

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

December 21, 2022 Union County Government Center Lewisburg, Pennsylvania

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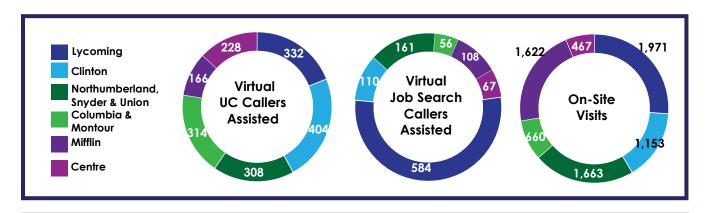
Workforce Development Board (WDB) and Local Elected Official (LEO) Board Meeting

Agenda

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

10:00 – 10:10	Call to Order, Welcome, and Introduction of Guests	Dave Zartman & Ken Holdren	
10:10 – 10:15 Public Comment			
10:15 – 10:25	PA CareerLink® Operator Update Cheryl Johnson		
10:25 – 10:40	Title II Adult Basic Education Presentation	Title II Coalition Partners	
10:40 – 11:40	WDB and LEO Board Action Items	Dave Zartman & Ken Holdren	
	 WDB Non-Consent Agenda & Committee Reports Audit/Finance Action Needed: Transfer of Funds Request Action Needed: Modification to OSY Subcontractor Budget EARN Governance Personnel Policy & Performance Youth 		
	 LEO Board Action Items Acton Needed: Approval of September 202 	22 Meeting Notes	
11:40 – 11:50	Executive Director's Update	Erica Mulberger	
11:50 – 11:55 Open Discussion			
11:55	Date of Next Meeting Dave Zartman		
	 Executive Committee – January 13 from 10:00 a.m. – 12:00 p.m. LEO Board Meeting – March 15 from 9:00 a.m. – 9:30 a.m. WDB Board Meeting – March 15 from 10:00 a.m. – 12:00 p.m. 		
12:00	Adjournment	Dave Zartman & Ken Holdren	

PA CareerLink[®] Jobseeker Services July - September 2022 Q3



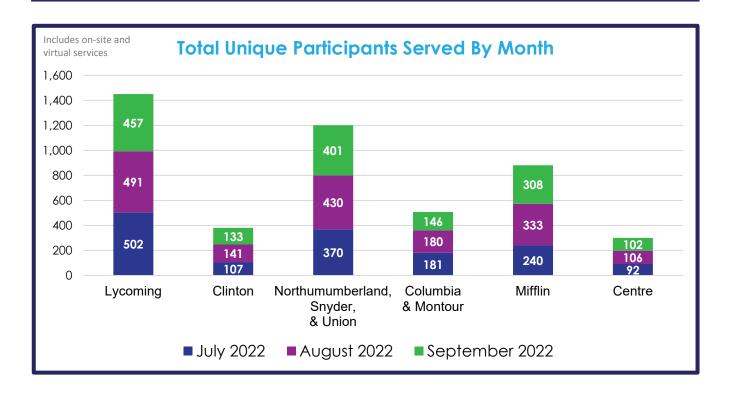
Includes on-site and virtual services

Total Workshops Offered: 207

Total Workshop Attendance: 427

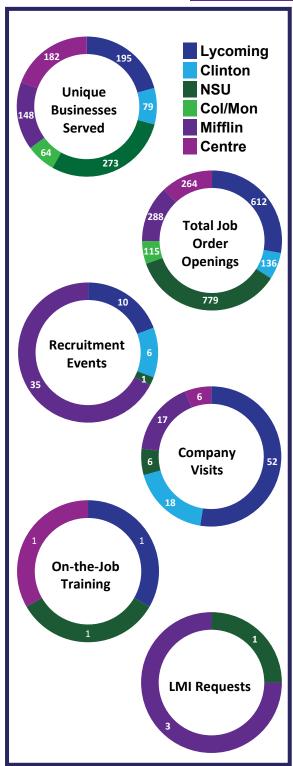
Total Services Provided: 16,411

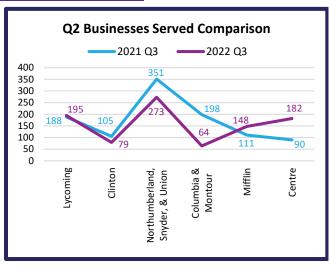
Unique Quarterly Participants: 3,637

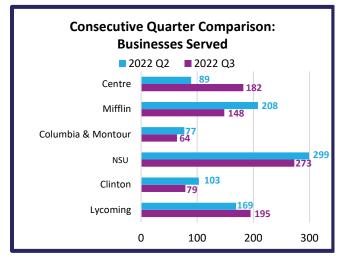


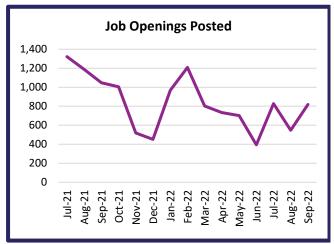
PA CareerLink[®] Business Solutions July - September 2022 Q3

Employer Services Overview





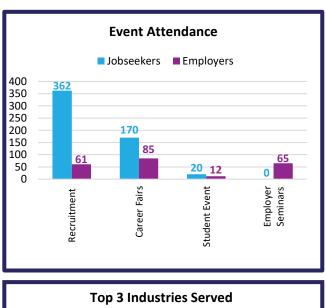




PA CareerLink[®] Business Solutions July - September 2022 Q3

Employer Event Highlights







Rapid Response Events

Company	Function of Beauty	Berwick Hospital
PA CareerLink [®] County	NSU	Col/Mon
Rapid Response Date	8/1/2022	8/25/2022
Workers Affected	25	170
Workers at RR Event	21	43
Layoff/Closure	Layoff	Closure
Status	Permanent	Permanent

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

Joint Meeting September 21, 2022

Advance Central PA's Workforce Development Board (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, September 21, 2022 at 10:00 a.m.

WDB Members Attending

Jay Alexander
Jamie Aurand
Jim Beamer
Kenneth Chappell
Dean Girton
Keith Koppenhaver
Lynn Kuhns

Lynn Kuhns
Jeff Lowry
Jim Nemeth
Zollie Rayner
Jim Stopper
Steve Stumbris
Todd Taylor
Suzanne White
Jenna Witherite

LEO Board Members Attending

Angela Harding Kenneth Holdren Joe Klebon Robert Postal Stacy Richards Chuck Steininger

WDB Staff Attending

Alexa Hann Korrie Lucas Jamie Mercaldo Erica Mulberger Patrick O'Conner Gabi Randall Rachael Ulmer Kelly Walter

WDB Members Excused

Sue Auman Michele Foust Bruce Jones Susan Swartz Tracie Witter Dave Zartman

LEO Board Members Excused

Steven Dershem David Kovach Richard Mirabito

Guests Attending

Lenaire Ahlum
Megan Bair
Meghan Beck
Jon DeWald - Solicitor
Marjorie Eby
Judy Fitzgerald
Robert Getz
Susan Greene
Cheryl Johnson
Erica Kastner
Cynthia Kunes
Karin Knode
Le Paliulis
Michaelene Shirey
Katherine Vastine

Jill Walter

Call to Order and Welcome

Jamie Aurand, Advance Central PA Immediate Past Chairperson, called the meeting to order at 10:03 a.m. and confirmed a quorum. Jamie opened the meeting wishing Erica Mulberger, Advance Central PA Executive Director, well at the WVIA Careers That Work community conversation in New Berlin. Erica will be a quest panelist discussing how young people can prepare for careers.

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

He also welcomed new board member 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.

Commissioner Kenneth Holdren, LEO Chairperson, welcomed his fellow Commissioners to the meeting. He shared that during the LEO Board meeting held just prior, the Commissioners approved appointment of Misty Dion, Chief Executive Officer of Roads to Freedom Center for Independent Living of NEPA, to the Workforce Development Board as a workforce, community-based organization representative. Misty has much experience and expertise in addressing the employment needs of individuals with barriers to employment. Her term will be effective September 22, 2022 through September 22, 2024.

Invitation for Public Comments

Jamie opened the floor for public comments. Lenaire Ahlum from Susquehanna Valley Community Education Project (SVCEP), along with her colleagues, presented their desire to join forces with Advance Central PA in creating a training needs analysis. SVCEP has been awarded \$15,000 from The Degenstein Foundation and is willing to contribute the entire award to collaborate on this endeavor. She also welcomed everyone to attend the upcoming community college summit at Susquehanna University. Megan Beck, President of SVCEP also spoke, encouraging partnership.

PA CareerLink® Operator Update

Representing the PA CareerLink® Operator, Cheryl Johnson provided the quarterly update speaking of much transition as they say goodbye to three long time employees. Gale Zalar has retired from Central Susquehanna Opportunities (CSO) after 40 years, Dorie Gilmore has retired from Tuscarora Intermediate Unit (TIU) after more than 20 years of service, most recently as a member of the Business Solutions Team (BST) and Ellen Struble has retired from TIU after 30 years of service to Title I Adults and Dislocated Workers. A huge thank you to all of them for their commitment to the communities they served. Cheryl welcomed Megan Bair as the new CEO of CSO; Megan will serve as a member of the Operator.

Transitioning to Safer and Improved Facilities

All sites (with the exception of Columbia/Montour which is moving to a new location) had a third-party vulnerability assessment complete. The Operator is reviewing the recommendations made to improve safety and will communicate with Advance Central PA regarding needs.

Transitioning to new innovative Outreach methods

Staff continue to adjust to the new workforce landscape with innovative outreach, tailoring events to appeal to a broad range of customers and employers. All sites are currently planning fall job fairs, with events scheduled throughout the region. October is National Disability Employment Awareness Month. Multiple jobseeker and employer activities are scheduled through September and October, including onsite recruitments.

Two Rapid Response efforts were held this quarter. One for Function of Beauty in Northumberland County and the other for Mickey Truck Bodies of Columbia County.

Staff have participated in several events including a National Night Out and Recovery Fest. These events have supported EARN, YES to the Future, Office of Vocational Rehab and In-School Youth. They have also hosted tours, attended employer open houses, provided resume reviews and held mid-week meet and greets; they are finding these more intimate events are better attended by job seekers.

The newly piloted "job crawl", where neighboring employers open their doors to job seekers to come in and visit their sites and learn more about what they have to offer, has had continued success. The latest job crawl in Williamsport included 14 employers and was attended by 50 job seekers. Job seekers appreciated the ability to pinpoint employers they wanted to meet and employers reported increased quality of job seekers because they were interested in what they had to offer.

WDB Updates and Action Items

Consent Agenda

Jamie called for a motion to approve the Consent Agenda.



Dean Girton made a motion to approve the September 21, 2022 Consent Agenda Action Items. Ken Chappell seconded the motion. The motion was unanimously approved with no abstentions.

Referring to the public comments offered by SVCEP representatives, the WDB members determined the meeting agenda should be amended in order to allow discussion and potential actions.



Jim Beamer made a motion to amend the September 21, 2022 meeting agenda. Jay Alexander seconded the motion. The motion was unanimously approved with no abstentions.

Erica reported that the LEO Board discussed the potential partnership to complete a training needs analysis and decisively acted at their morning meeting determining Advance Central PA should proceed independently. The LEO Board passed a motion for Advance Central PA to procure a third-party firm to complete a regional needs assessment for the nine-county Central Region not to exceed \$50,000. Erica asked the WDB to weigh in, adding that there is not currently a budget item for such a study, but that staff was planning for one in coordination with completing the federally required Local and Regional Plans.

WDB members discussed at length. In response to questions regarding how a study done independently by Advance Central PA would be different than a study in partnership with SVCEP, Korrie Lucas, Advance Central PA Assistant Director, provided a summation of the discussion leading up to the LEO Board's decision. Ultimately, the LEO Board determined that a successful gap analysis must be comprehensive and undiluted in nature, seeking needs without a training model or institution in mind and across industry sectors in the nine-region area. Commissioner Holdren affirmed Korrie's summation as accurate. When asked whether the results of Advance Central PA's study would be shared with SVCEP and others, Erica confirmed that would be the case. The cost was discussed and the \$50,000 put forth by the action of the LEO Board was found to be reasonable considering the amount of work that will be required to gather information and concisely present the final analysis results.



Keith Koppenhaver made a motion for Advance Central PA to create a request for proposal to procure a third-party firm to develop a regional needs assessment for the nine-county region not to exceed \$50,000. Dean Girton seconded the motion. The motion was unanimously approved with no abstentions.

Audit/Finance Committee

Jim Stopper, Committee Chair, provided the update.

Financial Reports through 6/30/22 and Fiscal Year 23 Budget Update Report

Jim referenced the financial reports and explained a budget update that reflects final carryover amounts from last fiscal year and the addition of \$317,000 in grant funds from the PA Dept. of Labor and Industry.

Lease for PA CareerLink® Centre County

The lease for the PA CareerLink® Centre County at Bellefonte ends September 30, 2022. Staff have worked with the landlord and have negotiated a 2-year extension at a 3% increase.



Jim Stopper made a motion to enter a 2-year extension of the lease agreement with the American Philatelic Research Library for the PA CareerLink® Centre County office located at 100 Match Factory Place, Bellefonte, PA effective October 1, 2022 through September 30, 2024 at a monthly rental cost of \$4,084.47. Todd Taylor seconded the motion. The motion was unanimously approved with no abstentions.

Adult Training Funds

The Training Obligation Report shows Adult funds for individual training accounts (ITA) and on-the job training (OJT) are almost depleted. While total number of participants compared to last year is nearly equal, the number of Adult participants is almost double. Staff would like to increase Adult ITA and OJT training funds by \$50,000 to avoid a wait list.



Jim Stopper made a motion to increase Adult ITA and OJT training funds by \$50,000 Suzanne White seconded the motion. The motion was unanimously approved with no abstentions.

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

EARN Committee

Ken Chappell, Committee Chair, provided the update.

The EARN Committee met on August 31st. Ken provided a summary of key items discussed.

Enrollments

Ken presented an EARN Enrollment Report showing 415 new enrollments from July 2021 through June 2022 compared to 251 in the same timeframe for the previous program year. 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 those who reside in Clinton County. With the increase and data regarding caseloads by site, they have approved a new EARN 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.

Performance

Ken shared the Central Region EARN performance measures from July 1, 2021 through April 1, 2022 including; 47 approved placements, 41 approved Retentions, and 29 approved Credentials. Performance exceeds the previous year's totals for the same time frame.

Monitoring Updates

The Committee reviewed the Department of Health and Human Services (DHS) Bureau of Employment programs (BEP) PY20 EARN Monitoring Report. One corrective action was issued regarding timely completion of assessments for EARN participants entering the program. Staff responded with a corrective action plan and is confident that such a finding will not be an issue next year. The DHS Monitor overall was complimentary of Advance Central PA's EARN program.

PY21 Monitoring is slated to begin later this month.

PY22 EARN Contract

The new EARN Manual for PY22 has been released with special additions and classifications to the previous year's activity codes. New coding creates flexibility in how participants receive credit for time spent in activities. In particular, a new activity code will allow participants to record time spent in Life and Parenting Skills.

During the EARN meeting, much discussion was had regarding expectations for the EARN program to create intentional programming that addresses the meaningful role families, support systems, and good parenting skills play in an individual's success.

The EARN Committee will meet as needed.

Governance Committee

Dean Girton, Governance Committee Chair, provided the update.

New Appointment

In alignment with WIOA board membership regulations which require 20% of our members represent labor or community serving organizations, the Governance Committee reviewed a member application from Misty Dion. Commissioner Holdren provided opening remarks sharing that Misty was appointed during the LEO Board's morning meeting. The Governance Committee recommended Misty as a representative of a community serving organization with experience and expertise in addressing the employment needs of individuals with barriers.

With Misty's appointment, Advance Central PA is back in compliance with the PA Dept. of Labor & Industry's interpretation that we must not count labor members in multiple categories to meet the federally defined 20%. Dean offered sincere thanks to Commissioner Mirabito for putting forth Misty's name.

Recruitment

With the appointment of Misty, Dean explained another private sector member must be added to stay in compliance with the 50% business representation requirements. Referrals from any county within the region are requested and should be sent to Erica for Governance Committee vetting. These nominations must have some management responsibility in their positions.

Erica mentioned several board members in the labor/community organization category have terms ending at the same time. In order to continue to stagger them, she and the state have come up with a plan to keep everyone in their appointed 'class'. Misty's two-year term will end in September of 2024; however, the LEO board can reappoint her early in June 2024 to begin a three-year term starting July 1, 2024.

The Governance Committee will meet as needed.

Personnel Committee

Jamie Aurand, Personnel Committee Chair, provided the update.

Staffing Updates

The Business Engagement Coordinator position has been filled. We welcome Gabrielle Randall to the Advance Central PA team. Gabi brings seven years of experience working at non-profit organizations and has a background in strategic communications, project management, grant administration and event planning. Her skills are highly relevant to supporting businesses in our region and she's already diving in on some key projects regarding Registered Apprenticeship.

A new job description has been developed to combine the role of Research Analysist with a Grant Project Coordinator, titled Research & Grant Coordinator; the position is posted.

The Mentor Coordinator position responsible for managing and growing Path To Careers and re-launching LIFT, our local mentoring program, is vacant and will be posted this week.

Geisinger Insurance Update

The Personnel Committee reviewed the healthcare renewal and voted via email on September 6th to renew the current Geisinger Health Plan. The Committee agreed the employee contributions for dependent coverage will increase in order to maintain the organization's 80% premium contribution.



Jamie Aurand made a Motion to renew the Geisinger Health Solutions Direct HMO with a \$500 deductible and 80/20 coinsurance plan effective for the November 1, 2022 plan year with an increase in employee contributions for dependent coverage to maintain Advance Central PA's contribution of 80% for dependent premiums. Dean Girton seconded the motion. The motion was unanimously approved with no abstentions.

It was noted there was a 4% increase in the premium.

The Personnel Committee will meet as needed.

Policy & Performance Committee

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

Staff Monitoring Highlights

Jim provided an overview of the monitoring staff completed through August, including on-site monitoring of five on-the-job training contracts and a review of programs seeking to be on the Eligible Training Provider List.

Staff requested revisions to Tuscarora Intermediate Unit's (TIU) fiscal monitoring corrective action plan. They are currently reviewing that revised plan and supporting documentation from TIU.

Related to Equal Opportunity (EO); CSO and TIU each completed self-monitoring surveys in conjunction with the program year 2021 Adult and Dislocated Worker monitoring, and responses will be issued. Staff completed a required EO monitoring for each of the PA CareerLink® sites including The Link. Corrective actions are complete for all locations with the exception of Bloomsburg.

State Monitoring

The Office of Equal Opportunity (OEO) issued an interim compliance certification to Advance Central PA for the 2021 review cycle and will confirm three corrective actions during their 2022 monitoring.

Staff submitted requested documents for the PA Department of Labor & Industry Bureau of Workforce Development Administration (BWDA) remote monitoring of 43 case files. A formal report is forthcoming.

PY20Q4 and PY21Q4 Comparison Adult/Dislocated Worker Exit Reports

Jim explained this report shows the outcomes of participants when they exit Adult and Dislocated Worker programming; the goal is to exit participants with employment. He reviewed comparisons of the fourth quarter of PY20 with the fourth quarter of PY21 for the region and the individual subcontractors. The nearly 50% decrease in total exits across the region corresponds to overall fewer enrollments in PY21. The overall rate of Exit with Employment improved from 54% in PY20 to 57% in PY21. 53% of individuals who received an Individualized Training Account (ITA) or On the Job Training Account (OJT) Exited with Employment, which is down from 61%. Rate of Exit with Employment for those who did not receive training was 61%, an improvement from 48% in PY20.

<u>Common Measures - PY2021 4th Quarter Reports</u>

These are the official measures for Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth Programs. Jim asked members to recall from the last meeting the US Department of Labor is evaluating performance for PY20 and PY21 based only on Employment Rate in the 2nd Quarter After Exit and Median Earnings due to the negative impact to performance because of the pandemic. While performance improvements are needed in some specific areas, the programs are also measured based on an average score across all five measures. Dislocated Worker and Youth programs each achieved an average score over 100% while the Adult program averaged 97% across the five measures resulting in an overall score for Central PA that is meeting expectations.

Erica explained the process of negotiating WIOA performance goals with the state and reviewed the proposals put forth locally along with the state's counter proposals for each measure. Erica recommended accepting the counter proposal for all measures.

A

Zollie Rayner made a motion to accept the counter-proposed WIOA Performance Measures for PY 2022 and PY 2023 from the PA Department of Labor & Industry. Jim Nemeth seconded the motion. The motion was unanimously approved with no abstentions.

Suzanne White questioned what the consequence would be if measures are not met. Erica responded that the first time that occurs, the state will issue a warning, however, if under-performance continues for a second year in a row, it could jeopardize funding.

The Policy & Performance Committee will meet as needed.

Youth Committee

Suzanne White, Youth Committee Chair, provided the report.

Business-Education Partnership

Adding to Jamie's initial comments, Suzanne shared that WVIA News Director Julie Sidoni will host a panel of educators, industry leaders, and workforce development experts including Erica to discuss in-demand careers, how to find your niche, and what parents really need to know about navigating a career pathway to success. This live audience taping will also feature Nick Gilson of Gilson Snow and Jennifer Hain, former director of SUN Area Technical Institute.

Alexa Hann, Advance Central PA Youth Programs Manager will be participating by setting up a Path To Careers table with outreach materials.

In-School Youth Contract

The Bridges to the Future team is scheduling annual back-to-school meetings with local school districts. These best practice meetings provide In-School Youth (ISY) staff the opportunity to meet with administrators and other partners where relationships exist to provide introductions to new leaders and educators in our regional districts. The available services, plans, and ideas for program provision are discussed and plans are laid out.

Technical Assistance

On September 16, Alexa participated in a technical assistance event hosted by the Pennsylvania Workforce Development Association (PWDA), The Intersection of K-12 Education & Workforce Development. Facilitators dove into the role workforce programs can play in the educational experiences of young people and ways to help meet state-level education policy requirements.

As a result, Alexa will meet with the ISY Supervisor to discuss ways the ISY program can assist schools in meeting expectations for PA Dept. of Education mandates including: Career Education and Work Standards, Chapter 339, Future Ready PA Index, and new graduation requirements (Act 158).

Out-of-School Youth Contract

YES to the Future is almost at full staff again with one vacancy. The Career Counselor position in Columbia/Montour county has been posted for the third time and continues to be covered by other staff.

Out of School Youth now have eight (8) young adults participating in job shadows, seven (7) young adults participating in paid internships and two (2) young adults participating in OJTs.

Upcoming events include Leadership Day which will focus on STEM careers and a Pennsylvania Restaurant & Lodging Association Career Bootcamp.

The Youth Committee will meet as needed.

LEO Board Action Items

Commissioner Holdren provided the update.



Commissioner Postal made a motion to approve the minutes from the June 15, 2022 joint WDB/LEO Board meeting. Commissioner Klebon 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.

Grant Updates

Erica reviewed the current grant portfolio including a newly secured Statewide Activities grant to promote manufacturing and career and technical education via an after-school aviation camp to be held at Penn Valley airport in Selinsgrove. STEM classroom training, including welding will be held at SUN Area Technical Institute, followed by the introduction of careers in avionics equipment, mechanics and technicians. This is offered to increase awareness and interest in this field in hopes to help the national worker shortage in aviation.

Erica reviewed two new requests for WIOA Statewide Activities funds; one to supplement the Operating Budget in purchasing furnishings for the new PA CareerLink® site in Bloomsburg and the other for Workforce and Career Development Certification Training.

One grant is being explored to fund staff to develop and enhance Apprenticeship.

Erica reported Advance Central PA did not receive the Good Jobs Challenge grant. This was the highly competitive \$21 million grant that was applied for in January of this year. Philadelphia was the only WDB in the state that was successful in receiving funds.

Labor Market Information Updates

Erica reviewed the July 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. Summer labor rates tend to trend upward, keeping the numbers a bit higher while in the winter months drops are anticipated.

Project Highlights

Erica provided an update on the ongoing discussion over the early childhood education crisis. MADE in Central PA continued their discussion with two guest speakers; Andrea Heberlein, Executive Director, Pennsylvania Early Learning Investment Commission and Karen Grim-Thomas, Early Childcare Strategy Advisor, Creative Child Care Solutions and employers throughout the region to discuss what companies have already addressed and what other issues are still a struggle for employees. The PA Early Learning Commission has created a toolkit to help employees find quality childcare. The group plans to meet again in four weeks to go over what they've found in the toolkit and how some issues can be addressed. They are interested in bringing more people to the table. Members of your HR staff are welcome. The toolkit can be found at: https://investmentsincaringpa.com/

PWDA Symposium

Erica was a speaker at this year's PWDA Symposium, where she presented on Evidence Based Contracting, a topic explored as part of her fellowship with Results 4 America. Erica discussed the importance of Advance Central PA doing more to understand the impact of programming beyond the outcomes, such as via the third-party evaluation already underway. For example, when thinking about investing funds in industry tours for students, we know the number of students who attend, but also need to understand the impact.

Congratulations - WVIA Moderator

Erica congratulated Steve Stumbris on becoming the new WVIA moderator for the upcoming season of WVIA's Keystone Edition Business. Steve noted the first episode will air October 10th and invited all to attend the live studio recordings in Pittston PA.

Open Discussion

There was none.

Date of Next Meetings

Dave & Ken announced the upcoming meetings as follows:

- Executive Committee October 14, 2022 at 10:00 a.m.
- LEO Board Meeting December 21, 2022 at 9:00 a.m.
- WDB/LEO Quarterly Meeting December 21, 2022, 10:00 a.m.

Adjournment

With no further business to attend to, Commissioner Holdren then Jamie Aurand adjourned the LEO Board and WDB meetings at 11:25 a.m.

Respectfully submitted,

Kelly Walter

Kellywalter

Office/Board Coordinator

Workforce Development Board Consent Agenda Action Items December 21, 2022

1. Motion to approve the minutes from the September 21, 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 Zoom/teleconference meeting held November 10, 2022.

- 2. Motion to increase CSO's EARN budget for FY23 by \$59,630.
- 3. Motion to accept the Workforce Development Board/Local Elected Official Board meeting schedule for 2023.

The following motion was unanimously approved with no abstentions by an email vote of the Executive Committee on November 17, 2022.

4. Motion to contract with Seven Mountains Media, LLC to fully develop, produce, and deliver videos and print pieces showcasing local manufacturers and career & technical education providers and implement a strategic distribution plan to be complete by November 2023 at a cost of \$55,000.

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

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

Motion:

Second:

Audit/Finance Committee • Jim Stopper, Chair

Action Needed: Transfer of funds request

Action Needed: Modification to OSY Subcontractor Budget

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

The EARN Committee will meet as necessary.

Governance Committee • Dean Girton, Chair

The Governance Committee will meet as necessary.

Personnel Committee • Jamie Aurand, Chair

The Personnel Committee will meet as necessary.

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.

Central WDA Title II Adult Education Coalition

Annual Presentation

December 21, 2022

Adult Education Programs in the Central WDA

Central Intermediate Unit 10

Jenna Witherite

CIU10 Development Center for Adults

Central Susquehanna Intermediate Unit

Adult Education Program

Mary Mingle

Penn State Institute for the Study of Adult Literacy

Career & Family Pathways Programs

Robert Getz

Tuscarora Intermediate Unit 11

Community Education & Workforce Services

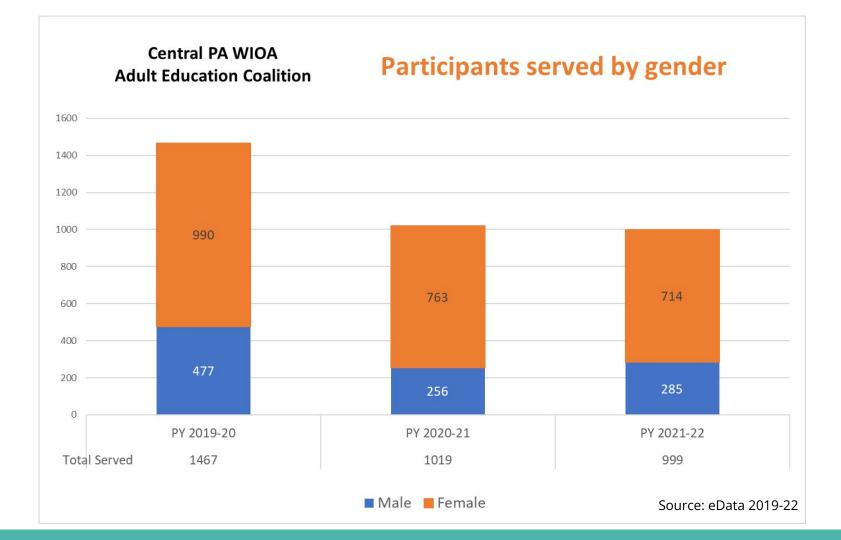
Chuck Klinger

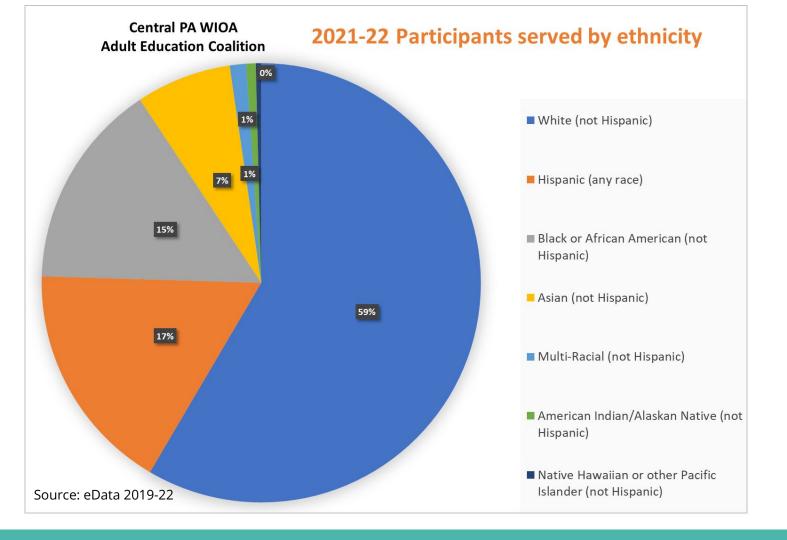
Adult Education Update 2022

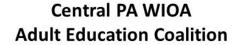
PDE competition in Spring and Summer of 2022—new grants and expectations

- Shift in populations we serve
- Varied modalities to provide instruction
- Focus on being responsive to needs of employers and incumbent workers
- New activities in grants to support the local workforce plan

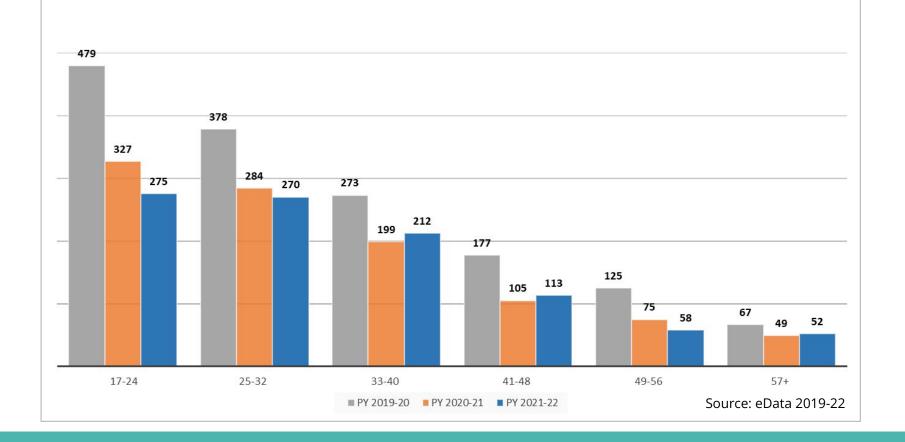
WIOA Title II Populations Served Robert Getz Institute for the Study of Adult Literacy

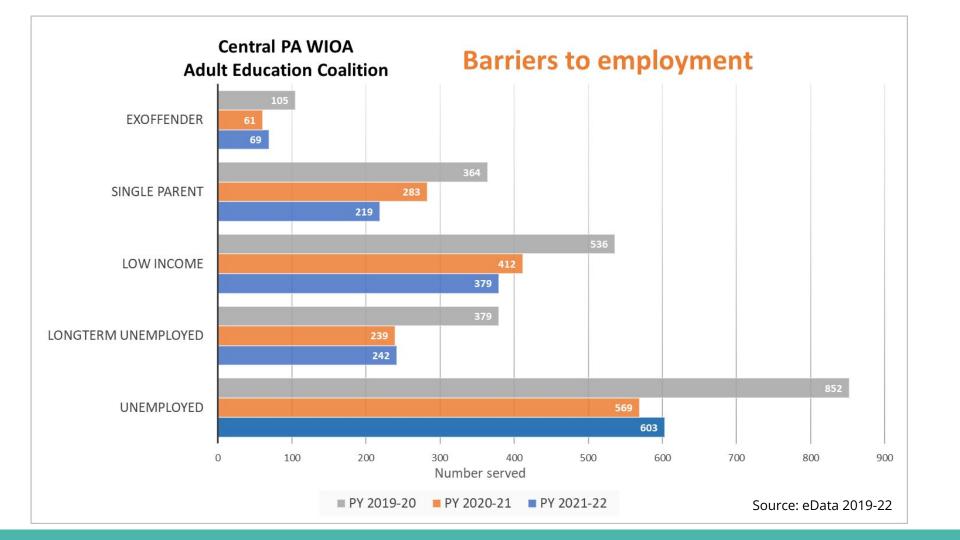


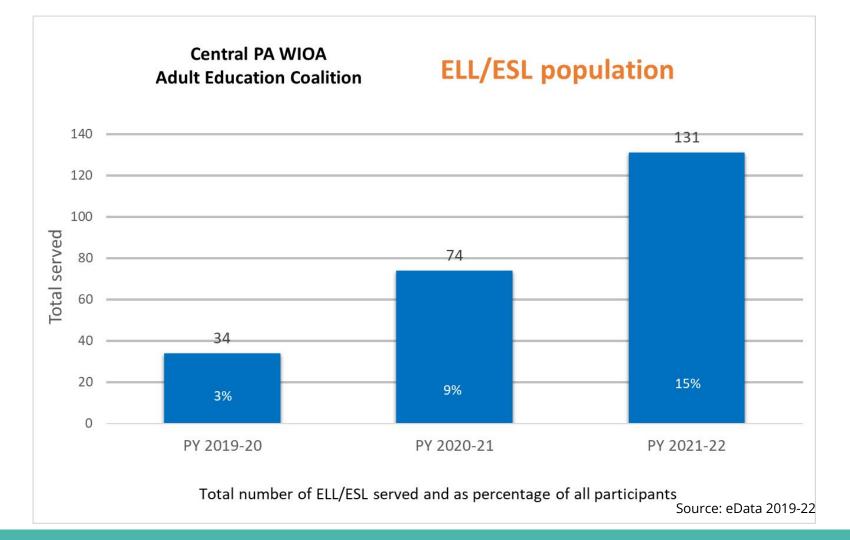




Participants served by age







Modalities of Instruction Chuck Klinger Tuscarora Intermediate Unit 11

Modalities of Instruction - Successes

- Increased opportunities to serve students
 - Increase access for existing students
 - Allow previously un-served students to participate
- Continue to serve students when classrooms close
 - o COVID-19
 - Weather
 - Emergencies
- Improved digital literacy

Modalities of Instruction

- Use of technology and remote strategies
 - In person and remotely
 - Synchronously (live) and asynchronously (any time)
- Intake and orientation to programs
 - Signing up, scheduling, orientation videos
- Assessments
 - Able to proctor remotely students may take from home
- Instruction
 - Use of programs (Khan Academy), webinars, textbooks (work well in corrections)

Modalities of Instruction - Challenges

- Lack of access to internet/hardware
 - Offline possibilities (downloadable content, textbooks, datacasting)
 - Creative problem-solving (use of free wifi, hotspots, lending programs)
- Lack of digital literacy skills
 - Agency digital literacy specialists
 - PA's Digital Literacy Skills (for students)
- Resistance to technology
 - PA's Digital Literacy Skills are leveled
 - Various modalities allows students (and teachers) to use "comfortable" technology

Services to Employers and Workers Mary Mingle Central Susquehanna IU

Assessment

Standardized assessments to measure skills in:

- Math
- Reading
- Language (Grammar, Punctuation, Spelling, etc.)
- Understanding and Speaking English

Digital Literacy Basic Knowledge and Skills Assessments

Education: English Language Instruction

English language instruction for employees:

- Understanding and speaking English
- Reading and writing English
- Offered at work and in community classes
- Customized to employer needs

Needs analysis, workplace materials

Education: Math

Work-related math skills:

- Measurement, converting measurements
- Fractions, decimals and percentages
- Finding perimeter, area, volume
- Measuring angles
- Algebra basics and business math concepts

Education: Reading, Writing Critical Thinking and Problem Solving

Work-related reading and writing skills:

- Locating information in manuals, tables, and charts
- Business writing (keeping logs, reports)
- Business communication (email, letter writing)

Critical thinking and problem solving skills

Title II and the Local Plan Jenna Witherite Central Intermediate Unit 10

How is Title II Represented in the Local Plan?

- The region identifies one of the skill gaps as the projected change in jobs based on education level. It is projected from 2020-2025 to add 6,000 jobs over all levels of education. This means jobseekers need to eliminate the barriers to employment such as earning their high school equivalency. This credential opens up more job opportunities and room for growth to earn higher wages and leading to self-sufficiency. Two other skills gaps heard directly from employers are lack of soft skills and also leadership and supervisory.
- Training and credentialing are now even more crucial with a quarter of all jobs in the Central WDA held by workers 55 years and older who are retiring from the workforce.

Corrections Education

- Adult Education classes are held at the Centre, Clinton and Mifflin County Correctional Facilities
- Both male and female inmates have the opportunity to earn their Secondary High School Diploma or attend Adult Basic Education classes
- Adult learners at all sites are able to test
- Peer Tutoring Program at Muncy SCI



Questions?









Advance Central PA FY 23 Contract Expense and Obligation Report From 7/1/2022 Through 9/30/22

Contract	Contract	Available	Total	Obligated	% of Total	Unoblig.
Period	Title	Funds	Expended	Funds ¹	Oblig. and Exp.	Amount
10/21 - 06/23	PY21 2nd Inc. WIOA Adult	915,351	359,151	458,279	,	97,921
07/22 - 06/24	PY22 1st Inc. WIOA Adult	216,088		194,479		21,609
10/22 - 06/24	PY22 2nd Inc. WIOA Adult	965,662		362,762		602,900
	Adult Programs	2,097,101	359,151	1,015,520		722,430
07/21 - 06/23	PY21 1st Inc. WIOA DW	104,616	104,616			0
10/21 - 06/23	PY21 2nd Inc. WIOA DW	1,097,941	232,445	755,713	90.00%	109,782
07/22 - 06/24	PY22 1st Inc. WIOA DW	256,897		192,752		64,145
10/22 - 06/24	PY22 2nd Inc. WIOA DW	1,020,598		0	0.00%	1,020,598
	Dislocated Worker Programs	2,480,052	337,062	948,466	51.83%	1,194,525
10/20 - 12/22	PY20 Rapid Response	42,391	20,677	21,714	100.00%	0
01/22 - 06/24	PY21 Rapid Response	100,000	0	55,527	55.53%	44,473
	Rapid Response Programs	142,391	20,677	77,241	68.77%	44,473
04/21 - 06/23	PY21 WIOA Youth	841,960	305,910	392,821	82.99%	143,229
04/22 - 06/24	PY22 WIOA Youth	1,521,961	0	686,999	45.14%	834,962
07/21 - 06/22	PY21 TANF Youth	496,282	182,109			17,967
07/22 - 06/23	PY22 TANF Youth	710,500	0	270,089		440,411
02/22 - 12/23	PY21 Business & Education Partnership	140,713	5,599			46,928
	Youth Programs	3,711,416		1,734,301	60.03%	1,483,497
07/20 - 06/21	EARN	2,720,009	417,877			844,199
	Welfare Programs	2,720,009	417,877	1,457,933		844,199
01/19 - 06/23	Next Gen 18 - Adv. Man.	66,311	0	0	0.00%	66,311
01/19 - 06/23	Next Gen 18 - Healthcare	65,291	0	0	0.00%	65,291
02/20 - 06/23	Next Gen 19 - Adv. Man.	232,132	0	0	0.00%	232,132
02/20 - 06/23	Next Gen 19 - Healthcare	238,606	0	0	0.00%	238,606
NA	IP Sustainability Fund	337,248	0	0	0.00%	337,248
	Industry Partnerships	939,588	0			939,588
03/20 - 06/23	PASmart CNC Apprenticeship	29,967	4,412	21,236	85.59%	4,319
01/22 - 06/23	PASmart CPI Apprenticeship	649,223	3,288		93.26%	43,774
	Reemployment Services	679,190	7,700	623,397	92.92%	48,093
NA	Research Department	48,498	4,906	0	10.12%	43,592
NA	Gold Standard	62,406	0	945	1.51%	61,461
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	10,334	99	0	0.96%	10,235
05/22 - 06/22	FIT4Construction	171,990	2,418	0	1.41%	169,572
08/22 - 06/24	DCED Videos	82,154	316	0	0.38%	81,838
10/20 - 09/23	ARC Reboot	725,735	27,131			11,190
08/21 - 12/22	Statewide Funds	33,750	11,250			0
07/20 - 06/23	Statewide Funds	9,326	0			0
04/20 - 06/23	Statewide Funds	332,777	0	332,777	100.00%	0
07/22 - 06/23	Statewide Funds	28,000	0			0
07/22 - 06/23	Statewide Funds	35,321	1,093			0
	Other Programs	1,541,068		1,115,190		378,665
	Grand Total	14,310,815		6,972,048		5,655,470

Notes:

¹ Obligated funds include the funds unexpended but obligated for the FY 23 subcontractor, training, and Resource Sharing Agreement budgets.



Advance Central PA Operating Budget to Actual Comparison From 7/1/2022 Through 9/30/2022

			Total Budget	Percent Total
	Total Budget -	YTD Actual	Variance -	Budget
	Original	Expense	Original	Expended *
Operational Expenses				
Salaries And Benefits	1,010,385	221,006	789,379.30	21.87%
Staff Travel & Development	30,034	3,797	26,237.11	12.64%
Board Expenses	8,903	3,954	4,949.12	44.41%
General Office Supplies	5,116	787	4,329.39	15.38%
Leases - Copiers/Equipment	2,500	406	2,093.51	16.26%
Outreach	2,050	0	2,050.00	0.00%
Subscriptions	23,237	185	23,052.04	0.80%
Memberships	10,510	9,129	1,380.51	86.86%
Vehicles .	6,350	2,961	3,388.95	46.63%
Equipment And Furnishings	8,760	1,093	7,667.23	12.47%
Professional Fees	15,825		15,825.00	0.00%
Business Services	14,760		14,760.00	0.00%
Computer Services	35,164	12,702	22,461.82	36.12%
Facility Costs	<u>76,565</u>	20,114	56,450.84	<u> 26.27%</u>
Total Operational Expenses	1,250,159.00	276,134.18	974,024.82	22.09%
Total Expenditures	1,250,159.00	276,134.18	974,024.82	<u>22.09%</u>

Notes:

^{*} Anticipated expenditure rate of 25%.



Advance Central PA FY23 Consolidated RSAB Budget to Actual Comparison From 7/1/2022 Through 9/30/2022

	Total Budget - Original	Current Year Actual	Variance - Original	Budget Expended *	Budget Remaining
REVENUE:					
WIOA Adult	205,171	44,219	160,952	21.55%	78.45%
WIOA Dislocated	205,171	44,219	160,952	21.55%	78.45%
WIOA Out of School	117,983	23,708	94,275	20.09%	79.91%
EARN	200,524	46,042	154,482	22.96%	77.04%
Advance Central PA Total: 1	728,849	158,188	570,661	21.70%	78.30%
WAGNER PEYSER	396,357	79,224	317,133	19.99%	80.01%
WP REGIONAL	14,495	2,989	11,506	20.62%	79.38%
VETS	98,186	18,604	79,582	18.95%	81.05%
RAPID RESPONSE	4,509	890	3,619	19.74%	80.26%
OVR	92,030	18,503	73,527	20.11%	79.89%
STAFF DEVELOPMENT	14,495	2,989	11,506	20.62%	79.38%
OVERSIGHT	14,495	2,989	11,506	20.62%	79.38%
TRADE	36,542	7,569	28,973	20.71%	79.29%
State Partner Total:	671,107	133,757	537,350	19.93%	80.07%
Total REVENUE	1,399,956	291,945	1,108,011	20.85%	79.15%
EXPENSES:					
PERSONNEL					
Total PERSONNEL	681,632	149,201	532,430.94	21.89%	78.11%
FACILITY					
Total FACILITY	635,357	146,302	489,054.05	23.03%	76.97%
OPERATIONAL					
Total OPERATIONAL	318,693	52,189	266,505	16.38%	83.62%
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	186,720	55,747	130,973	29.86%	70.14%
TOTAL EXPENDITURES	1,448,962	291,945	1,157,017	20.15%	79.85%

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

^{*} Anticipated expenditure rate of 25%.

¹ 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 7/1/2022 Through 9/30/2022

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	513,628	111,992	401,636	21.80%	78.20%
Dislocated Worker Pool	488,359	120,676	367,683	24.71%	75.29%
OS Youth Pool 3	100,000	21,203	78,797	21.20%	78.80%
TANF	30,000	6,343	23,657	21.14%	78.86%
Engage	14,600	-	14,600	0.00%	100.00%
ARC Reboot	79,952	8,901	71,051	11.13%	88.87%
EARN Pool ³	100,000	21,202	78,798	21.20%	78.80%
Total OPERATIONAL EXPENSES	1,326,538	290,317	1,036,221	21.89%	78.11%
DIRECT CUSTOMER SERVICES 4					
Adult Pool	2,500	-	2,500	0.00%	100.00%
Dislocated Worker Pool	3,500	-	3,500	0.00%	100.00%
Total DIRECT CUSTOMER SERVICES	6,000		6,000	0.00%	100.00%
TOTAL EXPENDITURES	1,332,538	290,317	1,042,221	21.79%	78.21%

Central Susquehanna Opportunities, Inc. (CSO)

	Total Budget -		Total Budget	Percent Total	Percent Total
	Original	Current Year Actual	Variance - Original	Budget Expended ¹	Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	405,982	105,396	300,586	25.96%	74.04%
IS Youth Pool	176,226	43,980	132,246	24.96%	75.04%
TANF Youth	313,256	58,086	255,170	18.54%	81.46%
Dislocated Worker Pool	496,352	132,763	363,589	26.75%	73.25%
Business Edu. Partnership	50,000	2,832	47,168	5.66%	94.34%
Rapid Response ⁵	95,866	20,164	75,702	21.03%	78.97%
Statewide Adult	197,597	-	197,597	0.00%	100.00%
Statewide Dislocated Worker	78,450	-	78,450	0.00%	100.00%
ARC Reboot	111,558	17,463	94,095	15.65%	84.35%
EARN Pool	1,287,401	274,916	1,012,485	21.35%	78.65%
EARN SNAP	45,081	10,261	34,820	22.76%	77.24%
Total OPERATIONAL EXPENSES	3,257,769	665,861	2,591,908	20.44%	79.56%



DIRECT CUSTOMER SERVICES 4				Ellinain	g 1 00pio a 203111033
Adult Pool	10,000	3,784	6,216	37.84%	62.16%
IS Youth Pool	21,200	16,566	4,634	78.14%	21.86%
TANF Youth	155,625	2,367	153,258	1.52%	98.48%
Dislocated Worker Pool	10,000	573	9,427	5.73%	94.27%
Business Edu. Partnership	25,000	-	25,000	0.00%	100.00%
ARC Reboot	2,000	251	1,749	12.55%	87.45%
EARN Pool	77,036	3,948	73,088	5.12%	94.88%
Total DIRECT CUSTOMER SERVICES	300,861	27,489	273,372	9.14%	90.86%
TOTAL EXPENDITURES	3,558,630	693,350	2,865,280	19.48%	80.52%

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	127,258	29,640	97,618	23.29%	76.71%
OS Youth Pool	735,565	140,533	595,032	19.11%	80.89%
Total OPERATIONAL EXPENSES DIRECT CUSTOMER SERVICES 4	862,823	170,173	692,650	19.72%	80.28%
TANF Youth	43.919	7.327	36,592	16.68%	83.32%
OS Youth Pool	175,678	16,075	159,603	9.15%	90.85%
Total DIRECT CUSTOMER SERVICES	219,597	23,402	196,195	10.66%	89.34%
TOTAL EXPENDITURES	1,082,420	193,575	888,845	17.88%	82.12%

NOTES:

- 1 Anticipated expenditure rate of 25% for operating expenses.
- 2 Operational expenses include personnel, facilities, and operating expenses for the subcontractors.
- 3 These budgets are for TIU's Business 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 12/12/2022

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY2	3 ITA
Adult	\$2,566	\$1,084	\$1,482	\$2,566	\$0	1	100.00%
Adult POS	\$151,786	\$53,832	\$96,932	\$150,764	\$1,022	44	99.33%
Dislocated Worker	\$93,758	\$16,365	\$12,770	\$29,135	\$64,622	8	31.08%
TOTAL ITA	\$248,110	\$71,281	\$111,184	\$182,465	\$65,645	53	73.54%

ON THE JOB TRAININGS (OJTs)						FY23	OJT
Adult	\$31,084	\$6,337	\$21,920	\$28,257	\$2,827	4	90.90%
Adult POS	\$39,984	\$7,527	\$19,970	\$27,496	\$12,488	6	68.77%
Dislocated Worker	\$62,505	\$0	\$0	\$0	\$62,505	0	0.00%
Out of School Youth	\$76,098	\$6,895	\$4,725	\$11,620	\$64,478	2	15.27%
TOTAL OJT	\$209,671	\$20,758	\$46,615	\$67,373	\$142,298	12	32.13%
TOTAL ITA/OJT	\$457,781	\$92,039	\$157,799	\$249,838	\$207,943	65	54.58%

INCUMBENT WORKER TRAINING								
Fund Sou	rce	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
Next Gen Adv. Manuf.	2021	A 00.000		\$27,900	0.7.000	* 40.400		440/
2019	\$68,000	\$27,900	\$40,100	20	41%			
Next Gen Healthcare 2	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	\$537,551	\$0	\$27,900	\$27,900	\$509,651	20	5%

FY23 Central Region Budget Updates As of December 21, 2022

The Central Region has increased revenues of \$104,500 from the budget presented at the September 21, 2022 meeting for a revised available revenue total of \$14,269,564. Adjustments include the addition of five new statewide grants covering two trainings, the Columbia/Montour relocation, and safety/security upgrades.

The training budget increased by \$50,000 due to additional Adult funds being allocated to training.

The Service Delivery budgets for CSO and Other Service Delivery partners increased. CSO's EARN budget increased due to the addition of a second Wellness Coach/Workforce Specialist position, and Other Service Delivery partners increased due to the statewide funds.

The Regional Technology, Outreach, and Training budgets increased due to the addition of the statewide grants.

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

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

Following is the net change to the FY23 Revenues that were presented on September 21, 2022. Changes include the addition of the following statewide grants: Statewide Training, Statewide Relocation, Statewide Security, Statewide Resume Training, and Statewide Cable Drops.

Total Revenues presented 9/21/22	\$ 14,165,064
Adjustments:	
Statewide Training	28,000
Statewide Relocation	35,321
Statewide Security	21,314
Statewide Resume Training	13,265
Statewide Cable Drops	6,600
Net Increase	 104,500
Revised Available Revenues	\$ 14,269,564

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 9/21/22	\$ 14,165,065
Net Increase in Allocated Funds	213,861
Net Decrease in Unallocated Funds	(109,360)
Revised Total Budget	\$ 14,269,566

The training budget increased due to additional Adult funds being allocated to training.

Training Budget presented 9/21/22	\$ 1,062,173
Net Increase	50,000
Revised Training Budget	\$ 1,112,173

The Service Delivery budgets for CSO and Other Service Delivery partners increased. CSO's EARN budget increased due to the addition of a second Wellness Coach/Workforce Specialist position, and Other Service Delivery partners increased due to the statewide funds.

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 9/21/22	\$ 3,632,251	\$ 1,366,817	\$ 1,082,420	\$ 1,216,180
Net Increase	59,361			4,800
Revised Service Delivery Budgets	\$ 3,691,612	\$ 1,366,817	\$ 1,082,420	\$ 1,220,980

The Regional Technology, Outreach, and Training budgets increased due to the addition of the statewide grants.

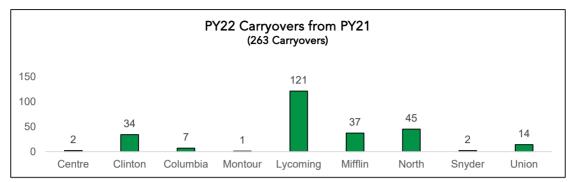
Regional and Other Budget presented 9/21/22	\$ 115,142
Net Increase	 99,700
Revised Regional and Other Budget	\$ 214,842

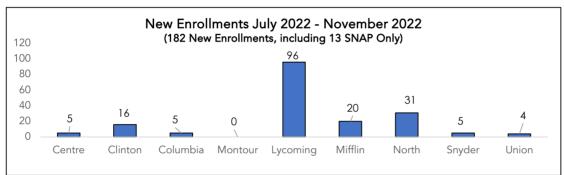
The unallocated amounts were adjusted to reflect the adjustments previously mentioned.

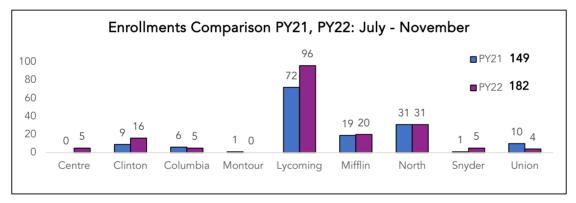
Unallocated Budget presented 9/21/22	\$ 3,018,238
Adjustments:	
Net Decrease	(109,360)
Revised Unallocated Budget	\$ 2,908,878

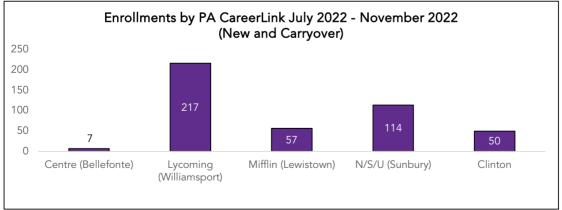


EARN Program Year 2022-2023 Enrollment Report









Monitoring Update

September 2022 through November 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.

ON-THE-JOB TRAINING (OJT) CONTRACT MONITORING

- Staff completed a desk review of 2 new contracts submitted for approval for begin dates September 2022 through November 2022; each of the contracts was approved for funding. In addition, staff completed desk reviews for 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 monitoring also included one onsite visit to monitor an OSY contract. No compliance issues were found.

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 Depart. 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 informed with reliable course information and occupational outcomes. 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 124 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 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. It is anticipated additional information will be requested of TIU in order to satisfy the required actions.

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.

• Staff received a response to the formal monitoring report issued to PA CareerLink® Northumberland, Snyder, and Union Counties. The Operator was asked to provide additional information. That

information was received, determined acceptable, and the monitoring was closed on November 16, 2022.

- Staff received a response to the formal monitoring report issued to PA CareerLink® Columbia/Montour Counties. The Operator was asked to provide additional information. That information was received, determined acceptable, and the monitoring was closed on November 16, 2022.
- Staff received a response to the formal monitoring report issued to PA CareerLink® Mifflin County. On October 21, 2022, staff provided additional clarification and the monitoring was closed.
- Staff received a response to the formal monitoring report issued to PA CareerLink® Centre County. The Operator was asked to provide additional information. This information was received on November 16, 2022, and a staff response is forthcoming.
- Staff visited the PA CareerLink® Clinton County on October 27, 2022 to monitor onsite operations. This included interviews with seven staff. A formal report is forthcoming.
- Staff visited the PA CareerLink® Lycoming County on November 2-3, 2022 to monitor onsite operations. This included interviews with 11 staff. A formal report 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) 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.

EARN MONITORING

Staff conducted a monitoring of CSO's EARN PY21 operations. In addition to desk review, the monitoring included a review of 47 case files. A formal report is forthcoming.

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.

PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY OFFICE OF VOCATIONAL REHABILITATION (OVR) ACCESSIBILITY EVALUATIONS

- OVR visited the PA CareerLink® Lycoming site November 9, 2022 for an ADA accessibility evaluation and issued a report with recommendations to improve accessibility.
- OVR scheduled to visit the PA CareerLink® Northumberland, Snyder, and Union County Sites on December 1, 2022.

PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY BUREAU OF WORKFORCE PARTNERSHIP & OPERATIONS (BWPO) DATA VALIDATION

The Bureau of Workforce Partnership & Operations (BWPO) was on site October 3- 5, 2022 to conduct PY2021 data validation for WIOA Title I and Title III. A total of 73 case files were requested for review. Initial findings were reviewed with staff in an exit interview; the formal report is forthcoming from BWPO.

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

- BWDA is conducting the PY22 review of LWDA policies and agreements. Staff submitted the requested documents to meet the deadline of December 6, 2022.
- BWDA issued a formal report to the PY21 fiscal and procurement systems and the local WDB compliance and oversite functions. The report included two findings that require corrective action as well as one concern. Staff submitted a response on November 28, 2022.

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

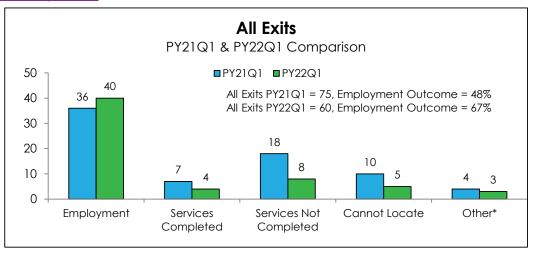
BEP conducted on-site EARN monitoring September 27 -29, 2022 at the PA CareerLink® Lycoming County. Staff completed a self-monitoring tool for the monitor's review. While onsite, BEP staff reviewed a total of 38 case files from across the region and interviewed staff, subcontractor staff, and participants as part of the comprehensive monitoring of PY21 service delivery. During the exit interview, BEP was complimentary of Advance Central PA's EARN program, highlighting attention to detail, comprehensive case management, and the overall holistic program design. A final report which will include detail related to performance and compliance is forthcoming.

Adult/Dislocated Worker Outcomes Report

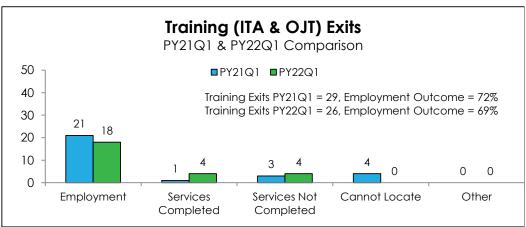
PY21 Q1 and PY22 Q1 Comparison

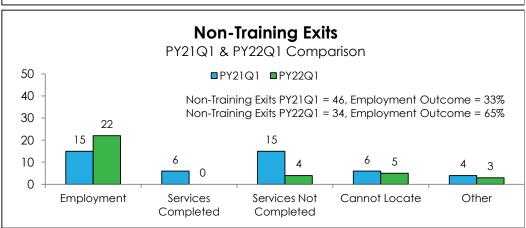
July 1, 2021 - September 30, 2021 & July 1, 2022 - September 30, 2022

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* PY21Q1: Health, Medical (2), Institutionalized (2),

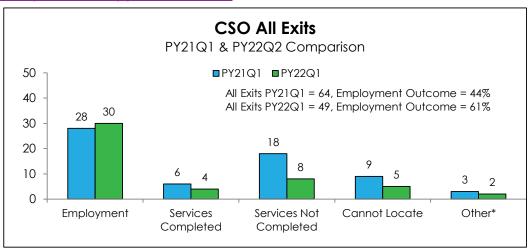
(applies to All Exits) PY22Q1: Health, Medical (3)

Adult/Dislocated Worker Outcomes Report

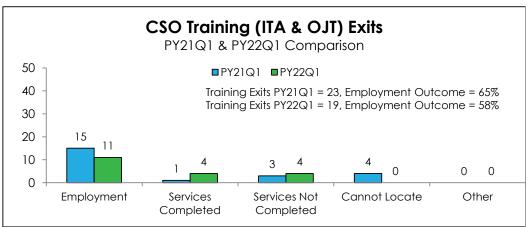
PY21 Q1 and PY22 Q1 Comparison

July 1, 2021 - September 30, 2021 & July 1, 2022 - September 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* PY21Q1: Health, Medical (1), Institutionalized (2)

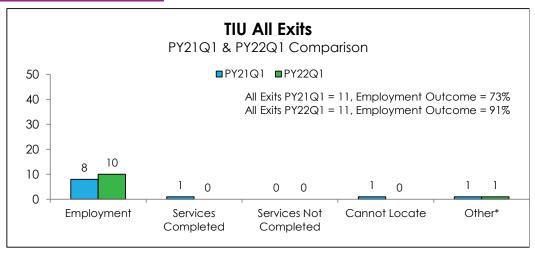
(applies to All Exits) PY22Q1: Health, Medical (2),

Adult/Dislocated Worker Outcomes Report

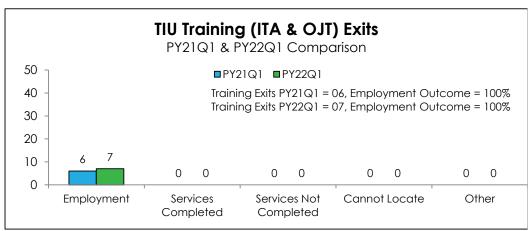
PY21 Q1 and PY22 Q1 Comparison

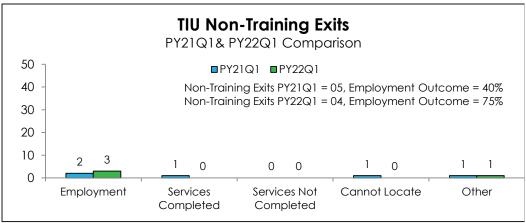
July 1, 2021 - September 30, 2021 & July 1, 2022 - September 30, 2022

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.





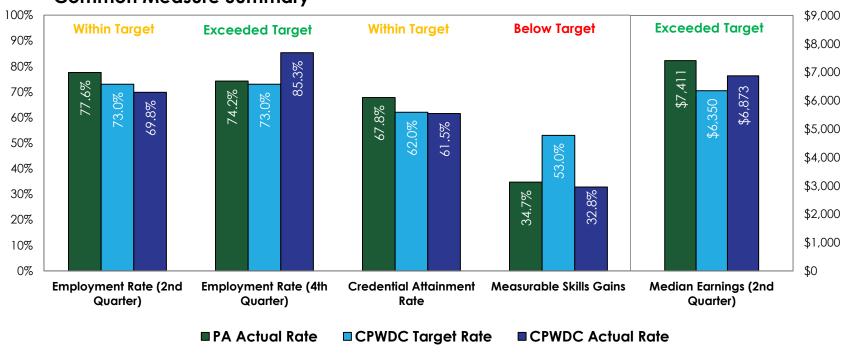
Other* PY21Q1: Health, Medical (1) (applies to All Exits) PY22Q1: Health, Medical (1)

Advance Central PA Adult Program 1st Quarter Program Year 2022 Common Measure Summary

Improvement needed in:

- Employment Rate (2nd Qtr.) I
- 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

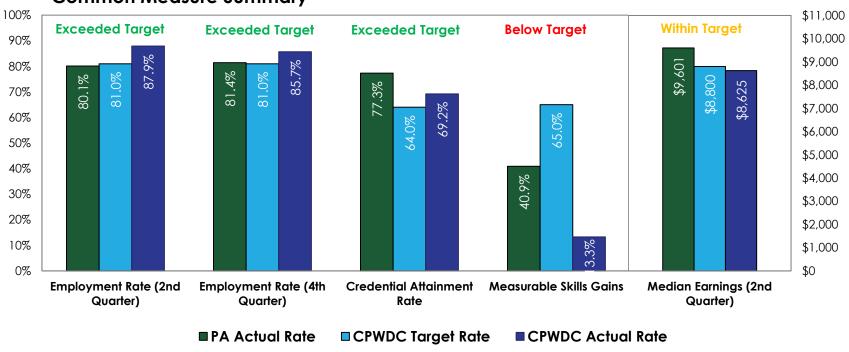
Credential Attainment Rate - % of Adults who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential **Measurable Skills Gain** - % of Adults in an education or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

Advance Central PA Dislocated Worker Program 1st Quarter Program Year 2022 Common Measure Summary

Improvement needed in:

- Measurable Skills Gains



Common Measure Definitions

Employment Rate (2nd Quarter) - % of Dislocated Workers in unsubsidized employment in the 2nd quarter after exit **Employment Rate (4th Quarter)** - % of Dislocated Workers in unsubsidized employment in the 4th quarter after exit **Credential Attainment Rate** - % of Dislocated Workers who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential **Measurable Skills Gain** - % of Dislocated Workers in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

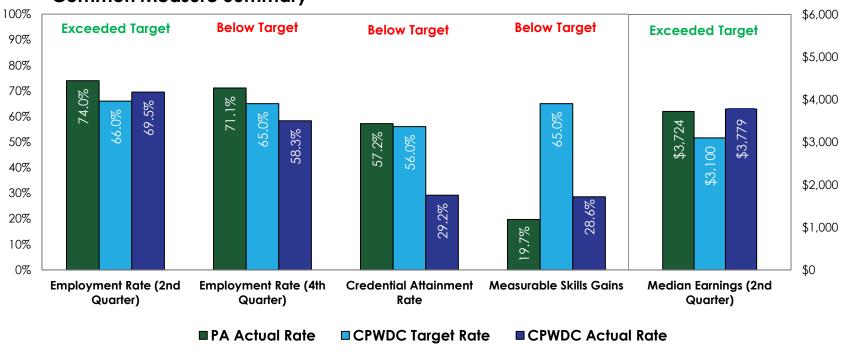
Median Earnings - Median earnings of Dislocated Workers who have unsubsidized employment during the 2nd quarter after exit

Advance Central PA Youth Programs 1st Quarter Program Year 2022 Common Measure Summary

Improvement needed in:

- Employment Rate (4th Qtr)
- -Credential Attainment Rate

- Measurable Skills Gains



Common Measure Definitions

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

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

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

YES Participant Attends the PA Tourism and Hospitality Bootcamp







This past month YES participant, RJ Cameron (pictured above), attended the PA Tourism and Hospitality Bootcamp in Harrisburg. The event provided hands on learning opportunities, including several cooking sessions where participants made homemade pasta, homemade mozzarella, and chocolate truffles. RJ and his peers learned proper dining room etiquette, as well as various career opportunities available in the restaurant and hospitality industry. A "Behind the Scenes" tour of the hotel's restaurant provided more insight into pursuing careers in the tourism and hospitality industry.

When asked his overall thoughts on the event RJ stated, "Possibly, by far the most awesome experience. I am hoping I can do more of this in the future."

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

1.	Motion to approve the minutes from the September 21, 2022 joint WDB/LEO Board meeting.
	Motion:
	Second:

Fiscal Year 2023 Competitive Funding Portfolio As of December 8, 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 (Extended through June 30, 2023)	\$223,300	 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 Next Generation Industry Partnerships (2020/2021) PA Dept. of Labor & Industry July 1, 2019 – June 30, 2022 (Extended through June 30, 2023)	\$233,800	 Supports the Central Region's Next Generation Healthcare Partnership. Requires a 1:1 match; incumbent worker training requires a 35% cash match from employers with additional match met through employer and partner participation in partnership activities.
PAsmart Next Generation Industry Partnerships (2020/2021) PA Dept. of Labor & Industry July 1, 2019 – June 30, 2022 (Extended through June 30, 2023)	\$250,000	 Supports the Central Region's Next Generation MADE in Central PA manufacturing partnership. Requires a 1:1 match; incumbent worker training requires a 35% cash match from employers with additional match met through employer and partner participation in partnership activities.
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	 Support and expand a Registered Apprenticeship for CNC Machining and implement a consortium model preapprenticeship 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. 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.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
		 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)	 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.
PA Dept. of Labor & Industry February 1, 2022 – December 31, 2023	\$150,000	 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	\$650,000	Supports Central Pennsylvania Institute of Science and Technology (CPI), development of non-traditional Registered Apprenticeship (RA) programs: Water Operator, Wastewater Operator, and Solar Photovoltaic
January 1, 2022 – June 30, 2024		 (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		
WIOA Statewide Activity Projects – STEM Aviation Camp PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023	\$9,326	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	\$332,777	Supplement the Title I Adult and Dislocated Worker allocations to level funding. Replace customer workstations in the Career		
PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023		Resource Area and staff workstations all in poor condition at the PA CareerLink® Northumberland/Snyder/Union Counties.		

Program/Project Name & Funding Information	Funding Available	Grant Objectives		
		 Replace a staff desk in poor condition at the PA CareerLink® Lycoming County. Cover the cost of disposal of items being replaced. 		
WIOA Statewide Activity Projects – PA CareerLink® Columbia/Montour Counites PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023	\$35,320.67	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 are designed to serve business and job seeker customers.		
WIOA Statewide Activity Projects – Workforce and Career Development Certification Training®	\$28,000	Workforce and Career Development Certification Training® covering 20 competencies related to providing relevant career and training services, including to individuals with barriers for 19 PA CareerLink® staff and 1 staff person from Advance		
PA Dept. of Labor & Industry August 1, 2022 – June 30, 2023		Central PA.		
WIOA Statewide Activity Projects – Academy Certified Resume Writer Training	\$13,265	Resume Writing Academy training to upskill and certify 7 Title I PA CareerLink® staff via the Academy Certified Resume Writer (ACRW) credential .As a		
PA Dept. of Labor & Industry		result of the training and successful testing to earn the credential staff will be highly skilled in providing		
August 1, 2022 – June 30, 2023		accurate and appropriate guidance to job seekers in creation of a resume reflective of their skills and abilities which will help them in successfully obtaining employment.		
WIOA Statewide Activity Projects – PA CareerLink [®] Safety and Accessibility	\$21,314.45	 Supports purchases recommended from a third-party vulnerability study completed at the PA CareerLink® locations including: interior office door locks, panic 		
PA Dept. of Labor & Industry		buttons, and security cameras.Covers the cost of translation of vital documents		
August 1, 2022 – June 30, 2023		outlined in the region's Limited English Proficiency Plan which was developed with considerable consultation from the PA Office of Equal Opportunity.		
WIOA Statewide Activity Projects – PA CareerLink [®] Safety – Cable Drops	\$6,600	 Necessary cable drop installation services for interior and exterior security cameras recommended from a third-party vulnerability study completed at the PA 		
PA Dept. of Labor & Industry		CareerLink® locations.		
August 1, 2022 – June 30, 2023 Manufacturing-to-Career	\$77,058	a linerage outgrange of advanced requires		
Grant Program	φ <i>11</i> ,000	 Increase awareness of advanced manufacturing careers and CTE programs that prepare students for 		
PA Dept. of Community and Economic Development		them, including: Jersey Shore Area School District, Keystone Central School District, SUN Technical Institute, and Williamsport Area High School.		
August 1, 2022 – June 30, 2023		 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. 		

GRANTS SUBMITTED

Funding Source/Grant Name	Funding Requested	Grant Objectives
Apprenticeship Building America	\$183,333	Develop actionable Registered Apprenticeship (RA) and Pre- Apprenticeship (Pre-RA) strategies for incorporation within the Local and Regional Plan.
PA Dept. of Labor & Industry Apprenticeship & Training Office January 1 2023 –		 Engage career & technical education to develop and successfully register 1 new Pre-RA program and 1 new RA program. Serve 27 Pre-Apprentices and 27 Apprentices, half of whom will be underserved. Provide comprehensive support services to participants. Supplement the cost of RA Related Technical Instruction.
March 31, 2026		Supplement the cost of the Related Technical Instruction.

GRANTS BEING EXPLORED

Funding Source/Grant Name	Funding to be Requested	Grant Details
DOL Nursing Expansion Grant Program US Dept. of Labor & Industry Employment & Training Administration TBD	\$1M - \$6M depending on the grant track	 Funding is available to increase the number of nursing instructors and educators by training new or upskilling experienced nurses into the advanced postsecondary credentialing necessary to become nursing instructors or educators or to train participants as frontline healthcare professionals and paraprofessionals, including direct care workers, to advance along a career pathway and attain postsecondary credentials needed for middle- to high-skilled nursing occupations.

County Unemployment Rates October 2022

(Lowest to Highest)

Rank	County	Unemployment Rate	Rank	County	Unemployment Rate
1	Chester County	2.5%	32	Crawford County	4.2%
2	Cumberland County	2.6%	32	Jefferson County	4.2%
3	Montgomery County	2.8%	32	Lackawanna County	4.2%
3	Montour County	2.8%	32	Wyoming County	4.2%
5	Adams County	2.9%	39	Clarion County	4.3%
5	Perry County	2.9%	39	Mercer County	4.3%
7	Centre County	3.1%	39	Schuylkill County	4.3%
7	Union County	3.1%	42	Northumberland County	4.4%
9	Bucks County	3.2%	42	Sullivan County	4.4%
9	Lancaster County	3.2%	42	Tioga County	4.4%
11	Dauphin County	3.3%	42	Venango County	4.4%
11	Juniata County	3.3%	42	Wayne County	4.4%
11	York County	3.3%	47	Clinton County	4.5%
14	Franklin County	3.4%	48	Lycoming County	4.6%
14	Lebanon County	3.4%	49	Erie County	4.7%
16	Bradford County	3.5%	49	Greene County	4.7%
16	Northampton County	3.5%	49	Indiana County	4.7%
16	Snyder County	3.5%	52	Beaver County	4.8%
19	Allegheny County	3.6%	52	Clearfield County	4.8%
19	Butler County	3.6%	52	Huntingdon County	4.8%
19	Delaware County	3.6%	52	McKean County	4.8%
19	Susquehanna County	3.6%	52	Potter County	4.8%
23	Elk County	3.7%	52	Somerset County	4.8%
23	Fulton County	3.7%	58	Armstrong County	4.9%
25	Lehigh County	3.8%	58	Lawrence County	4.9%
26	Bedford County	3.9%	58	Luzerne County	4.9%
26	Mifflin County	3.9%	58	Philadelphia County	4.9%
26	Washington County	3.9%	62	Pike County	5.0%
26	Westmoreland County	3.9%	63	Cambria County	5.1%
30	Columbia County	4.1%	63	Cameron County	5.1%
30	Warren County	4.1%	65	Fayette County	5.4%
32	Berks County	4.2%	66	Monroe County	5.5%
32	Blair County	4.2%	67	Forest County	6.7%
32	Carbon County	4.2%			
		For Compo	ırison Purposes		
	Pennsylvania	4.0%		United States	3.7%

Workforce Development Area Unemployment Rates October 2022

(Lowest to Highest)

Rank	Workforce Development Area	Unemployment Rate
1	Chester County WDA	2.5%
2	Montgomery County WDA	2.8%
3	South Central WDA	3.0%
4	Bucks County WDA	3.2%
4	Lancaster County WDA	3.2%
6	Delaware County WDA	3.6%
6	Three Rivers WDA	3.6%
8	Lehigh Valley WDA	3.7%
9	Central WDA	3.8%
9	Northern Tier WDA	3.8%
11	Tri-County WDA	4.1%
12	Berks County WDA	4.2%
12	Lackawanna County WDA	4.2%
12	Southern Alleghenies WDA	4.2%
15	Northwest WDA	4.3%
15	Southwest Corner WDA	4.3%
17	North Central WDA	4.4%
18	West Central WDA	4.5%
19	Luzerne-Schuylkill Counties WDA	4.7%
20	Pocono Counties WDA	4.8%
20	Westmoreland and Fayette Counties WDA	4.8%
22	Philadelphia County WDA	4.9%
	For Comparison Purposes	
	Pennsylvania	4.0%
	United States	3.7%



	Central PA Monthly Initial Claims												
Geography	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22
Centre County	230	310	490	530	310	220	220	230	230	170	150	120	190
Clinton County	140	200	280	310	160	120	110	110	140	100	100	60	100
Columbia County	270	340	430	510	250	210	220	260	260	260	170	200	320
Lycoming County	470	530	770	780	430	340	380	390	390	340	310	240	310
Mifflin County	160	200	320	380	160	180	170	110	220	120	120	90	150
Montour County	40	50	80	90	50	30	40	50	70	60	30	30	40
Northumberland County	430	460	590	660	330	300	330	370	380	290	260	230	380
Snyder County	120	180	290	310	130	140	100	110	160	140	80	50	70
Union County	90	120	170	180	100	100	80	120	110	80	70	50	80
Central PA	1,950	2,390	3,420	3,750	1,920	1,640	1,650	1,750	1,960	1,560	1,290	1,070	1,640

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

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

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

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

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

Source: Center for Workforce Information & Analysis

Source Data Updated: 11/3/22



	Central PA Monthly Initial Claims by Industry - October 2022 (Current)												
Geography	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Information	Financial Activities	Professional and Business Services	Education and Health Services	Leisure and Hospitality	Other	Government	Industry Not Available	Oct-22
Centre County	0	48	9	31	2	5	30	26	21	2	2	14	190
Clinton County	4	29	14	16	0	0	5	5	7	7	5	8	100
Columbia County	4	30	137	46	2	4	15	41	24	6	3	8	320
Lycoming County	4	69	49	48	2	6	57	35	23	6	1	9	310
Mifflin County	1	23	64	20	0	4	16	9	6	0	3	4	150
Montour County	0	4	14	4	0	0	4	4	6	1	1	0	40
Northumberland County	9	73	108	58	0	9	27	37	35	4	3	15	380
Snyder County	5	20	20	8	1	0	0	4	7	1	1	4	70
Union County	0	12	18	15	1	3	7	16	1	0	1	6	80
Central PA	27	308	434	246	8	31	160	178	131	27	20	69	1,640

	Central PA Monthly Initial Claims by Industry - October 2021 (Previous Year)												
Geography	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Information	Financial Activities	Professional and Business	Education and Health Services	Leisure and Hospitality	Other	Government	Industry Not Available	Oct-21
Centre County	0	44	15	32	6	6	22	48	26	7	6	18	230
Clinton County	2	31	17	25	1	4	13	18	14	3	4	7	140
Columbia County	0	29	78	52	3	4	20	36	22	5	3	19	270
Lycoming County	12	80	62	75	4	12	78	83	23	15	3	24	470
Mifflin County	3	26	43	8	1	2	26	23	16	4	1	5	160
Montour County	1	4	11	4	0	1	3	5	9	0	0	3	40
Northumberland County	11	76	78	75	0	1	41	64	40	3	12	29	430
Snyder County	6	25	33	12	0	1	6	24	5	2	1	4	120
Union County	2	11	14	23	0	2	5	17	8	2	1	5	90
Central PA	37	325	351	306	16	33	212	319	163	42	31	114	1,950

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

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

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

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

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

Source: Center for Workforce Information & Analysis

Source Data Updated: 11/16/2022



	Central PA Monthly Continued Weeks Claimed												
Geography	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22
Centre County	2,640	2,440	2,680	3,660	3,050	2,930	1,960	1,660	1,720	1,910	1,760	1,150	1,250
Clinton County	1,380	1,470	1,620	2,250	1,910	1,700	1,180	980	970	1,020	1,050	780	740
Columbia County	2,310	2,210	2,390	3,210	2,610	2,580	1,830	1,800	1,890	2,180	2,040	1,420	1,820
Lycoming County	4,250	4,290	4,280	5,560	4,820	4,470	3,420	3,240	3,170	3,180	3,040	2,310	2,470
Mifflin County	1,460	1,530	1,650	2,290	1,990	1,780	1,310	1,170	1,300	1,320	1,280	890	990
Montour County	410	350	380	510	420	420	270	300	400	440	450	320	280
Northumberland County	3,230	3,340	3,450	4,640	3,590	3,840	2,810	2,730	2,800	2,800	2,570	1,830	2,210
Snyder County	1,210	1,190	1,360	1,920	1,540	1,520	1,060	950	1,040	1,140	1,000	550	560
Union County	850	890	910	1,220	1,000	980	830	780	830	890	690	470	420
Central PA	17,740	17,710	18,720	25,260	20,930	20,220	14,670	13,610	14,120	14,880	13,880	9,720	10,740

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

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

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

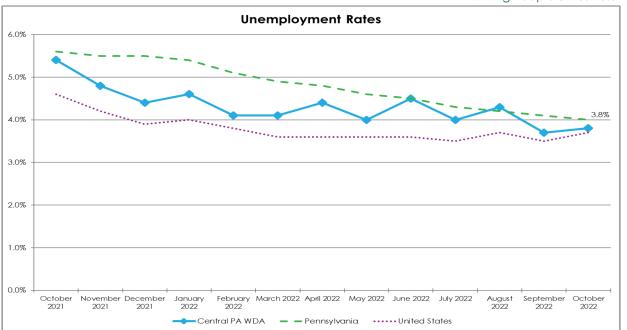
Source: Center for Workforce Information & Analysis

Source Data Updated: 11/3/22

Central Pennsylvania Labor Market Status Report -- October 2022



Uner	nployme	nt Rates	
Geography	October 2022	Monthly Change	Annual Change
Centre	3.1%	\	\downarrow
Clinton	4.5%	\leftrightarrow	\downarrow
Columbia	4.1%	\uparrow	\downarrow
Lycoming	4.6%	\downarrow	\downarrow
Mifflin	3.9%	\downarrow	\downarrow
Montour	2.8%	\downarrow	\downarrow
Northumberland	4.4%	\uparrow	\downarrow
Snyder	3.5%	\downarrow	\downarrow
Union	3.1%	\leftrightarrow	\downarrow
Central PA WDA	3.8%	↑	V
Pennsylvania	4.0%	\	\
United States	3.7%	↑	4



	October 2022	September 2022	Mont	nly Change	October 2021	An	nual Change
Central PA WDA							
Labor Force	293,800	292,400	\uparrow	1,400	292,000	↑	1,800
Employed	282,800	281,500	\uparrow	1,300	276,100	\uparrow	6,700
Jnemployed	11,000	10,900	\uparrow	100	15,800	\downarrow	-4,800
Jnemployment Rate	3.8%	3.7%	\uparrow	0.1%	5.4%	\downarrow	-1.6%
Pennsylvania							
abor Force	6,450,000	6,448,000	\uparrow	2,000	6,365,000	1	85,000
Employed	6,193,000	6,185,000	\uparrow	8,000	6,008,000	\uparrow	185,000
Jnemployed	258,000	264,000	\downarrow	-6,000	357,000	\downarrow	-99,000
Jnemployment Rate	4.0%	4.1%	\downarrow	-0.1%	5.6%	\downarrow	-1.6%
Inited States							
abor Force	164,667,000	164,689,000	\downarrow	-22,000	161,610,000	↑	3,057,000
mployed	158,608,000	158,936,000	\downarrow	-328,000	154,234,000	\uparrow	4,374,000
Inemployed	6,059,000	5,753,000	\uparrow	306,000	7,375,000	\downarrow	-1,316,000
Jnemployment Rate	3.7%	3.5%	\uparrow	0.2%	4.6%	\downarrow	-0.9%

Civilian Labor Force

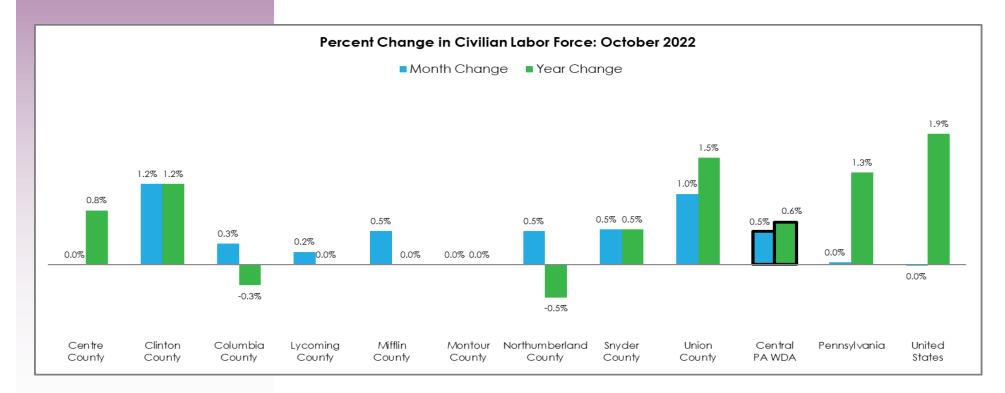
Centre County 76,900
Clinton County 17,300
Columbia County 33,200
Lycoming County 54,600
Mifflin County 20,800
Montour County 9,000
Northumberland County 41,600
Snyder County 19,700
Union County 19,700

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



October 2022

		Change	e Since		
	October 2022	September 2022 October 202			
Central PA WDA	293,800	1,400	1,800		
Pennsylvania	6,450,000	2,000	85,000		
United States	164,667,000	-22,000	3,057,000		



Employed Population

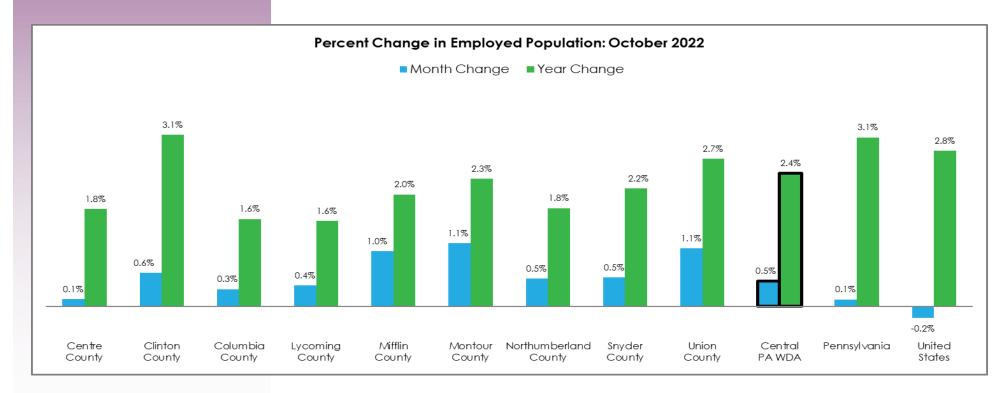
Centre County 74,500
Clinton County 16,500
Columbia County 31,900
Lycoming County 52,100
Mifflin County 20,000
Montour County 8,800
Northumberland County 39,800
Snyder County 19,000
Union County 19,100

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



October 2022

		Change	e Since		
	October 2022	September 2022 October 202			
Central PA WDA	282,800	1,300	6,700		
Pennsylvania	6,193,000	8,000	185,000		
United States	158,608,000	-328,000	4,374,000		



Unemployed Population

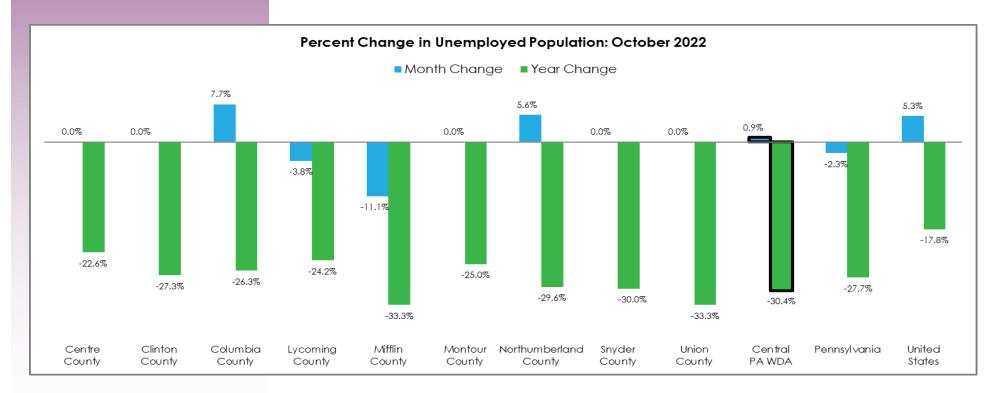
Centre County 2,400
Clinton County 800
Columbia County 1,400
Lycoming County 2,500
Mifflin County 800
Montour County 300
Northumberland County 1,900
Snyder County 700
Union County 600

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.



October 2022

		Change	e Since		
	October 2022	September 2022 October 202			
Central PA WDA	11,000	100	-4,800		
Pennsylvania	258,000	-6,000	-99,000		
United States	6,059,000	306,000	-1,316,000		



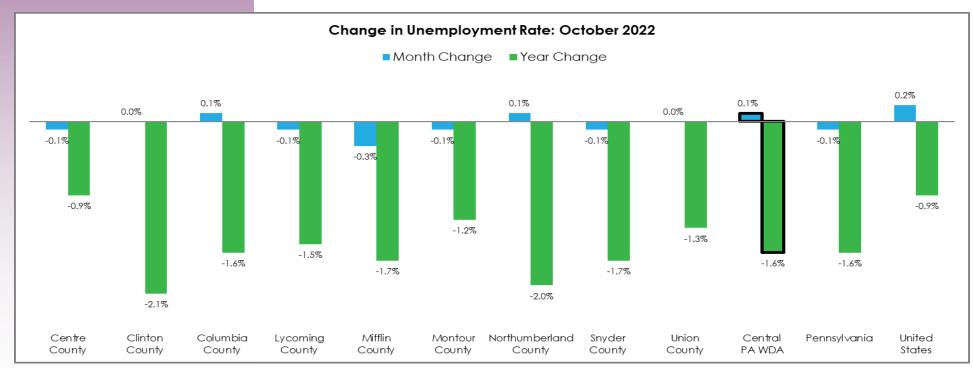
Unemployment Rates

	October 2022	September 2022	October 2021
Centre County	3.1%	3.2%	4.0%
Clinton County	4.5%	4.5%	6.6%
Columbia County	4.1%	4.0%	5.7%
Lycoming County	4.6%	4.7%	6.1%
Mifflin County	3.9%	4.2%	5.6%
Montour County	2.8%	2.9%	4.0%
Northumberland County	4.4%	4.3%	6.4%
Snyder County	3.5%	3.6%	5.2%
Union County	3.1%	3.1%	4.4%
Central PA WDA	3.8%	3.7%	5.4%
Pennsylvania	4.0%	4.1%	5.6%
United States	6.0%	3.5%	4.6%



October 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.





Online Job Postings Analysis

Central Pennsylvania

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

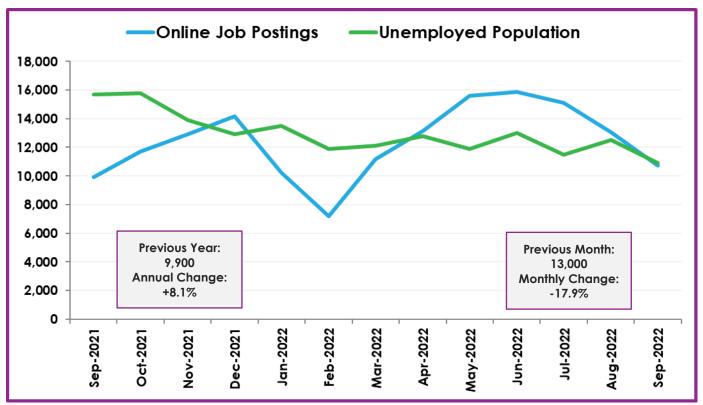
Online Job Postings: 10,700

Unemployed: 10,900

Unemployment Rate: 3.7% Unemployed /Job Posting: 1.0

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 0.1%, but 200 more postings would be needed for the remaining jobseekers.

September 2022



Online Jo	ob Posting	gs by Oc	cupation	al Groupi	ng	
Occupational Grouping	September 2022	August 2022	September 2021	Monthly Change	Annual Change	Unemployed
Healthcare Practitioners and Technical	3,016	3,781	2,240	-20.2%	34.6%	340
Management	895	1,081	780	-17.2%	14.7%	988
Office and Administrative Support	713	855	704	-16.6%	1.3%	1,444
Sales and Related	649	675	852	-3.9%	-23.8%	738
Computer and Mathematical	552	805	457	-31.4%	20.8%	125
Healthcare Support	534	742	633	-28.0%	-15.6%	529
Transportation and Material Moving	515	602	685	-14.5%	-24.8%	2,756
Educational Instruction and Library	503	629	379	-20.0%	32.7%	642
Unclassified	498	592	434	-15.9%	14.7%	0
Business and Financial Operations	390	476	286	-18.1%	36.4%	324
Installation, Maintenance, and Repair	363	303	244	19.8%	48.8%	385
Production	360	331	405	8.8%	-11.1%	1,044
Architecture and Engineering	333	417	217	-20.1%	53.5%	163
Food Preparation and Serving Related	296	367	340	-19.3%	-12.9%	1,335
Arts, Design, Entertainment, Sports, and Media	235	303	248	-22.4%	-5.2%	118
Community and Social Service	223	294	195	-24.1%	14.4%	176
Life, Physical, and Social Science	188	248	252	-24.2%	-25.4%	86
Building and Grounds Cleaning and Maintenance	156	185	200	-15.7%	-22.0%	218
Construction and Extraction	99	108	151	-8.3%	-34.4%	1,228
Protective Service	85	96	115	-11.5%	-26.1%	167
Personal Care and Service	79	112	45	-29.5%	75.6%	284
Farming, Fishing, and Forestry	14	20	24	-30.0%	-41.7%	84
Legal	12	15	14	-20.0%	-14.3%	30
Military	0	1	3	-100.0%	-100.0%	7
Total Online Job Postings	10,708	13,038	9,903	-1 7.9 %	8.1%	13,204

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 August 2022; unclassified indicates no previous work experience or unspecified

Source: Lightcast, 2022.4 • Updated: November 2022

September 2022



Employers

- BAYADA Home Health Care
- Bucknell University
- Carrols Restaurant Group
- Geisinger Health System
- ShiftMed

- Sysco
- Talent4Health
- The Pennsylvania State University
- University of Pittsburgh Medical Center
- Walmart

These employers have the highest number of online job postings.

Occupations

- Education Administrators, Postsecondary:
 \$45.68
- Heavy and Tractor-Trailer Truck Drivers: \$22.23
- Home Health and Personal Care Aides: \$11.85
- Licensed Practical and Licensed Vocational Nurses: \$22.80
- Nursing Assistants: \$14.48

• Operations Research Analysts: \$40.68

• Postsecondary Teachers: \$37.56

• Registered Nurses: \$36.41

• Retail Salespersons: \$11.81

Secretaries and Administrative Assistants,
 Except Legal, Medical, and Executive: \$17.69

These occupations have the highest number of online job postings.

Increasing Postings

- Bus and Truck Mechanics and Diesel Engine Specialists: \$22.09
- Education Administrators, Postsecondary: \$45.68
- Licensed Practical and Licensed Vocational Nurses: \$22.80
- Managers, All Other: \$40.44
- Nurse Practitioners: \$50.14

- Operations Research Analysts: \$40.68
- Postsecondary Teachers: \$37.56
- Registered Nurses: \$36.41
- Secretaries and Administrative Assistants,
 Except Legal, Medical, and Executive: \$17.69
- Surgical Technologists: \$24.12

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, 2022.4; occupational wages do not include benefits and are based on current median estimates.

Source: Lightcast, 2022.4 • Updated: November 2022

New Online Job Postings – October 2022

Central Pennsylvania

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



EMPLOYERS

Amazon

- Geisinger Health System
- BAYADA Home Health Care
- Larson Design Group

Bucknell University

Locum Tenens Partners

Centra Healthcare

National Quality Forum

City of Philadelphia

Securitas

CSG

Texas Roadhouse

CVS Health

The Pennsylvania State University

Dollar General

TJX

Encompass Health

- University of Pittsburgh Medical Center
- First Quality Enterprises
- Vivian Health

OCCUPATIONS

- Clinical Laboratory Technologists and Technicians
- Education Administrators, Postsecondary
- Fast Food and Counter Workers
- First-Line Supervisors of Retail Sales Workers
- Health Technologists and Technicians, All Other
- Home Health and Personal Care Aides
- Laborers and Freight, Stock, and Material Movers, Hand
- Licensed Practical and Licensed Vocational Nurses
- Medical and Health Services Managers
- Nurse Practitioners

- Nursing Assistants
- Operations Research Analysts
- Physician Assistants
- Physicians, All Other
- Postsecondary Teachers
- Registered Nurses
- Retail Salespersons
- Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
- 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 **October 2022**

Source: Lightcast, 2022.4 Updated: November 2022

PROPOSED: 2023 MEETING SCHEDULE

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

January 13	Executive Committee
Second Friday	10:00 a.m. to Noon
February 10	Executive Committee
Second Friday	10:00 a.m. to Noon
March 15 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
April 14	Executive Committee
Second Friday	10:00 a.m. to Noon
May 12	Executive Committee
Second Friday	10:00 a.m. to Noon
June 21 Third Wednesday	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 11	Executive Committee
Second Friday	10:00 a.m. to Noon
September 20 Third Wednesday	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
October 13	Executive Committee
Second Friday	10:00 a.m. to Noon
November 9 Second Thursday (substitute for Veterans Day)	Executive Committee 10:00 a.m. to Noon
December 20 Third Wednesday	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

Misty Dion
Roads to Freedom Center for Independent
Living of NCPA

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 Angela Harding
Clinton County

Commissioner Joe Klebon Northumberland County

Commissioner Richard Mirabito
Lycoming County

Commissioner Robert Postal
Mifflin County

Commissioner Chuck Steininger Snyder County

Commissioner Stacy Richards
Union 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 Zollie Rayner Suzanne White Jenna Witherite 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

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@AdvacenCentralPA.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.

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.

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. jmercaldo@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