possibilities offered by unions are front-and-center like they haven't been in some time.

To recognize the people who keep Pennsylvania working, City & State PA's 2022 Labor Power 100 recognizes the union chiefs, politicians, worker's rights advocates, activists, attorneys and others who make up the ever-evolving labor movement in the state. The following profiles were researched and written by City & State staff and freelance writer Hilary Danailova.

<https://www.cityandstatepa.com/power-lists/2022/09/2022-pennsylvania-labor-power-100/376453/>

95. Erica Mulberger

Executive Director, Advance Central PA



From apprenticeships to career counseling, adult literacy education to resume writing workshops, Erica Mulberger manages it all as executive director of Advance Central PA. An accountant by training, Mulberger has been with the former Central Pennsylvania Workforce Development Corporation for a dozen years, starting as finance director. In addition to overseeing the organization's recent rebranding, Mulberger has expanded Advance Central PA's individual services and industry partnerships and transitioned more of its offerings online during the pandemic.

Monitoring Update

June 2022 through August 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 June and August 2022.

ON-THE-JOB TRAINING (OJT) CONTRACT MONITORING

- Staff completed a desk review of 4 new contracts submitted for approval for begin dates between June 2022 and August 2022; each of the contracts was approved for funding. In addition, staff completed desk reviews for the 6 other open OJT contracts to monitor for risks, quality of services provided, and adherence to the training plan and fiscal requirements; technical assistance was provided to the subcontractors as needed.
- OJT contract monitoring also included onsite visits to three employers to monitor a total of 5 contracts. No compliance issues were found with those Adult and Dislocated Worker OJT contracts.

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 102 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.

SUBRECIPIENT FISCAL MONITORING

On June 15th, staff received a corrective action plan from Tuscarora Intermediate Unit (TIU) in response to the in-depth fiscal monitoring report issued May 16th requiring nine corrective actions and two recommendations. Staff responded to TIU August 16th requesting revisions to the corrective action plan with supplemental materials. A revised plan has been received and is being reviewed by staff.

PA CAREERLINK® OPERATIONS MONITORING

Advance Central PA has visited four PA CareerLink® offices to observe and monitor overall site operations. In total, 35 partner program staff were interviewed. One workshop was attended and observations were made in each career resource area (CRA) and reception area. Data was pulled from CWDS to understand trends in serving job seeker customers and businesses as part of the overall findings. The status of each report is as follows.

- A formal report was issued to PA CareerLink® Northumberland, Snyder, and Union Counties on August 4th with four required actions and three recommendations. The Operator requested an extension which was granted. The CAP was submitted August 6, 2022. Staff response is forthcoming.
- A formal report was issued to PA CareerLink® Columbia and Montour Counties on August 4th with five required actions and one recommendation. The Operator requested an extension which was granted. The CAP was submitted August 6, 2022. Staff response is forthcoming.
- A formal report was issued to PA CareerLink® Mifflin County on August 23rd with two required actions and five recommendations. The CAP is forthcoming.
- A formal report was issued to PA CareerLink® Centre County on August 23rd with three required actions and two recommendations. The CAP is forthcoming.

ADULT AND DISLOCATED WORKER (A/DW) MONITORING

Advance Central PA conducted a program year 2021 monitoring of the A/DW programs provided by Central Susquehanna Opportunities, Inc. (CSO) and Tuscarora Intermediate Unit (TIU). Monitoring included a review of 38 CSO case files and 8 TIU case files. Formal reports are forthcoming.

IN-SCHOOL YOUTH (ISY) MONITORING

Central Susquehanna Opportunities, Inc. (CSO) submitted an initial corrective action plan addressing ten required actions and two recommendations outlined in the program year 2021 monitoring report. Staff reviewed the plan and requested additional information and supplemental materials. CSO submitted their second response, and staff accepted the revised plan to conclude the monitoring on June 21st.

IN-SCHOOL YOUTH (ISY) SUMMER MONITORING

Staff conducted a monitoring of the 2022 Central Susquehanna Opportunities, Inc. (CSO) ISY summer programming including paid internships and Camp STEAM. In addition to a desk review, a total of 6 paid internship worksites were visited and three virtual Camp STEAM sessions were attended. A formal report is forthcoming.

OUT OF-SCHOOL YOUTH (OSY) MONITORING

Central Susquehanna Intermediate Unit (CSIU) submitted their response to PY21 monitoring of OSY program delivery on June 30th. Staff have reviewed and accepted CSIU's corrective action plans, closing the monitoring.

EARN MONITORING

Staff has initiated PY21 monitoring of CSO's EARN program operations. The monitoring will include a comprehensive review of 47 case files.

EQUAL OPPORTUNITY MONITORING

- TIU and CSO each completed an Equal Opportunity self-monitoring survey in conjunction with the program year 2021 A/DW program operations monitoring. Responses are forthcoming.
- Staff completed required physical accessibility monitoring of each PA CareerLink® site in accordance with WIOA, 29 CFR, and the 2012 ADA Standards for Accessible Design. Multiple findings were documented in reports to the Operator, and Site Administrators coordinated with building owners to make corrections. Final reports confirming each site's compliance was issued to the Operator with the exception of Bloomsburg where the landlord is still working to have the accessible parking corrected.

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

OEO confirmed Advance Central PA's compliance with WIOA Equal Opportunity and Discrimination requirements based on a survey completed by staff. An interim compliance certification with three

corrective actions was issued June 20th. No further response is required at this time; OEO will confirm corrections during the 2022 review cycle.

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

BWDA facilitated a remote monitoring of case files. Staff provided the documents requested from 43 case files from the Adult, Dislocated Worker, ISY, OSY, and COVID-19 NDWG programs. BWDA has not yet issued a formal report related to this monitoring.

PENNSYLVANIA DEPARTMENT OF HUMAN SERVICES (DHS) BUREAU OF EMPLOYMENT PROGRAMS (BEP) PY21 MONITORING

BEP will be conducting on-site program monitoring September 27 – 29, 2022 at the PA CareerLink® Lycoming County. A self-monitoring tool is due to BEP prior to their visit. When on-site, the BEP monitor will plan to review 38 case files, interview EARN subcontractor staff and meet with EARN participants. Advance Central PA staff will also be on-site throughout the monitoring to provide any support needed and answer questions the monitor may have.

Adult/Dislocated Worker Outcomes Report

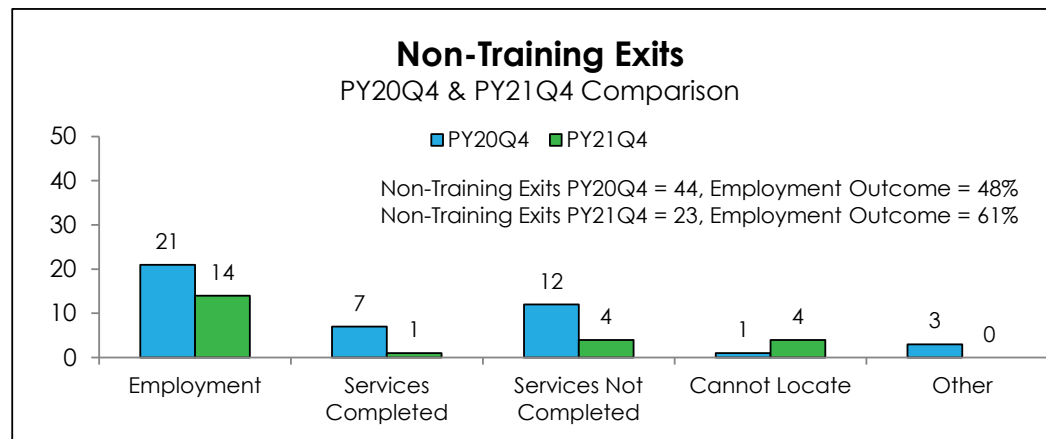
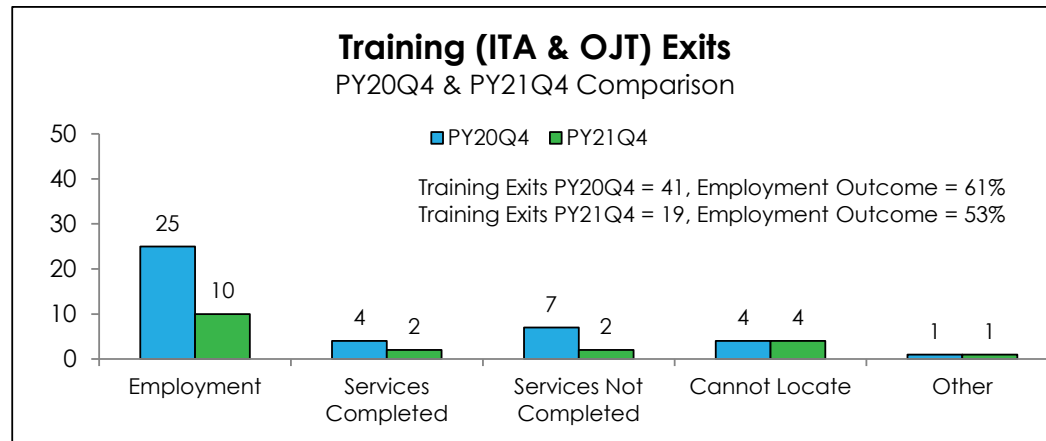
PY20 Q4 and PY21 Q4 Comparison

April 1, 2021 - June 30, 2021 & April 1, 2022 - June 30, 2022

Central Pennsylvania



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



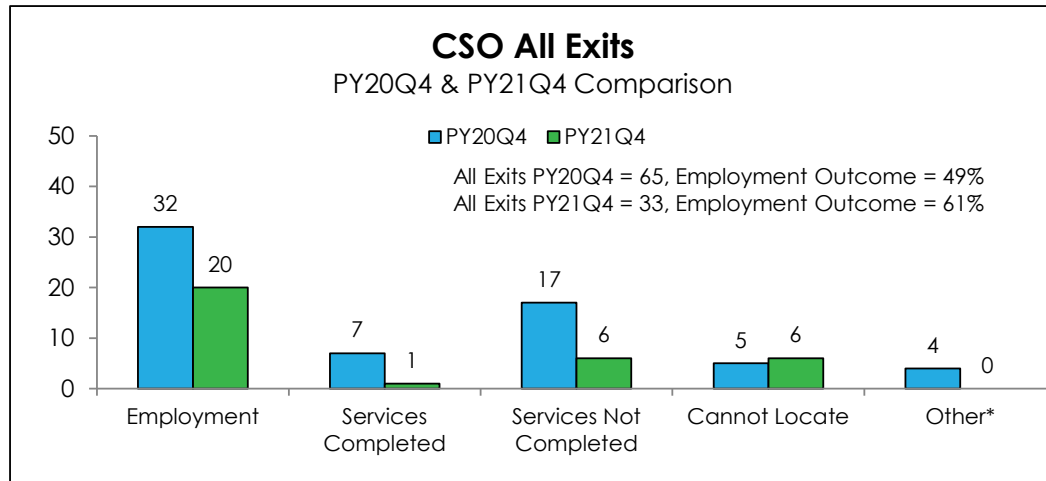
Other* PY20Q4: Health, Medical (3), Retirement (1)
(applies to All Exits) PY21Q4: Health, Medical (1)

Adult/Dislocated Worker Outcomes Report

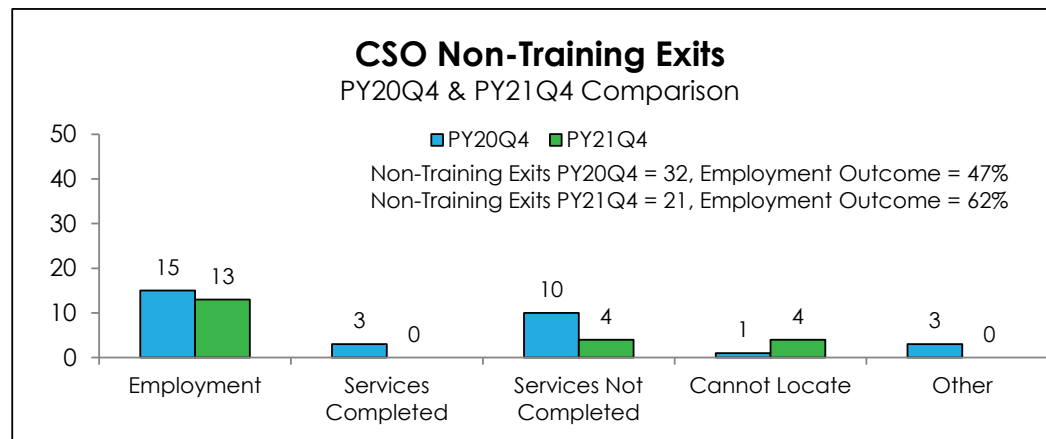
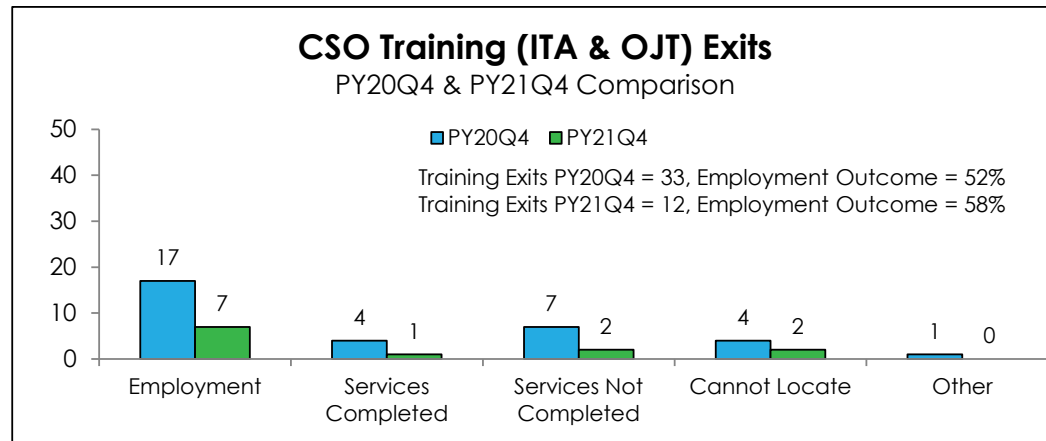
PY20 Q4 and PY21 Q4 Comparison

April 1, 2021 - June 30, 2021 & April 1, 2022 - June 30, 2022

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*
(applies to All Exits)

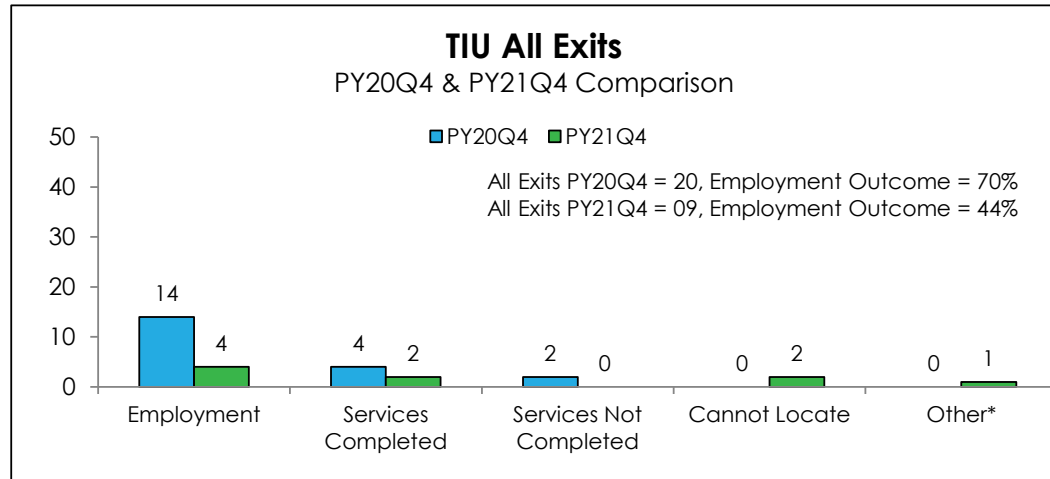
PY20Q4: Health, Medical (3), Retirement (1)

Adult/Dislocated Worker Outcomes Report

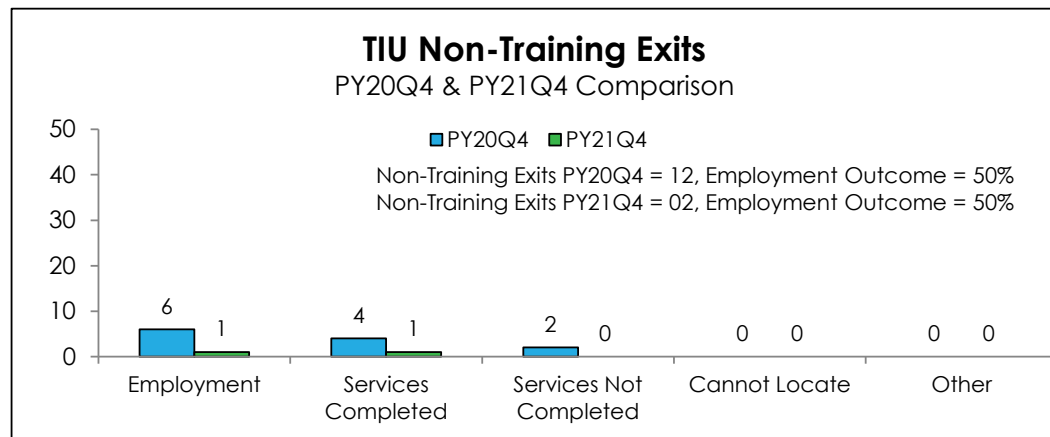
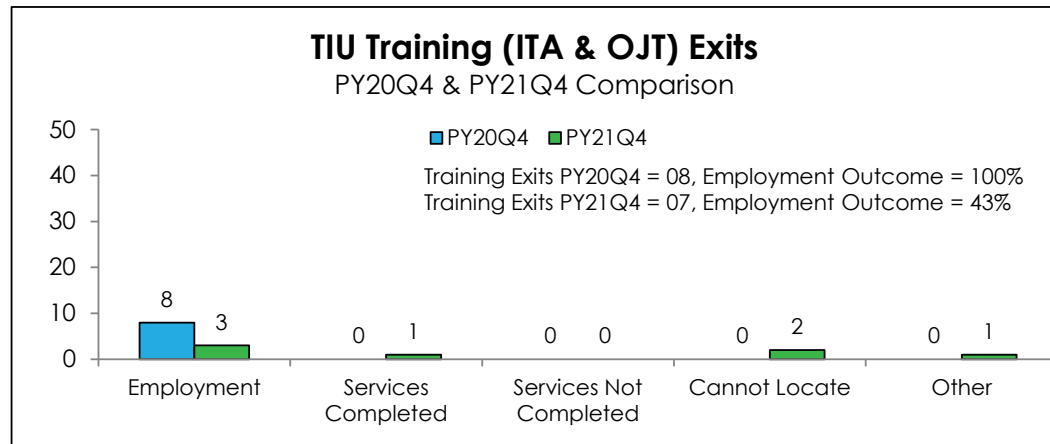
PY20 Q4 and PY21 Q4 Comparison

April 1, 2021 - June 30, 2021 & April 1, 2022 - June 30, 2022

Tuscarora Intermediate Unit 11



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

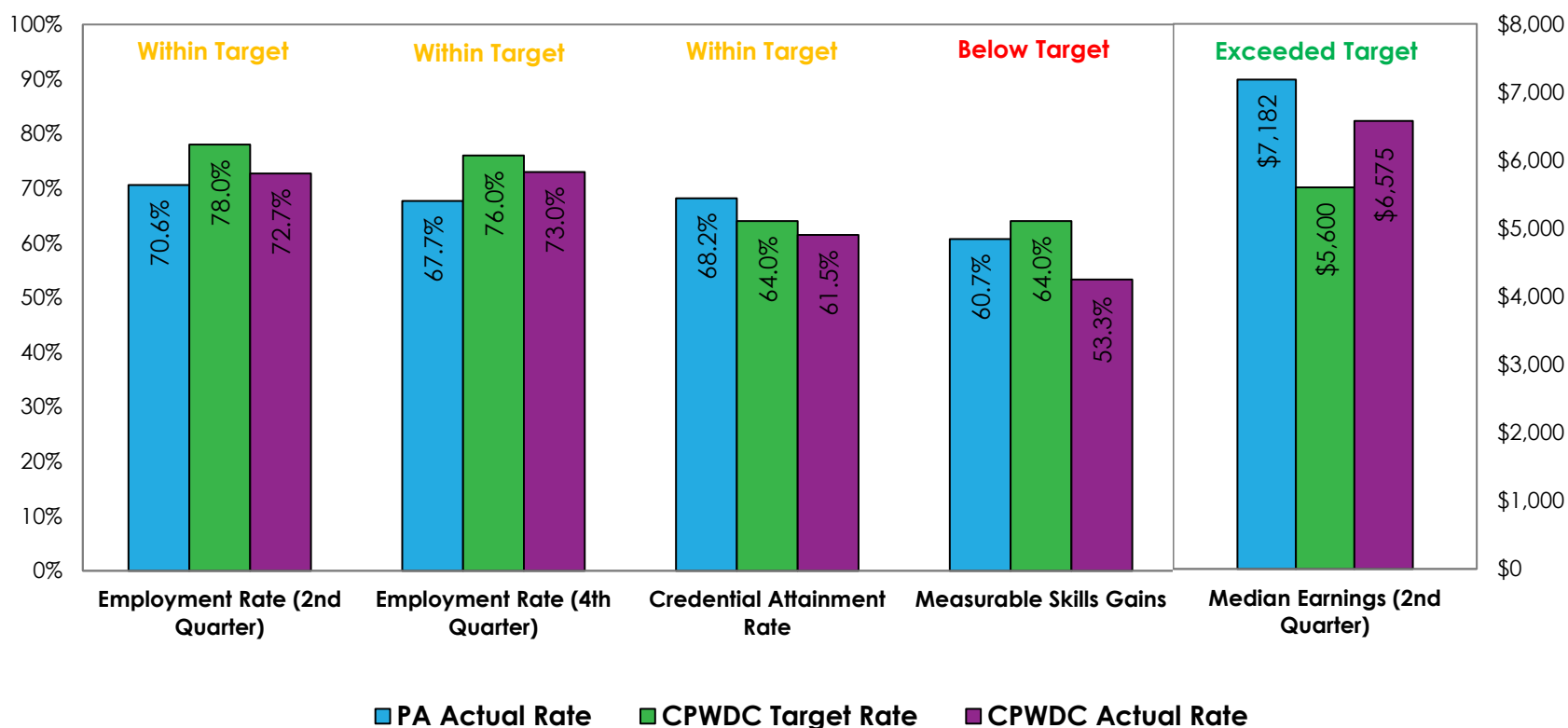


Other*
(applies to All Exits) PY21Q4: Health, Medical (1)

Advance Central PA Adult Program 4th Quarter Program Year 2021 Common Measure Summary

Improvement needed in:

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




Common Measure Definitions

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

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

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

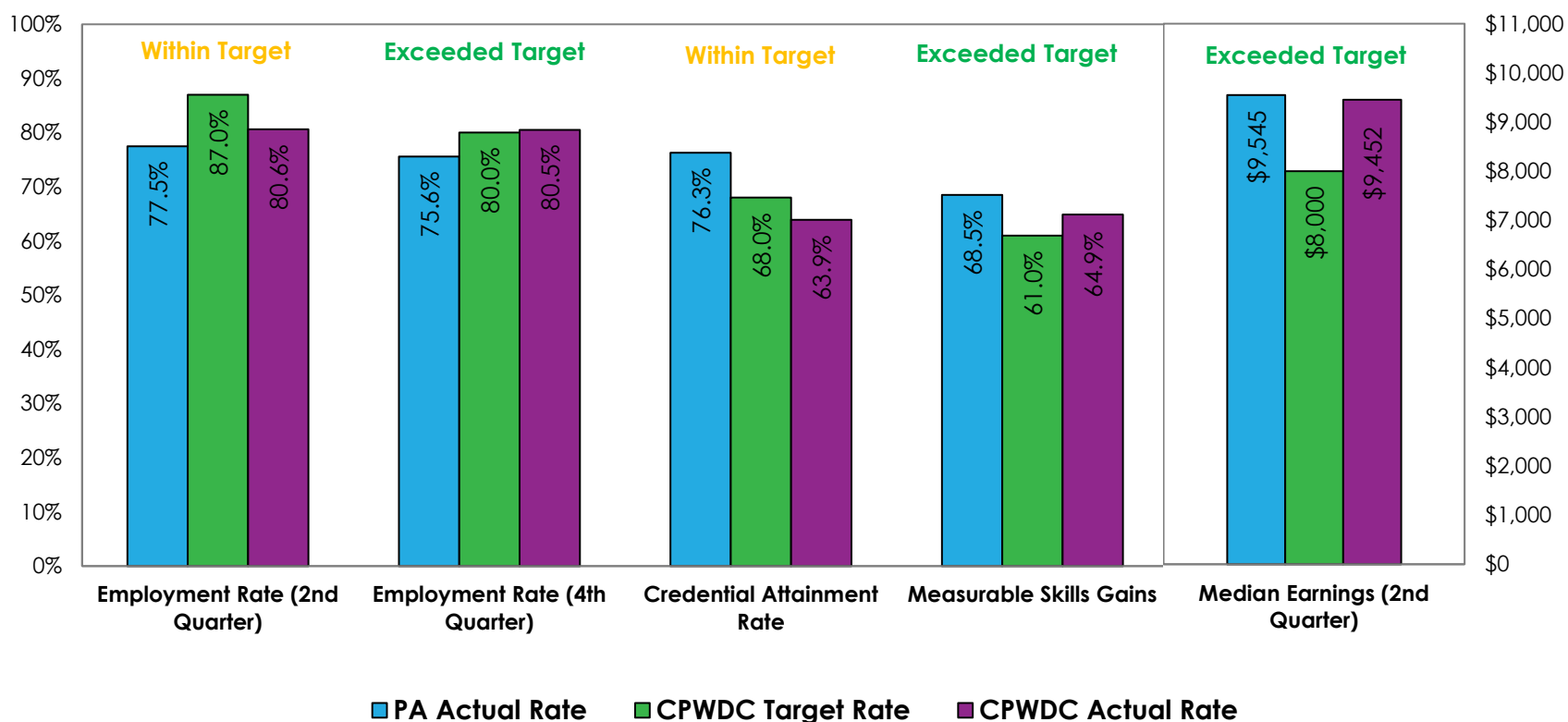
Measurable Skills Gain - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year



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

Advance Central PA Dislocated Worker Program 4th Quarter Program Year 2021 Common Measure Summary

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

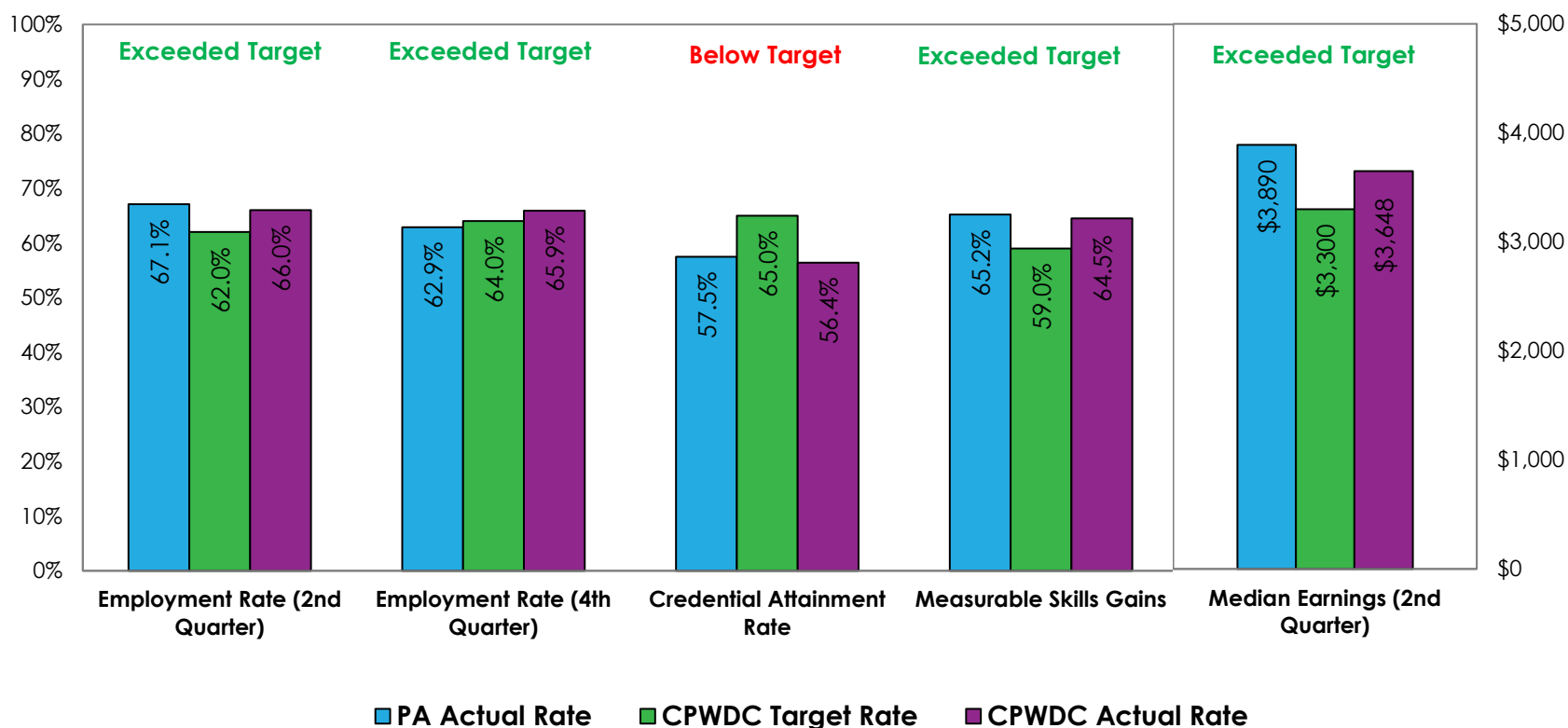
Measurable Skills Gain - % of Dislocated Workers in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year



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

Advance Central PA Youth Programs 4th Quarter Program Year 2021 Common Measure Summary

Improvement needed in:
- Credential Attainment Rate



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

Local Elected Official Board Joint Meeting Action Items September 21, 2022

1. Motion to approve the minutes from the June 15, 2022 joint WDB/LEO Board meeting.

Motion:

Second:

Fiscal Year 2023 Competitive Funding Portfolio As of September 21, 2022

GRANTS CARRIED OVER FROM FY22

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, 2022 (Waiver in process to extend through June 30, 2023)	\$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.
PASmart Growing Registered Apprenticeships and Pre-Apprenticeships in Pennsylvania Grant PA Dept. of Labor & Industry June 30, 2022 (Extended through June 30, 2023)	\$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.
Appalachian Regional Commission Partnership for Opportunity and Workforce and Economic Revitalization (POWER) Initiative Appalachian Regional Commission October 2020- September 2023	\$1,018,500	CPWDC in partnership with Geisinger and SEDA-COG will provide solutions to address the opioid crisis in Central PA. <ul style="list-style-type: none"> Expand access to treatment services by connecting individuals impacted by opioid using telemedicine. Referral of patients to CPWDC's Reboot program initiated via the National Dislocated Worker Grant to Address the Opioid Crisis. Connect individuals in recovery to businesses who are "Recovery Friendly" as identified by the PA CareerLink® Business Service Team and SEDA-COG. Educate businesses and increase "Recovery Friendly" statuses.
Engage! PA Dept. of Community and Economic Development July 1, 2022– June 30, 2023	\$16,400 (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 1 Business Forum for a minimum of 10 companies to discuss companies' needs and match them with solutions for economic stability and/or growth.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
Business Education Partnership Grant PA Dept. of Labor & Industry February 1, 2022 – December 31, 2023	\$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 and delivering curriculum to increase workforce competencies resulting in increased career awareness. Student/Educator in the Workplace Activities to strengthen engagement between businesses and schools and provide students, parents, and educators with understanding of business needs and expectations for bright career opportunities.
PAsmart Apprenticeship Grant PA Dept. of Labor & Industry January 1, 2022 – June 30, 2024	\$650,000	<ul style="list-style-type: none"> Supports Central Pennsylvania Institute of Science and Technology (CPI), development of non-traditional Registered Apprenticeship (RA) programs: Water Operator, Wastewater Operator, and Solar Photovoltaic (PV) Installer. Enroll 25 Apprentices, including 7 Veterans or underserved/non-traditional populations. Expand Water Operator and Wastewater Registered Apprenticeship programs to 3 new businesses and Solar PV Installer to 2 new businesses.

NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
Manufacturing-to-Career Grant Program PA Dept. of Community and Economic Development August 1, 2022 – June 30, 2023	\$77,058	<ul style="list-style-type: none"> Increase awareness of advanced manufacturing careers and CTE programs that prepare students for them, including: Jersey Shore Area School District, Keystone Central School District, SUN Technical Institute, and Williamsport Area High School. Produce 5 professional videos promoting employment with a local manufacturer and the associated CTE program. Develop supporting print materials. Coordinate educator tours of the CTE facilities followed by tours at local manufacturers, showing counselors and educators the available career opportunities.
WIOA Statewide Activity Projects – STEM Aviation Camp PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023	\$9,326	<ul style="list-style-type: none"> Support a partnership with SUN Area Technical Institute and Susquehanna STEM to the Skies for a STEM Aviation Camp serving 24 middle-school students where they will learn about welding, machining, and opportunities in the aviation industry built on skills learned at the CTE level.
WIOA Statewide Activity Projects – PA CareerLink® Operations Supplement PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023	\$332,777	<ul style="list-style-type: none"> Supplement the Title I Adult and Dislocated Worker allocations to level funding. Replace customer workstations in the Career Resource Area and staff workstations all in poor condition at the PA CareerLink® Northumberland/Snyder/Union Counties. Replace a staff desk in poor condition at the PA CareerLink® Lycoming County. Cover the cost of disposal of items being replaced.

GRANTS SUBMITTED

Funding Source/Grant Name	Funding Requested	Grant Objectives
WIOA Statewide Activity Projects – PA CareerLink® Columbia/Montour Counties PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023	\$35,320.67	<ul style="list-style-type: none"> Funding will supplement the Operating Budget to purchase needed furnishings for the new site in Bloomsburg, including: a reception desk, new customer workstations and chairs for the Career Resource Area, including a new ADA desk, conference table and chairs, and tables and chairs for a flexible area designed to serve business and job seeker customers.
WIOA Statewide Activity Projects – Workforce and Career Development Certification Training® PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023	\$28,000	<ul style="list-style-type: none"> Workforce and Career Development Certification Training® covering 20 competencies related to providing relevant career and training services, including to individuals with barriers will be provided for 19 PA CareerLink® staff and 1 staff person from Advance Central PA. The credential earned is stackable and can lead to other certifications.

GRANTS BEING EXPLORED

Funding Source/Grant Name	Funding to be Requested	Grant Details
Apprenticeship Building America PA Dept. of Labor & Industry Apprenticeship & Training Office TBD	Up to \$183,333	<ul style="list-style-type: none"> Funding is available to develop or enhance actionable Registered Apprenticeship (RA) and Pre-Apprenticeship (Pre-RA) plans, engagement of career & technical education to develop Pre-RA pipelines, Register at least 1 new RA program, and supplement the cost of RA OJT and Related Technical Instruction.
WIOA Statewide Activity Projects PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023	TBD	<ul style="list-style-type: none"> Funding is available to support a number of Commonwealth defined objectives, including to enhance services to businesses and job seekers within the PA CareerLink® delivery model.

GRANT APPLICATIONS NOT FUNDED

Good Jobs Challenge	\$21,223,866	
U.S. Economic Development Administration		<p>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.</p>

County Unemployment Rates July 2022 (Lowest to Highest)

Rank	County	Unemployment Rate
1	Chester County	2.6%
2	Cumberland County	2.7%
3	Montgomery County	2.9%
4	Adams County	3.0%
4	Perry County	3.0%
6	Bucks County	3.2%
6	Montour County	3.2%
8	Centre County	3.3%
8	Union County	3.3%
10	Lancaster County	3.4%
11	Dauphin County	3.5%
11	Franklin County	3.5%
13	Butler County	3.6%
13	Lebanon County	3.6%
13	Northampton County	3.6%
13	York County	3.6%
17	Allegheny County	3.8%
18	Bradford County	3.9%
18	Delaware County	3.9%
18	Juniata County	3.9%
18	Snyder County	3.9%
18	Susquehanna County	3.9%
23	Bedford County	4.0%
23	Fulton County	4.0%
23	Lehigh County	4.0%
26	Columbia County	4.1%
27	Jefferson County	4.2%
27	Westmoreland County	4.2%
29	Blair County	4.3%
29	Crawford County	4.3%
29	Warren County	4.3%
32	Lackawanna County	4.4%
32	Washington County	4.4%
34	Berks County	4.5%

Rank	County	Unemployment Rate
34	Clarion County	4.5%
34	Mifflin County	4.5%
37	Elk County	4.6%
38	Carbon County	4.7%
38	Northumberland County	4.7%
38	Schuylkill County	4.7%
38	Tioga County	4.7%
38	Venango County	4.7%
38	Wyoming County	4.7%
44	Clinton County	4.8%
44	Indiana County	4.8%
44	Lycoming County	4.8%
44	Wayne County	4.8%
48	Armstrong County	4.9%
48	McKean County	4.9%
48	Mercer County	4.9%
51	Beaver County	5.0%
51	Cameron County	5.0%
51	Erie County	5.0%
54	Clearfield County	5.1%
54	Greene County	5.1%
54	Pike County	5.1%
57	Luzerne County	5.2%
58	Cambria County	5.3%
58	Lawrence County	5.3%
58	Potter County	5.3%
58	Somerset County	5.3%
62	Philadelphia County	5.4%
63	Sullivan County	5.5%
64	Huntingdon County	5.6%
65	Monroe County	5.8%
66	Fayette County	6.2%
67	Forest County	6.9%

For Comparison Purposes

Pennsylvania

4.3%

United States

3.5%

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

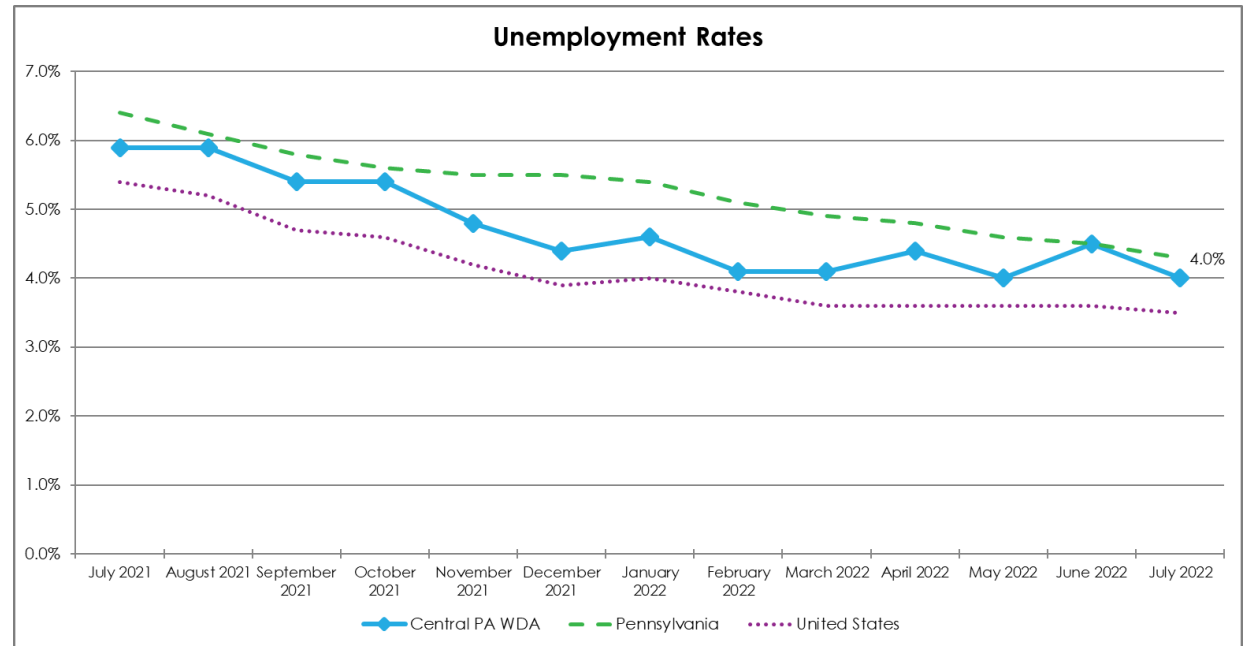
Workforce Development Area Unemployment Rates July 2022 (Lowest to Highest)

Rank	Workforce Development Area	Unemployment Rate
1	Chester County WDA	2.6%
2	Montgomery County WDA	2.9%
3	Bucks County WDA	3.2%
3	South Central WDA	3.2%
5	Lancaster County WDA	3.4%
6	Lehigh Valley WDA	3.8%
6	Three Rivers WDA	3.8%
8	Delaware County WDA	3.9%
9	Central WDA	4.0%
10	Tri-County WDA	4.1%
10	Westmoreland and Fayette Counties WDA	4.1%
12	Northern Tier WDA	4.3%
13	Lackawanna County WDA	4.4%
14	Berks County WDA	4.5%
15	Northwest WDA	4.6%
16	Southern Alleghenies WDA	4.7%
16	Southwest Corner WDA	4.7%
18	Luzerne-Schuylkill Counties WDA	4.9%
19	North Central WDA	5.0%
20	West Central WDA	5.1%
21	Pocono Counties WDA	5.2%
22	Philadelphia County WDA	5.4%
For Comparison Purposes		
	Pennsylvania	4.3%
	United States	3.5%

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Central Pennsylvania Labor Market Status Report -- July 2022

Unemployment Rates			
Geography	Month	Monthly Change	Annual Change
Centre	3.3%	↔	↓
Clinton	4.8%	↓	↓
Columbia	4.1%	↓	↓
Lycoming	4.8%	↔	↓
Mifflin	4.5%	↓	↓
Montour	3.2%	↓	↓
Northumberland	4.7%	↓	↓
Snyder	3.9%	↓	↓
Union	3.3%	↓	↓
Central PA WDA	4.0%	↓	↓
Pennsylvania	4.3%	↓	↓
United States	3.5%	↓	↓



	July 2022	June 2022	Monthly Change	July 2021	Annual Change
Central PA WDA					
Labor Force	288,800	291,500	↓ -2,700	293,500	↓ -4,700
Employed	277,300	278,500	↓ -1,200	276,100	↑ 1,200
Unemployed	11,500	13,000	↓ -1,500	17,300	↓ -5,800
Unemployment Rate	4.0%	4.5%	↓ -0.5%	5.9%	↓ -1.9%
Pennsylvania					
Labor Force	6,446,000	6,446,000	↔ 0	6,411,000	↑ 35,000
Employed	6,171,000	6,159,000	↑ 12,000	6,002,000	↑ 169,000
Unemployed	275,000	287,000	↓ -12,000	409,000	↓ -134,000
Unemployment Rate	4.3%	4.5%	↓ -0.2%	6.4%	↓ -2.1%
United States					
Labor Force	163,960,000	164,023,000	↓ -63,000	161,375,000	↑ 2,585,000
Employed	158,290,000	158,111,000	↑ 179,000	152,704,000	↑ 5,586,000
Unemployed	5,670,000	5,912,000	↓ -242,000	8,671,000	↓ -3,001,000
Unemployment Rate	3.5%	3.6%	↓ -0.1%	5.4%	↓ -1.9%

Preliminary July 2022 seasonally adjusted data (downloaded September 2022)

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Civilian Labor Force

Centre County	77,000
Clinton County	16,900
Columbia County	32,800
Lycoming County	54,500
Mifflin County	20,400
Montour County	8,900
Northumberland County	40,900
Snyder County	19,400
Union County	19,300

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.

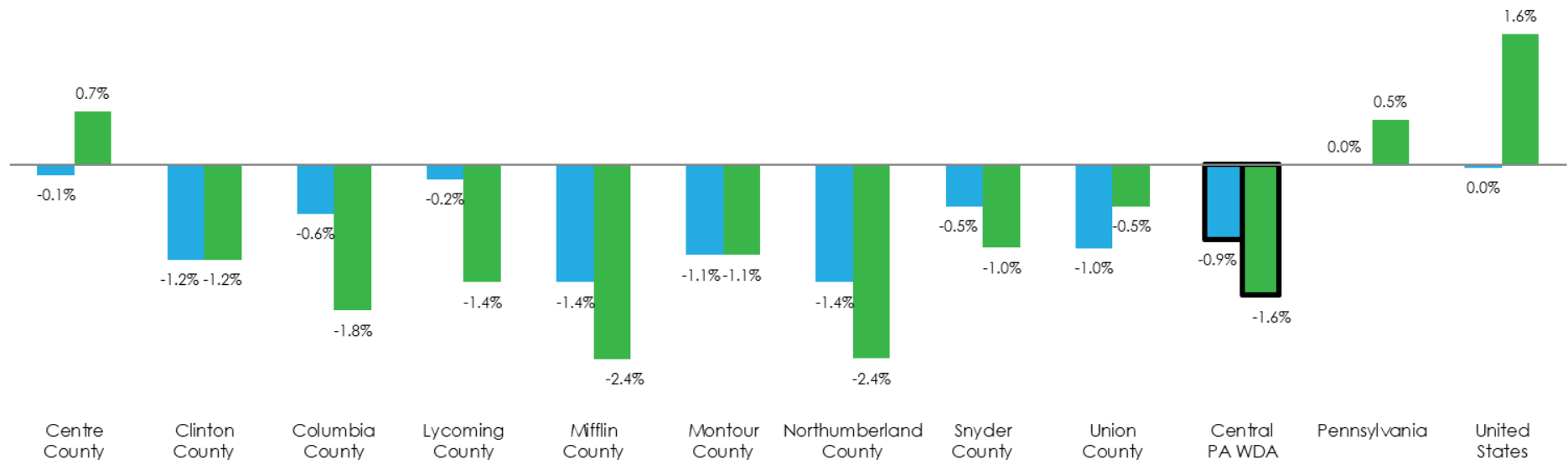


July 2022

	Change Since		
	July 2022	June 2022	July 2021
Central PA WDA	288,800	-2,700	-4,700
Pennsylvania	6,446,000	0	35,000
United States	163,960,000	-63,000	2,585,000

Percent Change in Civilian Labor Force: July 2022

■ Month Change ■ Year Change



Preliminary July 2022 seasonally adjusted data (downloaded September 2022)

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Employed Population

Centre County	74,500
Clinton County	16,100
Columbia County	31,400
Lycoming County	51,900
Mifflin County	19,500
Montour County	8,600
Northumberland County	39,000
Snyder County	18,600
Union County	18,700

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

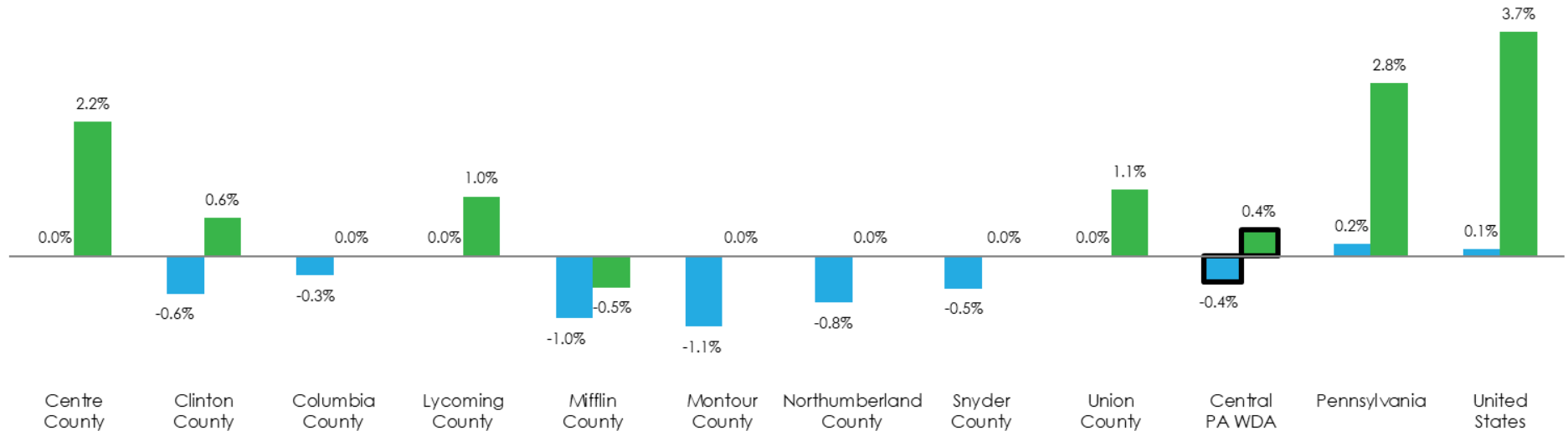


July 2022

	Change Since		
	July 2022	June 2022	July 2021
Central PA WDA	277,300	-1,200	1,200
Pennsylvania	6,171,000	12,000	169,000
United States	158,290,000	179,000	5,586,000

Percent Change in Employed Population: July 2022

■ Month Change ■ Year Change



Preliminary July 2022 seasonally adjusted data (downloaded September 2022)

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Unemployed Population

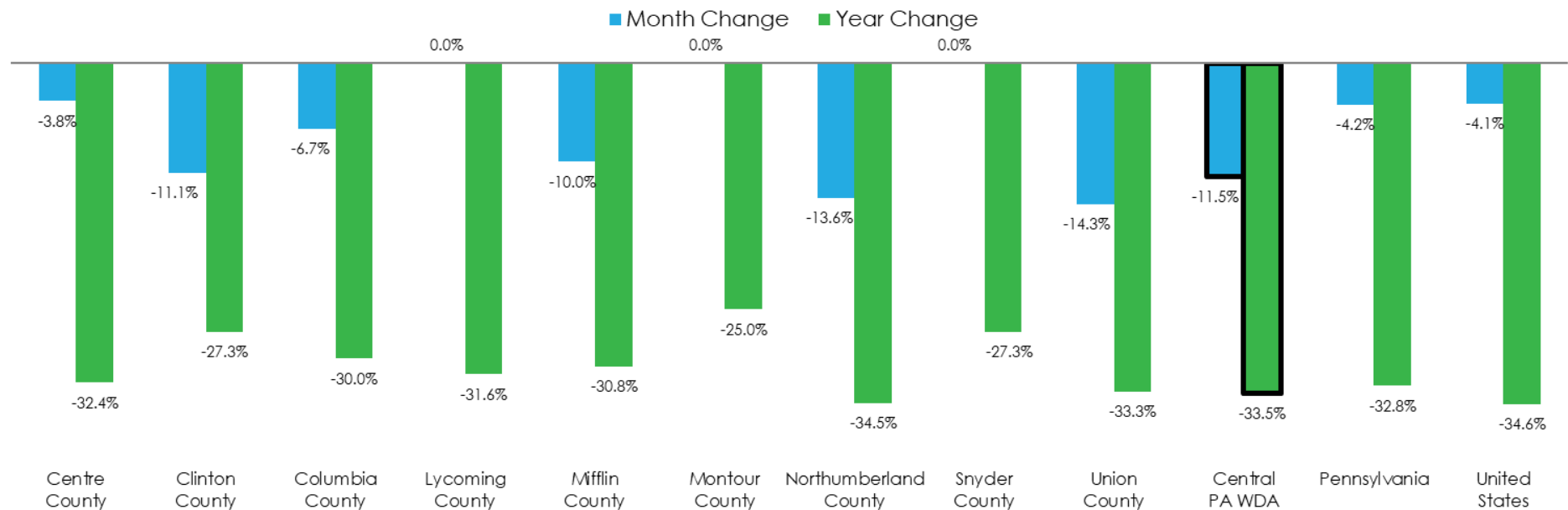
Centre County	2,500
Clinton County	800
Columbia County	1,400
Lycoming County	2,600
Mifflin County	900
Montour County	300
Northumberland County	1,900
Snyder County	800
Union County	600

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.

July 2022

	Change Since		
	July 2022	June 2022	July 2021
Central PA WDA	11,500	-1,500	-5,800
Pennsylvania	275,000	-12,000	-134,000
United States	5,670,000	-242,000	-3,001,000

Percent Change in Unemployed Population: July 2022



Preliminary July 2022 seasonally adjusted data (downloaded September 2022)

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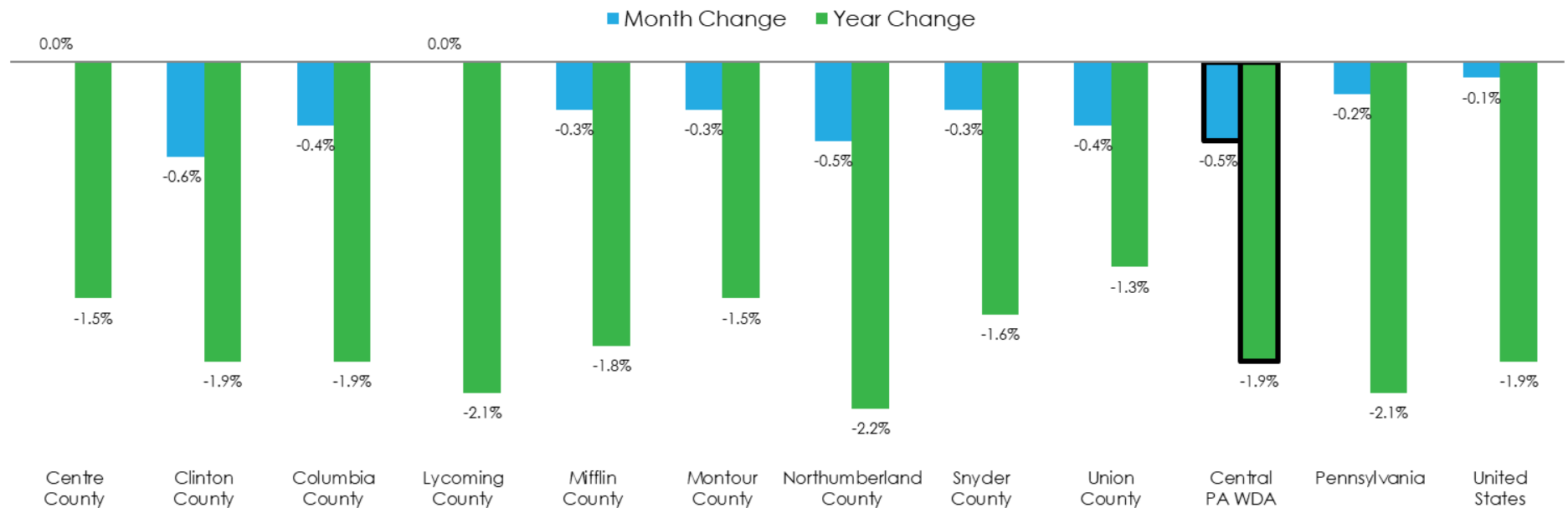
Unemployment Rates

	July 2022	June 2022	July 2021
Centre County	3.3%	3.3%	4.8%
Clinton County	4.8%	5.4%	6.7%
Columbia County	4.1%	4.5%	6.0%
Lycoming County	4.8%	4.8%	6.9%
Mifflin County	4.5%	4.8%	6.3%
Montour County	3.2%	3.5%	4.7%
Northumberland County	4.7%	5.2%	6.9%
Snyder County	3.9%	4.2%	5.5%
Union County	3.3%	3.7%	4.6%
Central PA WDA	4.0%	4.5%	5.9%
Pennsylvania	4.3%	4.5%	6.4%
United States	6.0%	3.6%	5.4%

July 2022

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: July 2022



Preliminary July 2022 seasonally adjusted data (downloaded September 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.

Online Job Postings Analysis

Central Pennsylvania

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

Online Job
Postings:
15,100

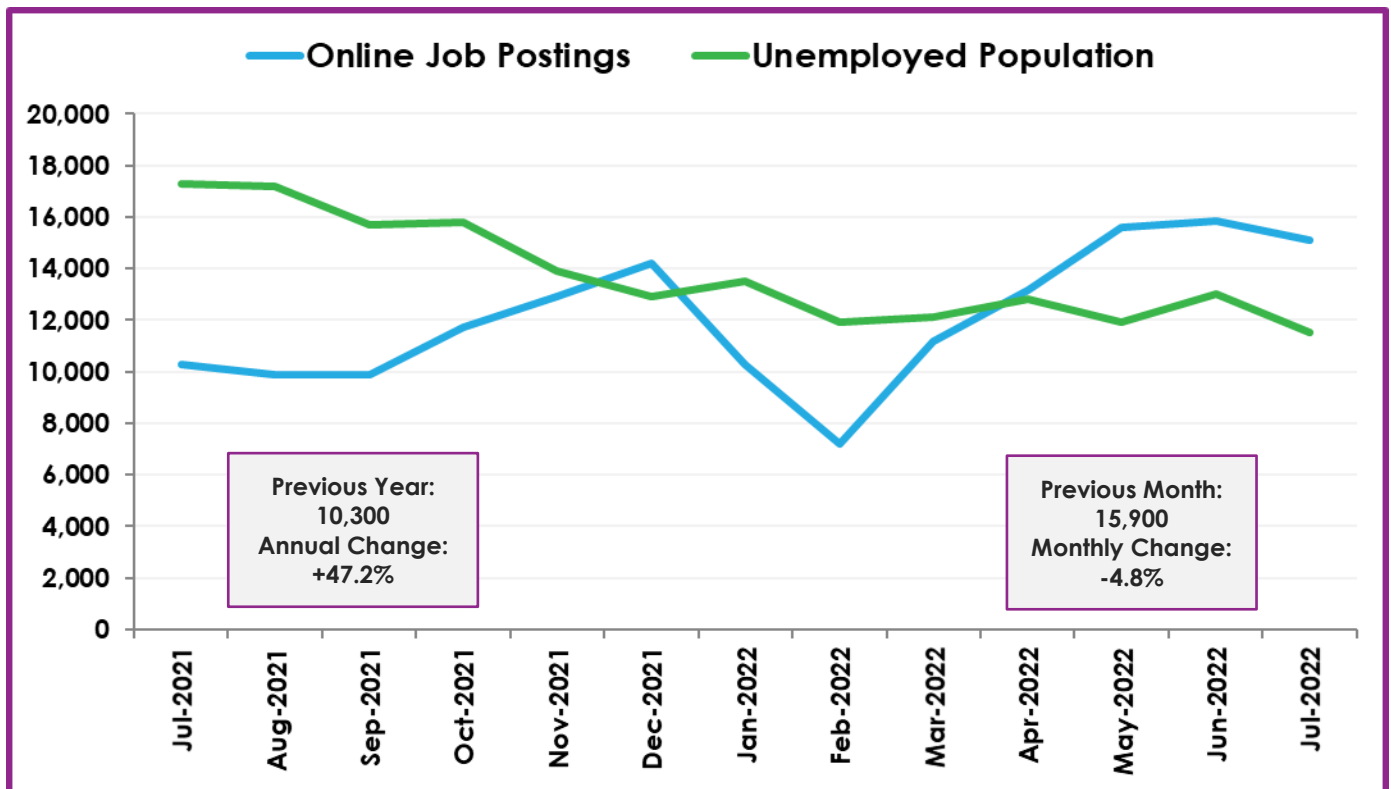
Unemployed:
11,500

Unemployment
Rate:
4.0%

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 3,600 postings would still remain.***

Online Job Postings by Occupational Grouping

Occupational Grouping	July 2022	June 2022	July 2021	Monthly Change	Annual Change	Unemployed
Healthcare Practitioners and Technical	4,456	4,694	2,627	-5.1%	69.6%	370
Management	1,268	1,325	756	-4.3%	67.7%	1,025
Computer and Mathematical	974	1,025	471	-5.0%	106.8%	119
Healthcare Support	915	1,229	752	-25.5%	21.7%	506
Office and Administrative Support	893	924	714	-3.4%	25.1%	1,605
Sales and Related	861	873	833	-1.4%	3.4%	755
Transportation and Material Moving	806	846	641	-4.7%	25.7%	2,389
Unclassified	669	766	391	-12.7%	71.1%	0
Educational Instruction and Library	640	564	386	13.5%	65.8%	514
Business and Financial Operations	537	517	242	3.9%	121.9%	315
Food Preparation and Serving Related	465	423	392	9.9%	18.6%	1,309
Architecture and Engineering	421	397	246	6.0%	71.1%	173
Production	391	372	395	5.1%	-1.0%	1,149
Arts, Design, Entertainment, Sports, and Media	330	331	211	-0.3%	56.4%	149
Installation, Maintenance, and Repair	306	307	240	-0.3%	27.5%	400
Community and Social Service	298	305	205	-2.3%	45.4%	154
Life, Physical, and Social Science	260	282	208	-7.8%	25.0%	80
Building and Grounds Cleaning and Maintenance	207	214	195	-3.3%	6.2%	300
Personal Care and Service	130	137	72	-5.1%	80.6%	289
Construction and Extraction	128	155	159	-17.4%	-19.5%	1,587
Protective Service	111	132	88	-15.9%	26.1%	165
Legal	20	23	13	-13.0%	53.8%	31
Farming, Fishing, and Forestry	19	19	25	0.0%	-24.0%	70
Military	1	2	0	-50.0%	--	7
Total Online Job Postings	15,106	15,862	10,262	-4.8%	47.2%	13,452

Unemployed data provided by Lightcast; derived from Characteristics of the Insured Unemployed, Local Area Unemployment Statistics, and Lightcast databases; based on 12-month averages ending June 2022; unclassified indicates no previous work experience or unspecified

Employers

- BAYADA Home Health Care
- Bucknell University
- Construction Specialties
- Geisinger Health System
- Larson Design Group
- ShiftMed
- Talent4Health
- The Pennsylvania State University
- University of Pittsburgh Medical Center
- Walmart

These employers have the highest number of online job postings.

Occupations

- Clinical Laboratory Technologists and Technicians: \$27.99
- Education Administrators, Postsecondary: \$45.66
- Heavy and Tractor-Trailer Truck Drivers: \$22.23
- Licensed Practical and Licensed Vocational Nurses: \$22.79
- Nursing Assistants: \$14.48
- Operations Research Analysts: \$40.70
- Postsecondary Teachers: \$37.54
- Registered Nurses: \$36.40
- Retail Salespersons: \$11.82
- Secretaries and Administrative Assistants, Except Legal, Medical, and Executive: \$17.68

These occupations have the highest number of online job postings.

Increasing Postings

- Clinical Laboratory Technologists and Technicians: \$27.99
- Education Administrators, Postsecondary: \$45.66
- Educational, Guidance, and Career Counselors and Advisors: \$28.72
- Licensed Practical and Licensed Vocational Nurses: \$22.79
- Nurse Practitioners: \$50.15
- Nursing Assistants: \$14.48
- Operations Research Analysts: \$40.70
- Registered Nurses: \$36.40
- Secretaries and Administrative Assistants, Except Legal, Medical, and Executive: \$17.68
- Teaching Assistants, Except Postsecondary: \$12.54

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: Lightcast, 2022.3; occupational wages do not include benefits and are based on current median estimates.

New Online Job Postings – August 2022

Central Pennsylvania

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



EMPLOYERS

- 42 North Dental
- All Medical Personnel
- Allegheny Valley School
- BAYADA Home Health Care
- Bucknell University
- CareInHomes
- Construction Specialties
- CVS Health
- Encompass Health
- First Quality Enterprises
- Geisinger Health System
- Locum Tenens Partners
- Minitab
- ProMedica
- Susquehanna University
- Talent4Health
- Textron
- The Pennsylvania State University
- University of Pittsburgh Medical Center
- Walmart

OCCUPATIONS

- Clinical Laboratory Technologists and Technicians
- Education Administrators, Postsecondary
- Fast Food and Counter Workers
- First-Line Supervisors of Retail Sales Workers
- Heavy and Tractor-Trailer Truck Drivers
- Home Health and Personal Care Aides
- Laborers and Freight, Stock, and Material Movers, Hand
- Licensed Practical and Licensed Vocational Nurses
- Maintenance and Repair Workers, General
- Managers, All Other
- Mechanical Engineers
- Medical and Health Services Managers
- Nurse Practitioners
- Nursing Assistants
- Operations Research Analysts
- Postsecondary Teachers
- Registered Nurses
- Retail Salespersons
- Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
- Teaching Assistants, Except Postsecondary

Based on employers and occupations with the highest number of new online job postings
In **August 2022**
Source: Lightcast, 2022.3
Updated: September 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

Sue Auman
Union-Snyder Community Action Agency

Jim Beamer
IBEW, Local #812

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Michele Foust
Glenn O. Hawbaker, Inc.

Dean Girton
Girton Manufacturing Company

Bruce Jones
Bureau of Workforce Partnership & Operations

Keith Koppenhaver
IUOE, Local #66

Lynn Kuhns
Apex Homes of PA, LLC

Jeff Lowry
Geisinger Health System

Jim Nemeth
Autoneum

Zollie Rayner
AFSCME Labor Union

Steve Stumbris
Bucknell University Small Business Development Center

Susan Swartz
Office of Vocational Rehabilitation

Todd Taylor
Central PA Institute of Science & Technology

Suzanne White
Kish Bank

Jenna Witherite
Central Intermediate Unit 10

Tracie Witter
PPL Electric Utilities

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
Patty Cox^
Julie Eister^
Jen Holt^
Bruce Jones
Michael Lisnock^
Crystal Montgomery^
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

Vacant, Research and Grant Coordinator: Responsible for performing industry cluster and labor market research for Advance Central PA and supporting project partners and utilizing this information to help write and coordinate grant implementation. Reports to the Executive Director.

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

Gabrielle Randall, 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 Assistant Director. grandall@AdvanceCentralPA.org

Vacant, 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.

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