



**Advance
Central PA**
Linking People & Business

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

December 20, 2023

Union County Government Center
Lewisburg, Pennsylvania

Equal opportunity employer/program. Auxiliary aids and services available upon request to individuals with disabilities. Program funded with federal dollars. For more information, visit:

<https://advancecentralpa.org/about-us/public-notices/>.

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

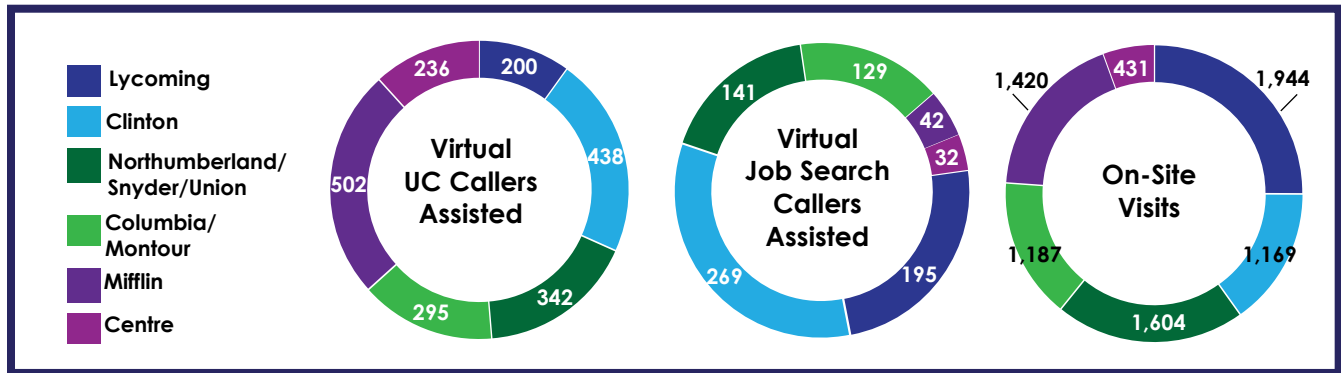
Agenda

Union County Government Center, Lewisburg
Wednesday, December 20, 2023 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
10:40 – 11:40	WDB and LEO Board Action Items	Dave Zartman & Ken Holdren
	<ul style="list-style-type: none"> • WDB Non-Consent Agenda & Committee Reports <ul style="list-style-type: none"> ○ Action Needed: Approval of Consent Agenda ○ PA CareerLink® Certification ○ Audit/Finance ○ EARN ○ Governance <ul style="list-style-type: none"> – Action Needed: Appointment of Workforce Development Board Chair ○ Personnel ○ Policy & Performance <ul style="list-style-type: none"> – Action Needed: Equal Opportunity (EO) Policy Revisions ○ Youth • LEO Board Action Items <ul style="list-style-type: none"> – Action Needed: Approval of September 20, 2023 Meeting Notes 	
11:40 – 11:50	Executive Director's Update	Erica Mulberger
11:50 – 11:55	Open Discussion	
11:55	Date of Next Meeting <ul style="list-style-type: none"> • Executive Committee – February 9, 2024 10:00 a.m. - 12:00 p.m. • LEO Board Meeting – March 20, 2024 9:00 a.m. - 9:30 a.m. • WDB Board Meeting - March 20, 2024 10:00 a.m. 	Dave Zartman
12:00	Adjournment	Dave Zartman & Ken Holdren

PA CareerLink® Jobseeker Services

July - September 2023 Q3



Includes on-site and virtual services

Total Workshops Offered: 143

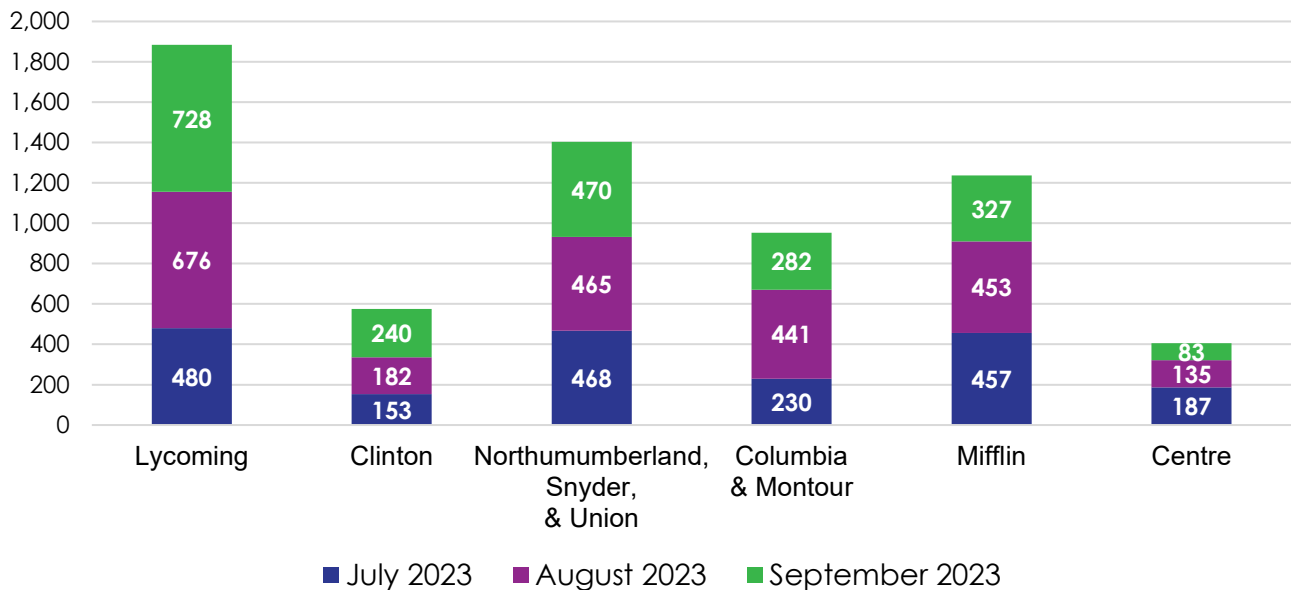
Total Workshop Attendance: 582

Total Services Provided: 22,478

Unique Quarterly Participants: 4,798

Includes on-site and virtual services

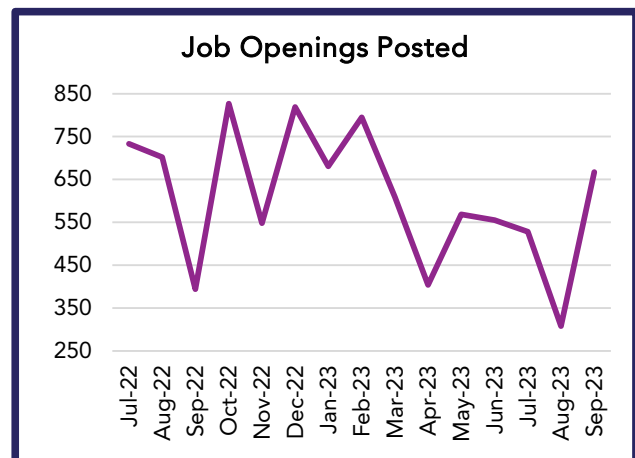
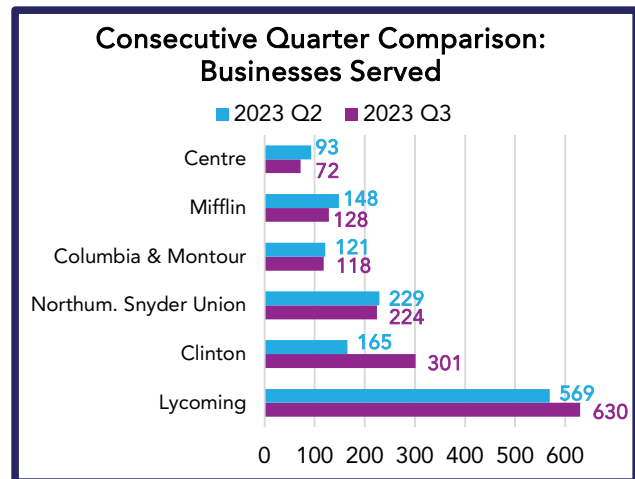
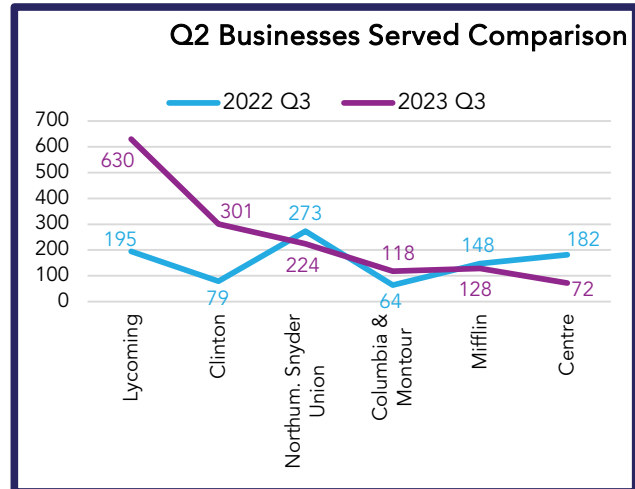
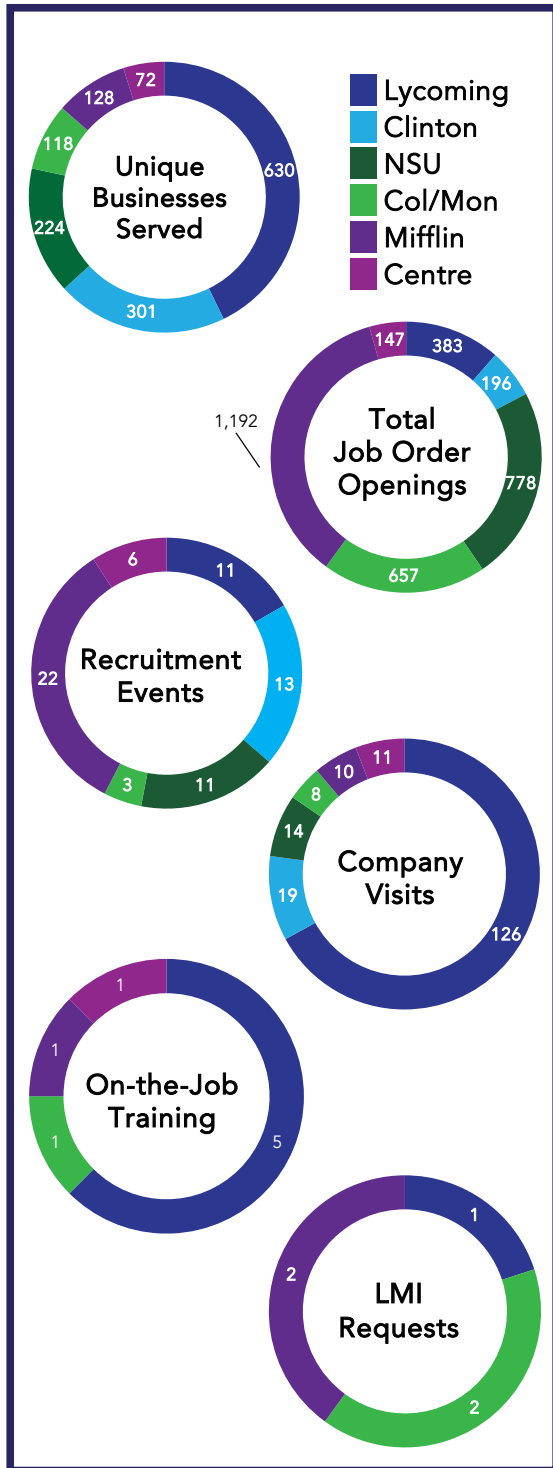
Total Unique Participants Served By Month



PA CareerLink® Business Solutions

July - September 2023 Q3

Employer Services Overview

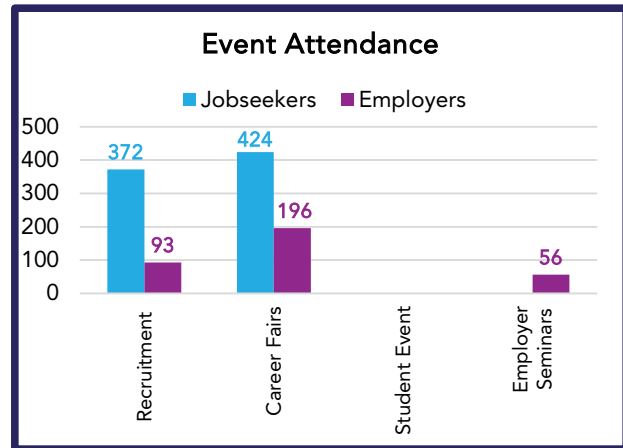


PA CareerLink® Business Solutions

July - September 2023 Q3

Employer Event Highlights

- Employer Seminar: The Winning Equation: Employer Engagement Strategies for Job Fair Success (13 employers)
- Job Fair: Transco Railway Dislocated Worker Job Fair (18 employers, 18 jobseekers)
- Job Fair: Job Fair for Rapid Response at Bloomsburg Care and Rehab (12 employers, 25 jobseekers)
- Job Fair: Clinton County Career Fair (58 employers, 135 jobseekers, 28 youth, 1 training provider)
- Job Fair: Lycoming Fall Job Fair held at the River Valley Transit Center (48 employers, 78 jobseekers)
- Job Fair: NSU Fall Job Fair held at Cameron Park in Sunbury (37 employers, 63 jobseekers)
- Recruitment Event: Lycoming Meet & Greet Open Recruitment Event (5 employers, 37 jobseekers)
- Recruitment Event: Mifflin County Winning Wednesday Mini Job Fair (11 employers, 40 jobseekers)



Rapid Response Events

Company	Geisinger	Yellow (New Penn)	Bloomsburg Health & Rehab
PA CareerLink® County	Columbia/Montour	Northumberland/Snyder/Union	Columbia/Montour
Rapid Response Date	7/11/2023	8/15/2023	9/20/2023
Workers Affected	N/A	22	104
Workers at RR Event	22	11	27
Layoff/Closure	Layoff	Closure	Closure
Status	Permanent	Permanent	Permanent

Central WDA Title II Adult Education Coalition

**Annual Presentation
December 20, 2023**

Adult Education Programs in the Central WDA

Central Intermediate Unit 10

CIU10 Development Center for Adults

Jenna Witherite

Central Susquehanna Intermediate Unit

Adult Education Program

Mary Mingle

Penn State Institute for the Study of Adult Literacy

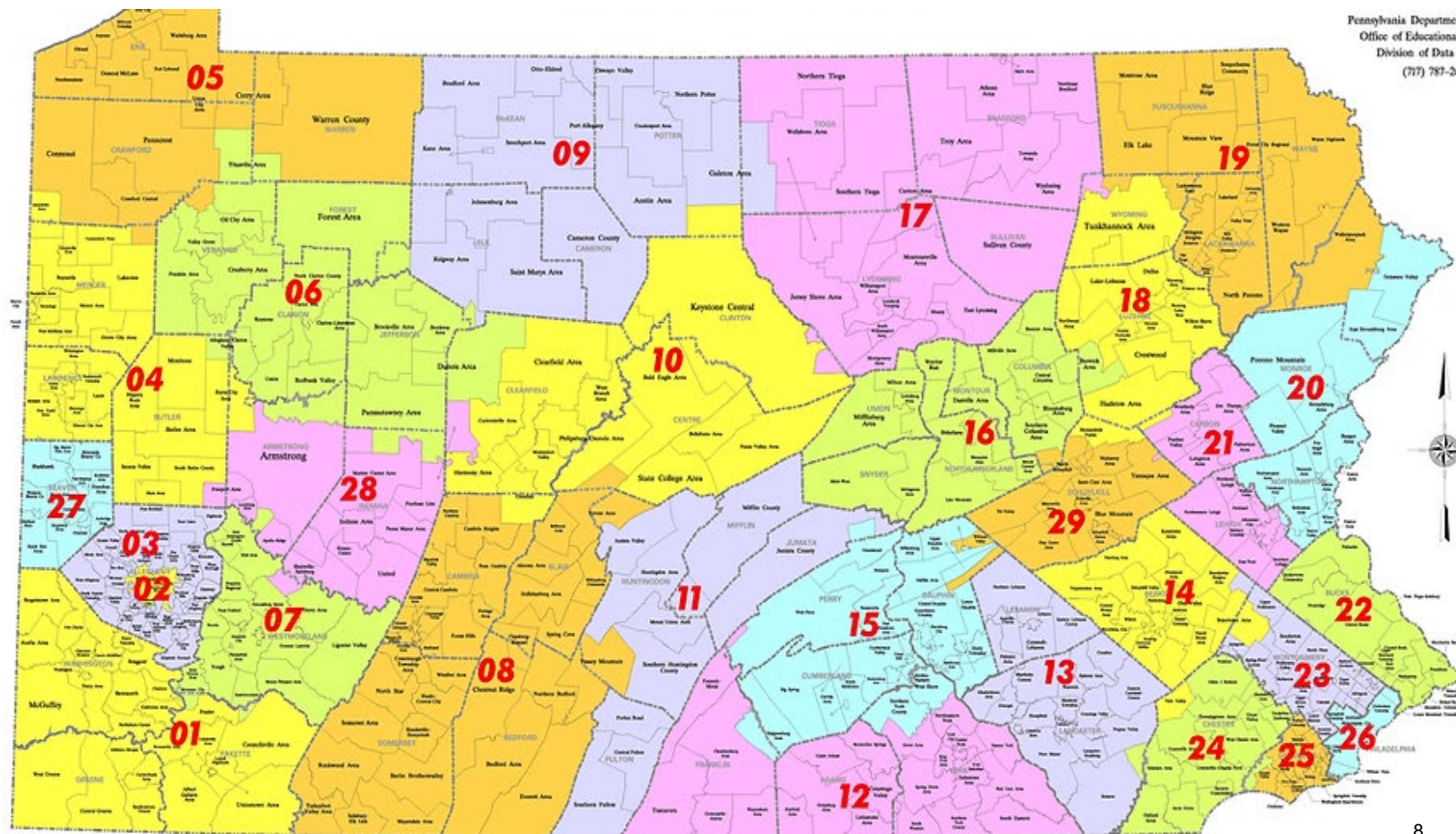
Career & Family Pathways Programs

Robert Getz

Tuscarora Intermediate Unit 11

Community Education & Workforce Services

Chuck Klinger



Primary Services Provided

- Adult basic education, English as a Second Language (ESL), and High School Equivalency (HSE) classes
- Digital literacy instruction
- Transition services/classes to employment & postsecondary education
- Career exploration and workforce preparation
- Wrap around support services
- Family literacy (adult education, parent education, interactive literacy activities, early childhood education/school)
- Programs in correctional institutions

Jenna Witherite

Central Intermediate Unit 10

Centre

Clinton

Clearfield

County Correctional Facilities

- Centre and Clinton County
 - Testing for GED on site
 - Barriers with enrollment
 - Community option once released
-
- ❖ Life Skills at Clinton County Correctional Facility
Fee-for-service

CPI Medical Math

- LPN program collaboration
- 14 recent students
- Intake, Orientation, Assessment, Course Content
- ❖ Also assist with basic skills needed for the entrance exam

Skills of Central PA

- Adult with disabilities
- Help with basic math and reading
- Work collaboratively with Skills to schedule adult learners for class along with work and community hours

Mary Mingle

Central Susquehanna IU

**Columbia
Montour**

**Snyder
Union**

Northumberland

Passing GED® or HiSET® Assessments

Transition to Employment

Student Support Coordinator

Assists with barriers and transitions

Co-enrollment with other PA CareerLink® programs

EARN

YES to the Future

OVR

Central Connections

Transition to Post-secondary Education and Training

- Preparation to pass entrance exams
 - Improvement of reading, writing & math skills so students can skip remedial courses
 - Study, note-taking, and test-taking skills
 - English language skills
-
- ❖ Partnership with **Lackawanna College**, Sunbury
 - Remediation and support
 - ❖ Referral agreements with **Triangle Tech**, Sunbury
 - ❖ Partnership with **Central Susquehanna LPN Career Center**, Milton

Partnership with **Central Susquehanna LPN Career Center**, Milton
Instruction to pass the TEAS (Test of Essential Academic Skills)

Nina

Brelee

Parampreet



English as a Second Language Services

Growing population of individuals moving to our counties to find work and more reasonably-priced housing

- U.S. citizens
- Immigrants, recruited by employers and agencies, and their families
- Migrant farm workers and their families
- Refugees from: Haiti Turkey Ukraine

So far this year:	
Ukraine	China
Russia	Vietnam
Haiti	Thailand
Columbia	Laos
Honduras	Dominican
Puerto Rico	Republic
Venezuela	Peru
Mexico	Brazil
Algeria	Bangladesh
Afghanistan	Egypt
Turkey	Georgia
Jamaica	South Africa
Nigeria	India
Kazakhstan	Philippines

Services to Employers and Workers

Assessments and remediation of:

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

English language instruction for employees:

- Understanding and speaking English
- Reading and writing English
- Customized to employer needs
 - Needs analysis, workplace materials

Education: Math

Work-related math skills:

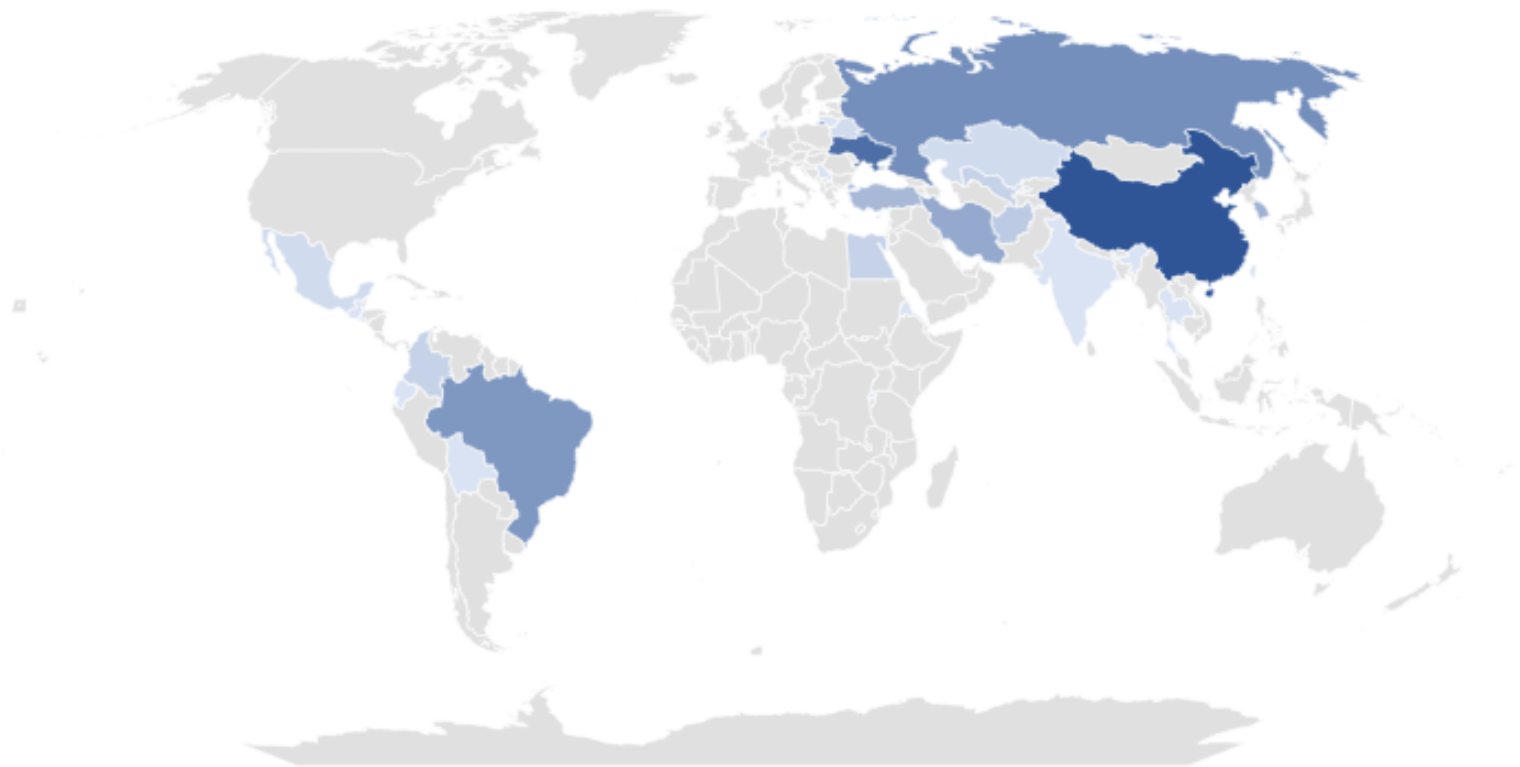
- Measurement, converting measurements
- Fractions, decimals and percentages
- Finding perimeter, area, volume
- Measuring angles
- Algebra basics and business math concepts

Robert Getz
Institute for the Study of Adult Literacy
Penn State University

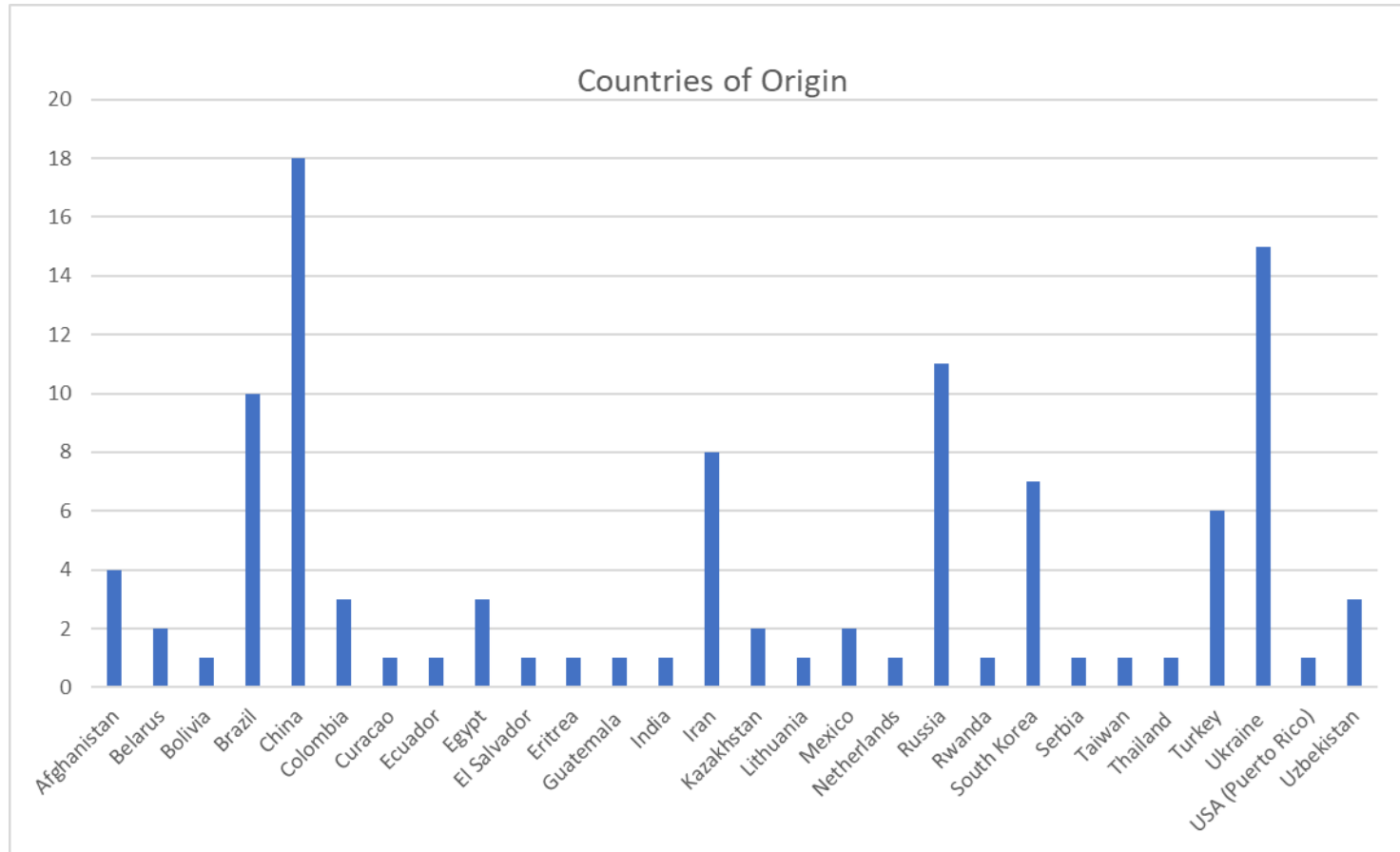
Centre

Lycoming

Centre County ESL



Centre County ESL



Centre County ESL

- 28 Countries
- 108 Students
 - 75% plan on staying in the United States
 - 73% have post secondary degrees
- 35 Identified as refugees or asylum seekers
 - Afghanistan (3), China (2), El Salvador (1), India (1), Russia (11), Turkey (5), Ukraine (12)
 - 100% plan on staying in the United States
 - 75% have post secondary degrees

Centre County ESL

Spotlight on Success

- Citizenship
- Drivers license
- Employment
- Entrepreneur



SCI Muncy Peer Tutoring Program

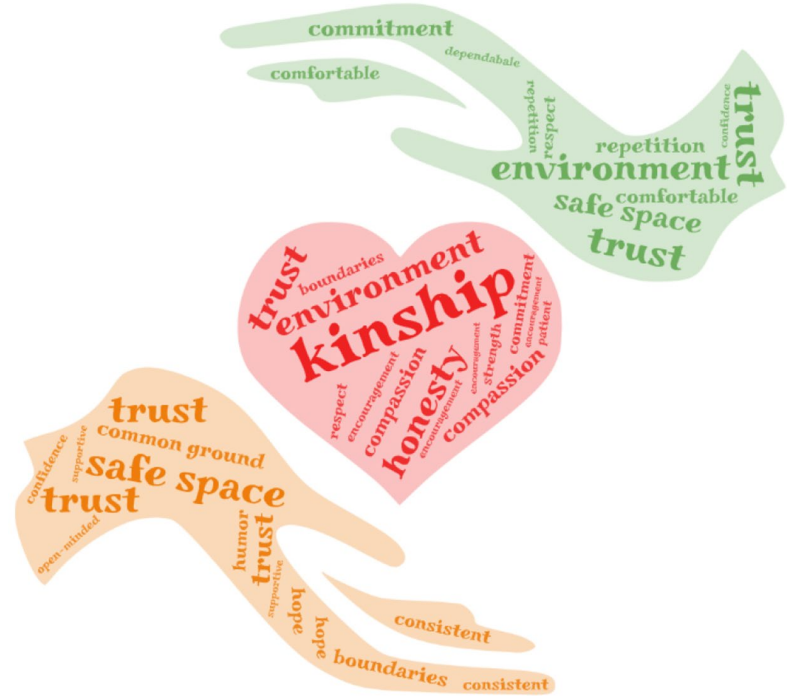
- One of two PA State Correctional Institutions for females
- Muncy offers educational and occupational programs
- The Peer Tutoring Program supplements the educational program
- Uses inmates as tutors to tutor other inmates
- Only PDE funded program like it in the state
- 2022-23 program data
 - 31 Tutors
 - 95 Learners



SCI Muncy Peer Tutoring Program

Spotlight on Success

- Numbers
- Gains
 - Tangible and intangible
- Attitude change
- Personal growth



SCI Muncy Peer Tutoring Program

Tutoring to me is a way to help people. The environment allows us all to interact honestly so we can all feel better and accomplish more. Tutoring is a way to change the odds for women who have struggled. We can all become stronger and more confident through these positive interactions and I am grateful to be able to participate.

Lycoming County Family Pathways

Spotlight on Success

Yolanda entered the Lycoming County Family Pathways program in February of 2022. At that time, she had 2 boys at home and a daughter in elementary school. Yolanda balanced many personal situations with family and part time employment to be a consistent, hard-working student. She had a drive and commitment that was behind her ultimate success of completion. Yolanda also was consistent in her attendance of parent education and brought her children to in person ILA events. She was a role model to her classmates and encouraged them with her persistence. Upon completion of obtaining her HiSET® in May, 2023, Yolanda obtained a part time job at STEP, Inc., in the transportation office. She is now hoping to change to a full-time position.

Chuck Klinger

Tuscarora Intermediate Unit 11

Mifflin

Juniata

TIU #11 Adult Education Services

- Classes offered:
 - ABE/GED
 - ESL
 - Corrections Education
 - Family Literacy
- Instructional Modalities:
 - In-person Classes
 - Remote Classes
 - Supplemental Distance Learning

TIU #11 - Trends

- Increase in ESL students
- Increase in students participating remotely
- Increase in community classes
- Decrease in higher-level students

Health Care Industry

- Health Care Prep:
 - Support students seeking employment in healthcare industry
 - Contextualized math/ELA/science
 - Support for entrance exams
- Mifflin County Academy of Science and Technology (The Academy)
 - Offering class onsite for students wanting/needing support in nursing programs

TIU #11 - Corrections Education

- Mifflin County Correctional Facility
- Mostly GED Goals
- Supplemental Learning through Print Materials
- Coordination of Title I and II Services

Family Literacy

- Four Components:
 - Adult Education
 - Parenting Education
 - Early Childhood Education
 - Interact
- Most adults have a career goal

Spotlight on Success

Yeah that's fine n
yes I started CNA
classes on Oct 31
we took 3 test on
Nov 6 n I aced all
them 🥰 3 more
test Thursday n
3 more Friday 🥰

I'm gettin' |

It was really easy
for me to learn and
be able for me to
focus on getting
the work done and
if it wasn't for the
program I probably
would have never
got my GED and I
wouldn't be where
I am today with
going back to
school to further
my education.



Questions?



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

**Joint Meeting
September 20, 2023**

Advance Central PA's Workforce Development Board (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, September 20, 2023 at the Union County Government Center in Lewisburg, PA.

WDB Members Attending

Jay Alexander
Jim Beamer
Kenneth Chappell
Michele Foust
Bruce Jones
Keith Koppenhaver
Lynn Kuhns
Jeff Lowry
Zollie Rayner
Jonathan Ritter
Jennifer Stehman
Jim Stopper
Steve Stumbris
Susan Swartz
Todd Taylor
Suzanne White
Jenna Witherite
Dave Zartman

LEO Board Members Attending

Angela Harding
Kenneth Holdren
David Kovach
Richard Mirabito
Robert Postal

WDB Staff Attending

Alexa Hann
Korrie Lucas
Patrick O'Connor
Marca O'Hargan
Gabi Randall
Rachael Ulmer
Kelly Walter

WDB Members Excused

Sue Auman
Jamie Aurand
Misty Dion
Dean Girton
Tracie Witter

LEO Board Members Excused

Steven Dershem
Joe Klebon
Chuck Steininger

Guests Attending

Hank Baylor
Jon DeWald - Solicitor
Judy Fitzgerald
Robert Getz
Sue Greene
Cheryl Johnson
Ann Kaufman
Christine Nso
Len Prosseda
Michaelene Shirey
Kate Sivers
Katherine Vastine
Jill Walter
Matthew Wise

Call to Order and Welcome

Dave Zartman, Workforce Development Board Chairperson, called the meeting to order at 10:02 am with a quorum.

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

Dave welcomed new WDB member Jennifer Stehman and gave her the floor to introduce herself.

Commissioner Ken Holdren, LEO Chairperson, welcomed his fellow Commissioners to the meeting, confirming a quorum.

Invitation for Public Comments

There were none.

WDB Updates and Action Items

Action Items

With a quorum present for the WDB, Dave called for a motion to approve the Consent Agenda.



Lynn Kuhns made a motion to approve the September 20, 2023 Consent Agenda Action Items. Jay Alexander seconded the motion. The motion was unanimously approved with no abstentions.

Review of Local and Regional Plans

Korrie Lucas, Advance Central PA Assistant Director, presented an overview of modifications to the Local and Regional Plans first explaining that Erica Mulberger, Advance Central PA Executive Director, is absent in order to attend an invitation-only convening with the US Dept. of Labor's Employment & Training Administration in regard to the future of workforce development.

Korrie gave an in-depth review of the Local Plan and Regional Plan Modification process. The Workforce Innovation and Opportunity Act (WIOA) requires the governor of each state to submit a four-year unified State Plan outlining the state's workforce development strategy. Each Local Workforce Development Board (LWDB) is then required to write a Local Plan and Regional Plan in alignment with that State Plan plus modifications after the second year. The current Local and Regional Plans were implemented July 1, 2021; therefore, modifications are required for the timeframe of July 1, 2023 – June 30, 2025.

In accordance with WIOA, modifications should include refreshed data, reflect changes in the labor market, and explain any revised strategies for performance. The approval process is heavily vetted and to date has included: drafting modifications, submitting them to the Commonwealth for critical review, responding to edits and additional information requested by the various state agencies, then re-submitting them for review and approval. Advance Central PA received conditional approval of the modifications on July 3, 2023 from the PA Dept. of Labor & Industry dependent on compliance with a 30-day public comment period, which is complete, followed by Workforce Development Board (WDB) approval, and LEO Board approval.

Korrie provided a summary of all the changes made to the Local Plan, an outline of the feedback provided by the Commonwealth, and the additional revisions made and submitted as a result. She did the same for the Regional Plan. Once those edits were accepted, the Plans were posted for 30-day public comment that ended August 12, 2023. Korrie provided an overview of the public comments received, all of which were from the Title II Coalition members, and edits made as a result.

Korrie outlined next steps as including WDB approval of the modified Plans and LEO Board consent to submit the modified Plans.

With that review which was supported by information in the meeting packet, Dave and Ken each welcomed questions from members of the WDB and the LEO Board; there were none.

▲ Todd Taylor made a motion to approve the Program Years 2023-2024 Central Local Plan Modification and submittal to the Pennsylvania Department of Labor and Industry. Zollie Rayner seconded the motion. The motion was unanimously approved with no abstentions.

▲ Jenna Witherite made a motion to approve the Program Years 2023-2024 Central Region Plan Modification and submittal to the Pennsylvania Department of Labor and Industry. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.

LEO Board Action Items

▲ Commissioner Kovach made a motion to approve the minutes from the June 21, 2023 joint WDB/LEO Board meeting. Commissioner Mirabito seconded the motion. The motion was unanimously approved with no abstentions.

▲ Commissioner Harding made a motion to approve the Program Years 2023-2024 Central Local Plan Modification and submittal to the Pennsylvania Department of Labor and Industry. Commissioner Postal seconded the motion. The motion was unanimously approved with no abstentions.

▲ Commissioner Mirabito made a motion to approve the Program Years 2023-2024 Central Regional Plan Modification and submittal to the Pennsylvania Department of Labor and Industry. Commissioner Kovach seconded the motion. The motion was unanimously approved with no abstentions .

PA CareerLink® Operator Update

Representing the PA CareerLink® Operator, Cheryl Johnson provided the quarterly update focusing on the high-quality provision of services to businesses and job seekers. She highlighted outreach, networking, and event participation over the last quarter to create a better awareness of the PA CareerLink® services.

PA CareerLink® staff continue to collaborate to provide impactful Rapid Response services. An example of this includes an onsite event in Lycoming County where partners quickly came together to serve newly dislocated workers by hosting resume and cover letter workshops, Unemployment Compensation registration workshops, and a specialized job fair with industry specific employers. Many of the dislocated workers left with leads or interviews for future employment; the company's Human Resources Manager gave kudos to the PA CareerLink® team for the meaningful services they provided.

The state's digital intake process is kicking off in the region. Along with this new initiative, the Operator is overseeing training to standardize local best practices in the welcome process for new customers.

Advance Central PA has initiated a rigorous monitoring process related to PA CareerLink® certification in alignment with law and state policy. The Site Administrators and Operator are currently working to document operational protocol and demonstrated compliance with standards as part of that process.

In closing, Cheryl shared feedback from a customer who had participated in a mock interview with PA CareerLink® staff. "I can say I was more relaxed than I have ever been before in an interview thanks to you. I have had two others [Interviews] since then & I was the same way on those. You helped me with my confidence, and I thank you for that."

Audit/Finance Committee

Jim Stopper, Audit Finance Committee Chair, provided the update.

Financial Reports

Jim referenced the Financial Reports through June 30, 2023 and Fiscal Year 24 budget updates.

Adult Training Funds

Adult training funds for Individual Training Account (ITA) and On-the-Job Training (OJT) are running low. Unallocated funds in the amount of \$50,000 could be moved within the budget to help avoid a wait-list for training.



Jim Stopper made a motion to increase the WIOA Title I Adult individual training account and on-the-job training funds by \$50,000. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.

The Audit/Finance Committee will meet as needed.

EARN Committee

Ken Chappell, EARN Committee Chair, provided the update.

The EARN Committee met September 12, 2023 and Ken provided updates from that meeting including updates on the Coaching Collaborative project and other EARN program updates as follows.

Coaching Collaborative

Advance Central PA staff and EARN staff continue to participate in a 6-month Coaching Collaborative project with a technical assistance provider for the US Dept. of Health & Human Services Office of Family Assistance. The goal is to implement evidence driven employment coaching that strengthens the skills of EARN staff and will consequently improve the economic mobility of participants.

EARN Program Updates

EARN staff continue to encourage participants to come on-site for activities. Given the reduction of SNAP benefits to pre-pandemic levels, EARN staff held workshops in regard to maximizing SNAP allowances. Participants discussed cooking strategies, meal prepping, what to buy, and where to shop.

County Assistance Office (CAO) Updates

Additionally, Ken shared that the Low-Income Home Energy Assistance Program (LIHEAP) as well as the Children's Health Insurance Program (CHIP) both have been integrated into the CAO workload. He shared LIHEAP budgets available to people in need. Meanwhile, the winding down of Medicaid benefit extensions is underway; these were ongoing throughout the pandemic, however, the CAO must now confirm eligibility for renewals. Ken spoke about the impact that could be felt by families by these changes to Medicaid as well as SNAP budgets.

The next EARN Committee meeting is to be determined.

Governance Committee

Korrie Lucas, Advance Central PA Assistant Director, provided the update on behalf of Dean Girton, Committee Chair.

Recruitment

The WDB is currently in compliance with membership, however, it is important to remain diligent with recruitment. For example, Suzanne White has announced retirement in early 2024 therefore we 'll want to be prepared to fill her shoes and those of others as careers change, etc. Referrals can be sent to Erica Mulberger, Advance Central PA Executive Director.

Board Officers

At the end of this year, Dave will be retiring and Shelly Foust will step into the role of Chair.

The Governance Committee will meet as needed.

Personnel Committee

Shelly Foust gave the update on behalf of Jamie Aurand, Personnel Committee Chair.

Health Insurance

The Personnel Committee reviewed the healthcare renewal and voted via email to renew the current Geisinger Health Plan. The plan renewal includes a 4.5% increase in premiums which is less than the 10% that was planned in the budget. Two years ago, Advance Central PA had received a decrease in premiums; the current health insurance rates are comparable to the premiums two years ago. The plan includes the following details: Deductible- \$500 Single/ \$1,500 Family; Coinsurance: 20%; Coinsurance Maximum: \$2,500 single/ \$7,500 family.

Shelly explained recruitment continues to be a challenge with two recent offers declined due to the overall compensation package. In response, the Personnel Committee recommends an increase to Advance Central PA's contributions for employee, single coverage from 90% to 100% while keeping employee contributions for dependent coverage at an 80/20 split. Employees will save up to \$1,020 annually depending on the type of coverage they have while the health insurance budget will increase by \$1,359 assuming new hires request family coverage. Staff and the Audit/Finance Committee were conservative when preparing the budget therefore it will not be fully expended this year.

- ▲ **Shelly Foust 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, 2023 plan year, and increase Advance Central PA's contribution to cover 100% for single coverage with an increase in employee contributions for dependent coverage to maintain Advance Central PA's contribution of 80% for dependent premiums. Suzanne White seconded the motion. The motion was unanimously approved with no abstentions.**

Staffing Updates

Shelly reported five (5) vacant positions: Fiscal Coordinator, Youth Program Coordinator, Business Engagement Coordinator, Outreach Coordinator, and Mentor Coordinator. Erica is finalizing the job description for the Outreach Coordinator; all of the other positions are posted. Additionally, staff participated in a PA CareerLink® job fair to recruit.

The Personnel Committee will meet as needed.

Policy & Performance Committee

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

Staff Monitoring Highlights

Staff monitored OJT contracts throughout the quarter including the desk reviews of seven new and six open contracts. Staff visited two sites for in-person monitoring that included interviews.

Subrecipient fiscal monitoring is ending. Staff have accepted corrective action plans from Central Susquehanna Opportunities (CSO) and Central Susquehanna Intermediate Unit (CSIU). The report to Tuscarora Intermediate Unit (TIU) is forthcoming.

PA CareerLink® Certification

Jim reported on the certification process for the PA CareerLink® sites. Certification is required every three years according to the Workforce Innovation & Opportunity Act (WIOA). The process is to assure the sites are compliant with the expectations and intention of WIOA and alignment with Commonwealth requirements. Current Certification statuses expire at the end of December; therefore, staff have initiated the Certification process for the next three years including releasing extensive monitoring tools to the Operator for completion. The sites are in varying stages of the monitoring process. Official recommendations for Certification will be brought to the WDB for action in December.

State Monitoring Status Updates

The State's Office of Equal Opportunity (OEO) has requested the completion of a comprehensive self-monitoring survey which staff are currently working on.

With the exception of The Link, The Office of Vocational Rehabilitation (OVR) has completed physical accessibility reviews on each PA CareerLink® in the region. Necessary corrections and updated technology needs are in progress.

The Bureau of Workforce Development Administration (BWDA) is requiring each local board to facilitate a case file training for PA CareerLink® staff in lieu of normal monitoring processes. Staff has organized and facilitated this training. All required documentation including the agenda and attendance will be submitted timely to BWDA.

Due to a statewide rotation, our longtime BWDA monitor is being reassigned; Bob Pisko is now assigned to Advance Central PA.

PY21 and PY22 4th Quarter Comparison Adult/Dislocated Worker Exit Reports

Jim explained the outcomes report showing the exit outcomes for Adult/Dislocated Worker programming, comparing the fourth quarter of program year 2021 with that of program year 2022. In total, 64% of exiters were employed at time of exit; an increase compared to the same quarter last year. As a result of fewer enrollments, both providers show few exits for the quarter.

Common Measures - PY2022 4th Quarter Reports

Jim reviewed these official measures for WIOA Title I Adult, Dislocated Worker, and Youth Programs. Adult programming exceeded goals for each of the five measures and has an Average Program Score of 111.8%.

Dislocated Worker programming exceeded the goal for two measures, was within target for two measures, and did not meet the goal for Measurable Skill Gain (MSG). Jim referred to Korrie to provide more information. Korrie reported that of the 27 Dislocated Worker individuals in the denominator for MSG, 16 did not meet the measure for various reasons, some of which are cause for question. For example, at least two individuals shown as not meeting the measure have OJTs in progress, yet by definition an MSG for OJT cannot be earned until successful completion. Korrie explained other scenarios identified thus far. Staff will continue to dive into the denominator and will report findings to the state as appropriate.

Jim reported Youth programs exceeded the goal for four measures and was within target for a fifth measure with an Average Program Score of 113.7%.

Reboot Support Services Policy

A grant from the Appalachian Regional Commission (ARC) is currently funding Reboot staffing and services from the PA CareerLink® to individuals in recovery from substance use. To date, only Reboot participants who access an ITA have access to support services per that policy, but this results in a service gap. Jim referenced the more comprehensive support services policy staff has drafted for consideration. If approved, the policy as written would stand when other competitive grants with support services are awarded to sustain the Reboot program.



Jim Beamer made a motion to approve the Reboot Support Services Policy as presented. Keith Koppenhaver seconded the motion. The motion was unanimously approved with no abstentions.

The Policy and Performance Committee will meet as needed.

Youth Committee

Suzanne White, Youth Committee Chair, provided the report.

Meeting

Suzanne was happy to report that the Youth Committee met August 23, 2023. Alexa Hann, Advance Central PA Operations Manager provided a presentation to the Committee that included an overview of: their role as a Youth Committee, In-School and Out-of-School Youth programming, special programming

through competitive grants, and the next steps for future Youth Committee Meetings. Members provided feedback and share ideas and expectations for future meetings.

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

Suanne reported the ISY program is transitioning back to a new school year following a summer of paid internships, Camp STEAM, and a Business Challenge. Thirty-four (34) students participated in summer internships. Suzanne highlighted success stories of young adults who completed paid internships at the Bluebird Atelier in Lewisburg and the Berwick Industrial Development Association in Berwick.

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

The OSY program continues to grow a presence throughout the region by leveraging existing and new opportunities to gain referrals, including by growing relationships with local schools so they understand services available to students following graduation. As of June 30, 2023, the enrollment goal for TANF Youth Development programming was exceeded with 44 young adults (goal was 40). The WIOA Title I enrollment target was not met, with 156 young people enrolled (goal was 200).

Innovation and Youth Voice

The YES to the Future staff continues to implement innovation to increase youth voice in accordance with federal goals. For example, the program recently hosted a round table with participants in a paid internship to solicit their feedback and insights. From the information gathered, the program will create a pamphlet to highlight paid internship to help more young adults understand the benefit of participating.

Advanced Manufacturing Pre-Apprenticeship

Advance Central PA continues to partner with Penn College on their Advanced Manufacturing Pre-Apprenticeship program (AMP.) A new cohort with five pre-apprentices, each recruited by and fully supported by PA CareerLink® staff kicked off last week. Pre-apprentices will gain key knowledge and skills to prepare them for good jobs in manufacturing. Advance Central PA's Apprenticeship Building America grant is providing the pre-apprentices with support services to help ensure their successful completion.

The next Youth Committee meeting will be scheduled this Fall.

Assistant Director's Update

Korrie Lucas, Advance Central PA Assistant Director, presented the update.

Grant Updates

Korrie provided an in-depth overview of the Competitive Funding Portfolio, refreshed for the current fiscal year. In reviewing grants that carried over, Korrie provided members with insight into the work underway, highlighted progress in meeting the various grant goals, and outlined the impact of each grant project as it relates to local job seekers, youth, and businesses. She reviewed the new grants secured thus far in the current fiscal year including the goal and anticipated impact of each as well as a brief overview of the scope of work. One grant application has been newly submitted; Korrie summarized the Engage! project led by SEDA-COG. Finally, Korrie reviewed grant applications in the pipeline including a plan to submit two applications for Industry Partnership grants supporting Agriculture and Building and Construction. Additionally, in partnership with Union County Commissioners and multiple local agencies, Advance Central PA will be the lead applicant to the US Economic Development Administration Recompete grant to increase workforce participation rate among people ages 25-54 by addressing barriers; the impact to the entire region will be significant if awarded.

Bruce Jones asked for the floor and commended Korrie for the in-depth overview of the projects underway and lined up; he recognized Advance Central PA for doing a tremendous amount of work and for having a diverse portfolio benefitting the region.

Labor Market Information Updates

Korrie reviewed the labor market reports and analysis of the changing labor force. In October 2019, the total people in the labor force was 309,000 compared to 295,200 in June 2023, a difference of 13,800. With job postings that almost equal the number of unemployed, an extremely low unemployment rate,

and businesses in dire need for workers, Korrie asserted it is important to understand why people have dropped out of the labor force and understand what might be needed to bring them back.

Discussion ensued, including Dave giving the floor to a guest who asked what Advance Central PA can do to find and then help these individuals. Korrie expressed that the individuals are not easy to find. There are a number of variables that may be keeping them out of the labor force, for example, they may be home caring for children due to not having a child care slot, etc. Jenna Witherite suggested that some of the individuals would include the OSY population, a group that is challenging to find and recruit not only in Central PA, but across the country; additional discussion demonstrated agreement with Jenna.

Commissioner Mirabito expressed concern for those who currently receive Emergency Rental Assistance Program (ERAP) funds; when funds are no longer available, he is deeply worried about where the individuals will be able to afford to live and expressed a need to reach them to help them gain skills and sustaining employment.

Korrie closed by sharing that Advance Central PA works hard to keep a pulse on what is happening in our community and what businesses need and what the public needs. The PA CareerLink® can help individuals overcome barriers directly or via connections to other agencies; we must be diligent in outreach efforts.

Digital Intake

Korrie provided an update on the state's digital intake initiative underway in the local PA CareerLink® sites. She offered thanks to Bruce Jones for his technical assistance along the way and gave kudos to the Site Administrators for their outstanding leadership in making the transition as organized and seamless as possible.

Workforce Development Month

In celebration of Workforce Development Month, Korrie shared that the Advance Central PA staff team offers our sentiments and enthusiasm about our work as shown on the presentation slides prior to the meeting coming to order and once again now in closing.

Open Discussion

Dave thanked the staff for being leaders in the field of workforce development.

Date of Next Meetings

Dave & Ken announced the upcoming meetings as follows:

- Executive Committee – October 13, 2023 at 10:00 a.m.
- LEO Board Meeting – December 20, 2023 at 9:00 a.m.
- WDB/LEO Quarterly Meeting – December 20, 2023 10:00 a.m.

Adjournment

With no further business to attend to, Commissioner Holdren then Dave Zartman adjourned the LEO Board and WDB meetings at 11:48 a.m.

Respectfully submitted,



Kelly Walter, Office/Board Coordinator

Workforce Development Board Consent Agenda Action Items December 20, 2023

1. Motion to approve the minutes from the September 20, 2023 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 meeting held November 9, 2023.

2. Motion to accept the Workforce Development Board/Local Elected Official Board meeting schedule for 2024.
3. Motion to award a \$50,000 contract to TPMA to complete a Training Gap Analysis of the Central PA Region to be completed by June 30, 2024.
4. Motion to certify the PA CareerLink® Lycoming County, PA CareerLink® Mifflin County, and PA CareerLink® Northumberland/Snyder/Union Counties as comprehensive centers for the period January 1, 2024 through December 31, 2026.
5. Motion to certify the PA CareerLink® Centre County, PA CareerLink® Clinton County, and PA CareerLink® Columbia/Montour Counties as affiliate centers for the period January 1, 2024 through December 31, 2026.
6. Motion to certify The Link mobile workforce center as a specialized center for the period of January 1, 2024 through December 31, 2026.
7. Motion to approve a 2-year lease renewal with William J. Metzger for the Advance Central PA office located at 130 Kelly Square, Suite 1, Lewisburg PA effective December 1, 2023 through November 30, 2025 at a base rent of \$3,600 and utilities of \$1,000 per month.

Workforce Development Board Non-Consent Agenda

Action Items

December 20, 2023

1. Motion to approve the December 20, 2023 Consent Agenda Action Items.

Motion:

Second:

Audit/Finance Committee • Jim Stopper, Chair

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

- Action Needed: Appointment of Workforce Development Board Chairperson for January 1, 2024 – December 31, 2026

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

- Action Needed: Equal Opportunity (EO) Policy Revisions

The Policy and Performance Committee will meet as necessary.

Youth Committee • Suzanne White, Chair

The Youth Committee will meet as necessary.

PA CareerLink® Certification

January 1, 2024 - December 31, 2026

Background

To be eligible to receive infrastructure funding as described in WIOA local boards must assess the local one-stop delivery system at least once every three (3) years. Such an assessment must include the effectiveness, physical and programmatic accessibility in accordance with WIOA and the Americans with Disabilities Act of 1990, service integration, and the continuous improvement of the local PA CareerLink® system and each center under its purview. The Pennsylvania Dept. of Labor & Industry's PA CareerLink® Certification and Continuous Improvement Policy outlines requirements and guidance for certification.

Advance Central PA staff partnered with the Operator to monitor the PA CareerLink® sites in the Central Region for compliance with certification criteria focused on critical areas such as service integration, continuous improvement, outreach and branding, and equal opportunity.




Comprehensive PA CareerLink® Sites

 <p>Lycoming 329 Pine Street Williamsport</p>	 <p>Mifflin 6395 SR 103 North MCIDC Plaza, Building 58 Lewistown</p>	 <p>Northumberland/Snyder/Union 225 Market Street Sunbury</p>
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Comprehensive Certification Criteria

1. A mission statement is posted and visible to the public
2. Full-time hours of operation are posted on the door or in view of the outside entrance
3. Access to all partner programs
4. Operator oversight of day-to-day operations
5. At least one (1) WIOA Title I service provider staff member is physically present
6. Effective functions are in place related to:
 - a. Welcome
 - b. Skills/career development services
 - c. Access to training services
 - d. Access to all programs carried out by the one-stop partners
 - e. Workforce and labor market information
 - f. Business and employer services
7. Staff Development/Program Cross-Training is provided and documented
8. Adherence to continuous improvement plans
9. Physically and programmatically accessible

Affiliate PA CareerLink® Sites

 Centre 240 Match Factory Place Bellefonte	 Clinton 8 North Grove Street Suite F/C Lock Haven	 Columbia/Montour 421 Central Road Suite 1 Bloomsburg
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Affiliate Certification Criteria

1. Connected to a comprehensive site.
2. Display hours of operation on the door or in view of the outside entrance.
3. Provide information on the career services offered by the one-stop system and make them available regardless of the participant's initial entry point.
4. Physically and programmatically accessible.

Specialized PA CareerLink® Site



Specialized Certification Criteria

1. Connected to comprehensive PA CareerLink® centers, meaning the locations have a process in place to make referrals to services provided through a comprehensive site.
2. Allow for the provision of a variety of services tailored to the needs of the population being served, which may include: career coaching, networking, and assessment.
3. Physically and programmatically accessible.

Advance Central PA
 FY 24 Contract Expense and Obligation Report
 From 7/1/2023 Through 9/30/23

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds ¹	% of Total Oblig. and Exp	Unoblig. Amount
10/22 - 06/24	PY22 2nd Inc. WIOA Adult	837,346	390,552	364,425	90.16%	82,369
10/22 - 06/25	PY22 DW Transfer to Adult	500,000	0	450,000	90.00%	50,000
07/23 - 06/24	PY23 1st Inc. WIOA Adult	268,711	0	241,840	90.00%	26,871
10/23 - 06/24	PY23 2nd Inc. WIOA Adult	1,105,194	0	85,855	7.77%	1,019,339
	Adult Programs	2,711,251	390,552	1,142,120	56.53%	1,178,579
07/22 - 06/24	PY22 1st Inc. WIOA DW	149,381	149,381	0	100.00%	0
10/22 - 06/24	PY22 2nd Inc. WIOA DW	527,869	240,095	234,987	90.00%	52,787
07/23 - 06/24	PY23 1st Inc. WIOA Adult	315,767	0	284,190	90.00%	31,577
10/23 - 06/24	PY23 2nd Inc. WIOA Adult	1,148,449	0	567,068	49.38%	581,381
	Dislocated Worker Programs	2,141,466	389,476	1,086,245	68.91%	665,745
01/22 - 06/24	PY21 Rapid Response	53,848	24,740	29,107	100.00%	1
02/23 - 10/23	PY22 Rapid Response - Digital Intake	77,295	58,298	18,997	100.00%	0
	Rapid Response Programs	131,143	83,038	48,104	100.00%	1
04/22 - 06/24	PY22 WIOA Youth	893,597	143,360	611,039	84.42%	139,198
04/23 - 06/25	PY23 WIOA Youth	1,841,332	0	734,591	39.89%	1,106,741
07/22 - 06/23	PY22 TANF Youth	533,729	183,476	289,733		60,520
07/23 - 06/24	PY23 TANF Youth	712,013	0	289,733	40.69%	422,280
02/22 - 06/24	PY21 Business & Education Partnership	100,859	17,503	49,042	65.98%	34,314
06/23 - 06/24	PY22 Business & Education Partnership	146,838	3,962	130,112	91.31%	12,764
	Youth Programs	4,228,368	348,301	2,104,250	58.00%	1,775,817
07/22 - 06/23	EARN	2,709,971	455,078	1,421,451	69.25%	833,442
	Welfare Programs	2,709,971	455,078	1,421,451	69.25%	833,442
01/19 - 06/24	Next Gen 18 - Adv. Man.	47,122	0	0	0.00%	47,122
01/19 - 06/24	Next Gen 18 - Healthcare	65,042	0	0	0.00%	65,042
02/20 - 06/24	Next Gen 19 - Adv. Man.	229,562	321	0	0.14%	229,241
02/20 - 06/24	Next Gen 19 - Healthcare	235,332	412	0	0.18%	234,920
NA	IP Sustainability Fund	346,718	0	0	0.00%	346,718
	Industry Partnerships	923,776	733	0	0.08%	923,043
01/22 - 06/24	PASmart CPI Apprenticeship	273,379	680	238,701	87.56%	33,998
01/23 - 06/24	Apprenticeship Building America	181,537	4,301	10,333	8.06%	166,903
	Reemployment Services	454,916	4,981	249,034	55.84%	200,901
7/22 - 12/23	PREP PFEW	20,770	17,375	3,380	99.93%	15
08/22 - 06/24	DCED Videos	41,774	1,621	14,550	38.71%	25,603
10/20 - 09/24	ARC Reboot	531,280	56,282	328,409	72.41%	146,589
07/23 - 06/24	Statewide	50,750	0	50,750	100.00%	0
07/23 - 06/24	Statewide	84,644	0	0	0.00%	84,644
07/23 - 06/24	Statewide	210,763	0	210,763	100.00%	0
07/23 - 06/24	Statewide	74,230	0	0	0.00%	74,230
NA	Research Department	109,451	8,693	0	7.94%	100,758
NA	Gold Standard	61,168	1,162	941	3.44%	59,065
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	20,591	0	0	0.00%	20,591
NA	Fit4Construction	42,500	409	0	0.96%	42,091
NA	ELIC	2,000	141	0	7.05%	1,859
	Other Programs	236,487	10,405	941	4.80%	225,141
	Grand Total	13,537,378	1,682,564	6,052,145	57.14%	5,802,669

Notes:

1 Obligated funds include the funds unexpended but obligated for the FY 24 subcontractor, training, and Resource Sharing Agreement budgets.

Advance Central PA
Operating Budget to Actual Comparison
From 7/1/2023 Through 9/30/23

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	1,010,385	225,633	784,752.21	22.33%
Staff Travel & Development	30,034	2,347	27,686.56	7.82%
Board Expenses	8,903	3,842	5,060.69	43.16%
General Office Supplies	5,116	1,480	3,635.60	28.94%
Leases - Copiers/Equipment	2,500	506	1,993.72	20.25%
Outreach	2,050	0	2,050.00	0.00%
Subscriptions	23,237	0	23,237.00	0.00%
Memberships	10,510	10,609	(98.91)	100.94%
Vehicles	6,350	3,250	3,100.00	51.18%
Equipment And Furnishings	8,760	504	8,256.00	5.75%
Professional Fees	15,825	88	15,737.50	0.55%
Business Services	14,760	50	14,710.01	0.34%
Computer Services	35,164	9,796	25,368.25	27.86%
Facility Costs	<u>76,565</u>	<u>20,255</u>	<u>56,309.90</u>	<u>26.45%</u>
Total Operational Expenses	1,250,159.00	278,360.47	971,798.53	<u>22.27%</u>
Total Expenditures	1,250,159.00	278,360.47	971,798.53	<u>22.27%</u>

Notes:

* Anticipated expenditure rate of 25%.

Advance Central PA
 FY24 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2023 Through 9/30/23

	Total Budget - Original	Current Year Actual	Variance - Original	Budget Expended *	Budget Remaining
REVENUE:					
WIOA Adult	229,344	51,083	178,261	22.27%	77.73%
WIOA Dislocated	229,344	51,083	178,261	22.27%	77.73%
WIOA Out of School	132,881	29,864	103,017	22.47%	77.53%
EARN	256,245	57,001	199,244	22.24%	77.76%
Advance Central PA Total: ¹	847,814	189,031	658,783	22.30%	77.70%
WAGNER PEYSER	433,835	96,289	337,546	22.19%	77.81%
WP REGIONAL	15,314	3,796	11,518	24.79%	75.21%
VETS	98,751	22,187	76,564	22.47%	77.53%
RAPID RESPONSE	10,056	2,212	7,844	22.00%	78.00%
OVR	111,923	24,533	87,390	21.92%	78.08%
OVERSIGHT	15,314	3,796	11,518	24.79%	75.21%
TRADE	15,314	3,796	11,518	24.79%	75.21%
State Partner Total:	700,508	156,609	543,899	22.36%	77.64%
Total REVENUE	1,548,322	345,640	1,202,682	22.32%	77.68%
EXPENSES:					
PERSONNEL					
Total PERSONNEL	775,201	170,102	605,099.58	21.94%	78.06%
FACILITY					
Total FACILITY	671,613	163,015	508,597.47	24.27%	75.73%
OPERATIONAL					
Total OPERATIONAL	292,906	39,828	253,078	13.60%	86.40%
USAGE FEE (Non-Partner Renters)	245,591				
Total USAGE FEE	245,591	27,305	218,287	11.12%	88.88%
TOTAL EXPENDITURES	1,494,129	345,640	1,148,489	23.13%	76.87%

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

* Anticipated expenditure rate of 25%.

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

Advance Central PA
 Subcontractor Budget and Actual Comparison
 From 7/1/2023 Through 9/30/23

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	325,787	102,737	223,050	31.54%	68.46%
Dislocated Worker Pool	325,787	116,330	209,457	35.71%	64.29%
OS Youth Pool ³	100,000	21,595	78,405	21.60%	78.41%
TANF	30,000	6,495	23,505	21.65%	78.35%
ARC Reboot ⁵	24,565	24,565	-	100.00%	0.00%
EARN Pool ³	100,000	21,596	78,404	21.60%	78.40%
Total OPERATIONAL EXPENSES	906,139	293,318	612,821	32.37%	67.63%
DIRECT CUSTOMER SERVICES ⁴					
ARC Reboot	1,621	-	-	0.00%	100.00%
Total DIRECT CUSTOMER SERVICES	-	-	-	0.00%	100.00%
TOTAL EXPENDITURES	906,139	293,318	612,821	32.37%	67.63%

Central Susquehanna Opportunities, Inc. (CSO)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	573,171	124,929	448,242	21.80%	78.20%
IS Youth Pool	151,152	29,783	121,369	19.70%	80.30%
TANF Youth	334,615	90,009	244,606	26.90%	73.10%
Dislocated Worker Pool	578,171	159,732	418,439	27.63%	72.37%
Business Edu. Partnership	50000	15,857	34,143	31.71%	68.29%
Rapid Response ⁶	56,258	24,227	32,031	43.06%	56.94%
ARC Reboot ⁵	38,662	30,644	8,018	79.26%	20.74%
EARN Pool	1,364,165	307,741	1,056,424	22.56%	77.44%
EARN SNAP	41,764	8,674	33,090	20.77%	79.23%
Total OPERATIONAL EXPENSES	3,187,958	791,596	2,396,362	24.83%	75.17%

DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	10,000	1,690	8,310	16.90%	83.10%
IS Youth Pool	9,071	1,601	7,470	17.65%	82.35%
TANF Youth	193,950	52,805	141,145	27.23%	72.77%
Dislocated Worker Pool	5,000	49	4,951	0.98%	99.02%
Apprenticeship Building America	616	616	-	100.00%	0.00%
ARC Reboot ⁵	1,000	-	1,000	0.00%	100.00%
EARN Pool	58,000	1,706	56,294	2.94%	97.06%
Total DIRECT CUSTOMER SERVICES	277,637	58,467	219,170	21.06%	78.94%
TOTAL EXPENDITURES	3,465,595	850,063	2,615,532	24.53%	75.47%

Central Susquehanna Intermediate Unit ⁷

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
TANF Youth	191,857	-	191,857	0.00%	100.00%
OS Youth Pool	780,622	-	780,622	0.00%	100.00%
Total OPERATIONAL EXPENSES	972,479	-	972,479	0.00%	100.00%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	59,937	0	59,937	0.00%	100.00%
OS Youth Pool	239,751	-	239,751	0.00%	100.00%
Total DIRECT CUSTOMER SERVICES	299,688	-	299,688	0.00%	100.00%
TOTAL EXPENDITURES	1,272,167	-	1,272,167	0.00%	100.00%

NOTES:

1 Anticipated expenditure rate of 25% for operating expenses.

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

3 These budgets are for TIU's Business 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 ARC Reboot budget is for 7/1/23 through 9/30/23; however an extension was granted through 9/30/24.

6 CSO Rapid Response budget includes The Link.

FY24 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS
As of 11/30/2023

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY24 ITA	
Adult	\$26,880	\$6,231	\$3,054	\$9,285	\$17,595	1	34.54%
Adult POS	\$152,820	\$55,466	\$63,424	\$118,890	\$33,930	36	77.80%
Dislocated Worker	\$105,424	\$2,523	\$1,648	\$4,171	\$101,253	2	3.96%
TOTAL ITA	\$285,123	\$64,220	\$68,126	\$132,346	\$152,777	39	46.42%

ON THE JOB TRAININGS (OJTs)						FY24 OJT	
Adult	\$34,587	\$23,969	\$5,618	\$29,587	\$4,999	4	85.55%
Adult POS	\$51,880	\$24,132	\$19,227	\$43,359	\$8,521	7	83.58%
Dislocated Worker	\$70,282	\$17,254	\$17,172	\$34,426	\$35,856	5	48.98%
Out of School Youth	\$92,067	\$30,813	\$6,224	\$37,037	\$55,030	5	40.23%
TOTAL OJT	\$248,816	\$96,167	\$48,242	\$144,409	\$104,407	21	58.04%
TOTAL ITA/OJT	\$533,939	\$160,387	\$116,368	\$276,755	\$257,184	60	51.83%

Incumbent Worker Training							Number of Participants	Percentage of Total Budget Obligated
Fund Source		Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
Next Gen Adv. Manuf. 2019	2021	\$68,000	\$0	\$27,900	\$46,840	\$21,160	20	69%
	2023			\$18,940				
	2024			\$0				
Next Gen. Healthcare 2019	2024	\$65,501	\$0	\$0	\$0	\$65,501	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		\$537,301	\$0	\$46,840	\$46,840	\$490,461	20	9%

FY24 Central Region Budget Updates As of December 20, 2023

The Central Region has increased revenues of \$75,866 from the budget presented at the September 20, 2023 meeting for a revised available revenue total of \$14,544,865. This includes updated Adult and Dislocated Worker carryover and the addition of the Statewide Activities Reboot Opioid grant from the PA Dept. of Labor and Industry.

Advance Central PA's budget increased by \$196 to a total of \$1,584,300 as a result of the carryover adjustments.

The training budget increased by \$50,000 to \$1,195,102 as a result of an adjustment in Adult training funds.

The Service Delivery budgets for TIU increased by \$74,230 due to the addition of the Statewide Reboot Opioid grant. CSIU had an adjustment between TANF and WIOA OSY but the total amount remained the same.

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

**Advance Central PA
FY 24 Central Region Budget Updates
As of December 20, 2023**

Following is the net change to the FY24 Revenues that were presented on September 20, 2023. This includes updated Adult and Dislocated Worker carryover and the addition of the Statewide Reboot grant.

Total Revenues presented 9/20/23	\$ 14,468,999
Adjustments:	
Adult	872
Dislocated Worker	764
Statewide Reboot	74,230
Net Increase	75,866
Revised Available Revenues	<u><u>\$ 14,544,865</u></u>

Below is a summary of adjustments to the FY24 expense budgets along with explanations for the changes. The budgets represent all funding sources.

Total Budget presented 9/20/23	\$ 14,468,999
Net Increase in Allocated Funds	124,426
Net Decrease in Unallocated Funds	(48,561)
Revised Total Budget	<u><u>\$ 14,544,865</u></u>

Advance Central PA's available budget increased due to carryover adjustments.

Advance Central PA Budget presented 9/20/23	\$ 1,584,104
Adjustments:	
Net Increase	196
Revised Advance Central PA Budget	<u><u>\$ 1,584,300</u></u>

The training budget increased due to an adjustment in Adult training funds.

Training Budget presented 9/20/23	\$ 1,145,102
Net Increase	50,000
Revised Training Budget	<u><u>\$ 1,195,102</u></u>

The Service Delivery budgets for TIU increased due to the addition of the Statewide Reboot grant and CSIU had an adjustment between TANF and WIOA OSY but the total amount remained the same.

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 9/20/23	\$ 3,726,603	\$ 1,265,206	\$ 1,272,168	\$ 713,621
Net Increase	-	74,230	-	-
Revised Service Delivery Budgets	<u><u>\$ 3,726,603</u></u>	<u><u>\$ 1,339,436</u></u>	<u><u>\$ 1,272,168</u></u>	<u><u>\$ 713,621</u></u>

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

Unallocated Budget presented 9/20/23	\$ 3,029,263
Adjustments:	
Net Decrease	(48,561)
Revised Unallocated Budget	<u><u>\$ 2,980,702</u></u>

Monitoring Update

September 2023 through November 2023

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 reviewed and approved 7 new OJT contracts. Staff also completed desk reviews for 11 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 5 onsite visits to monitor contracts (2 Dislocated Workers; 2 Out-of-School Youth; 1 Adult contract originating from the following PA CareerLink® sites: Lycoming, Columbia/Montour, and Northumberland/Snyder/Union. 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 Department of Labor and Industry. Each program year, training providers must re-post all programs and adhere to 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 96 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

Staff continue fiscal year 2023 monitoring of subcontractors. An initial report to Tuscarora Intermediate Unit (TIU) is forthcoming. The corrective action plan submitted by Central Susquehanna Opportunities Inc. (CSO) was accepted effective September 8, 2023. Central Susquehanna Intermediate Unit (CSIU)'s corrective action plan was accepted with technical assistance provided on September 11, 2023.

PA CAREERLINK® CERTIFICATION

Each of the six PA CareerLink® locations and The Link are due for 3-year certification effective January 1, 2024. The Operator completed a self-monitoring tool for each site. After several reviews and revisions, staff have accepted the final tools. All requirements have been met, and three-year certification (January 2024-December 2026) was approved by the Executive Committee and included on this meetings Consent Agenda.

- Comprehensive Sites: PA CareerLink® Lycoming County, PA CareerLink® Mifflin County, PA CareerLink® Northumberland/Snyder/Union Counties
- Affiliate Sites: PA CareerLink® Centre County; PA CareerLink® Clinton County; and PA CareerLink® Columbia/Montour Counties
- Specialized Site: The Link

EARN MONITORING

Staff conducted PY22 monitoring of the CSO EARN program operations including the review of 41 case files. A formal monitoring report is forthcoming.

ADULT AND DISLOCATED WORKER (A/DW) MONITORING

Advance Central PA conducted PY22 monitoring of the A/DW programs provided by CSO and TIU. A formal monitoring report was issued to TIU with seven required actions on October 5, to which TIU submitted a corrective action plan on November 3. A formal monitoring report was issued to CSO on October 10 with nine required actions and one recommendation; CSO submitted a corrective action plan on November 9. The plans are in review. A response to each subcontractor is forthcoming.

IN-SCHOOL YOUTH (ISY) SUMMER MONITORING

Staff conducted a monitoring of the 2023 ISY summer programming operated by CSO, including a review of paid internships and Camp STEAM. A formal report was issued on November 14. CSO's corrective action plan, in response to three required actions and two recommendations was due December 14. A response from Advance Central PA is forthcoming.

IN-SCHOOL YOUTH (ISY) MONITORING

On June 29, a formal report was issued for the PY22 monitoring of the overall ISY program operated by CSO. The report included 11 required actions and 3 recommendations to improve program operations and achieve compliance. CSO submitted their original corrective action plan on July 28. Advance Central PA did not accept the CAP as submitted and asked CSO for revisions; the revised CAP was received on September 19. This CAP was accepted, successfully closing the monitoring October 6.

PA CAREERLINK® SITE MONITORING

Staff visited The Link October 17 to conduct operations monitoring. A formal report is forthcoming.

EQUAL OPPORTUNITY (EO) MONITORING

WIOA Title I programs/providers are monitored for equal opportunity compliance in conjunction with yearly operations monitoring. PA CareerLink® sites are monitored for EO compliance during biannually operations monitoring.

- Central Susquehanna Opportunities, Inc. (CSO): On October 10, staff provided a response to CSO's completed self-monitoring tool. CSO was asked to provide clarification for two areas, and one required action was needed. CSO's corrective action plan was received October 24. A formal response is forthcoming.
- Tuscarora Intermediate Unit (TIU): On October 10, staff provided a response to TIU's completed self-monitoring tool. TIU was asked to provide clarification for one area and a corrective action plan (CAP) for four required actions. TIU's CAP was received October 23. A formal response is forthcoming.
- The Link: CSO was issued an EO monitoring report on October 19. On November 3, CSO submitted a corrective action plan for one required action. A formal response is forthcoming.

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

On July 21, OEO notified Advance Central PA of their intent to monitor the local area's equal opportunity compliance. Staff completed a self-monitoring survey, and it was submitted timely on October 20. Staff are awaiting a response from OEO which could be delayed due to the resignation of Central's assigned OEO monitor and the position having not yet been filled.

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

With the exception of The Link, OVR completed physical accessibility reviews on each PA CareerLink® site in the region. Staff have implemented OVR's suggestions to improve accessibility. Improvements included the purchase of new magnifying equipment for three PA CareerLink® sites and communication devices for two sites.

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

- BWDA did not review case files during program year 2022 monitoring. BWDA instead required each local area to provide a "comprehensive case file training" to PA CareerLink® staff. Staff facilitated the training on September 14, and all required documentation was submitted timely on October 6.
- BWDA began their program year 2023 Policies and Agreements and Service Delivery Monitoring on November 17. Unlike prior monitoring cycles, BWDA is requesting submission of documentation even if it had been submitted previously and there have been no changes. Staff have requested an extension to the December 8 deadline in order to properly organize all materials for submittal; an extension was granted with a new deadline of December 22.
- On November 27, BWDA emailed a draft report of initial findings of their PY22 monitoring and held a remote meeting to go over it with staff on December 5. As a result of the meeting, staff were permitted to submit additional information for BWDA consideration. The final report is forthcoming.

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

Each local workforce development area undergoes data validation once every three years. The process is an effort by the Commonwealth of PA, on behalf of the U.S. Department of Labor, to evaluate the accuracy and completeness of participant data records, ensuring compliance with federal and state definitions and regulations.

- BWPO conducted in-person data validation monitoring in October 2022. On June 23, BWPO provided an analysis of their findings which includes data validation failures within 56 case files across Title I, Title III, and special grant programming.

Staff are required to submit quarterly updates of actions taken to resolve the data validation issues. The first report was submitted September 29. BWPO responded October 1 stating, "...it was well written and provides many of the specifics your staff are doing to ensure success in data validation the next time we validate the Central PA LWDA". The next update was due December 15 and submitted December 7 after a technical assistance call with BWPO. BWPO has accepted this most recent progress report.

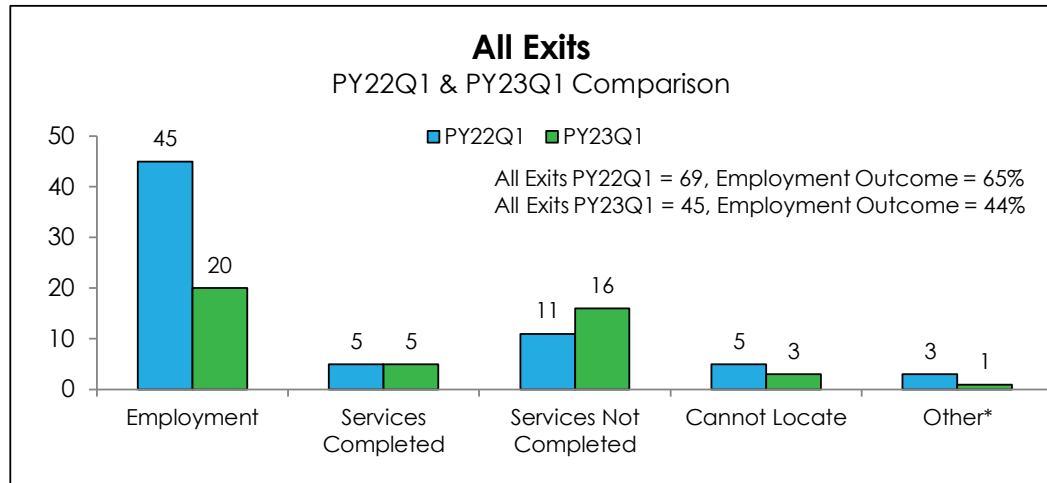
As a Common Measure state, Title III Labor Exchange services impact the data validation for Title I programming in a complex way that impacts multiple partners. Staff are diligently working internally as well as with BWPO leadership and the local BWPO Area Regional Director to resolve the findings. The next progress update is due March 15, 2024.

Adult/Dislocated Worker Outcomes Report

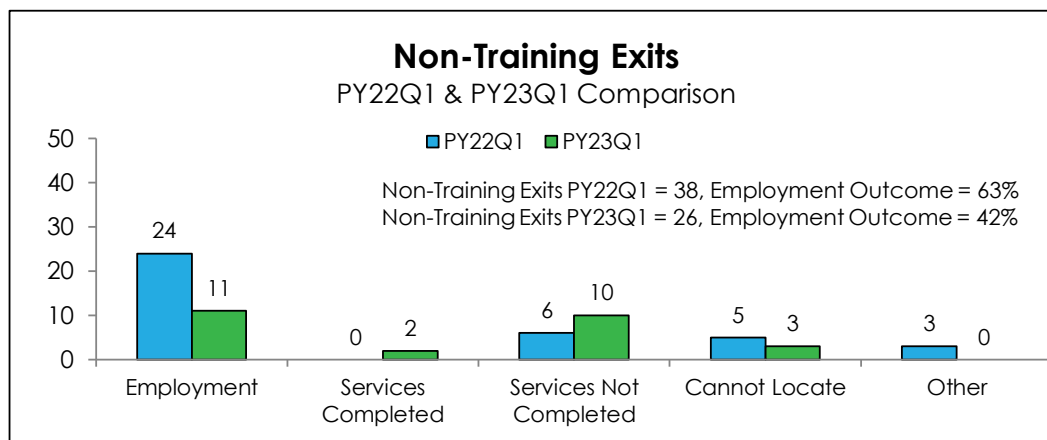
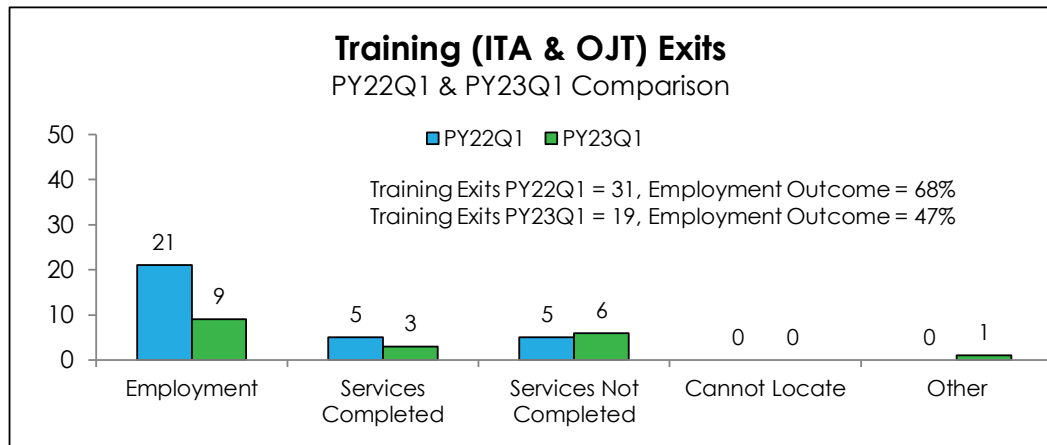
PY22 Q1 and PY23 Q1 Comparison

July 1, 2022 - September 30, 2022 & July 1, 2023 - September 30, 2023

Central Pennsylvania



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



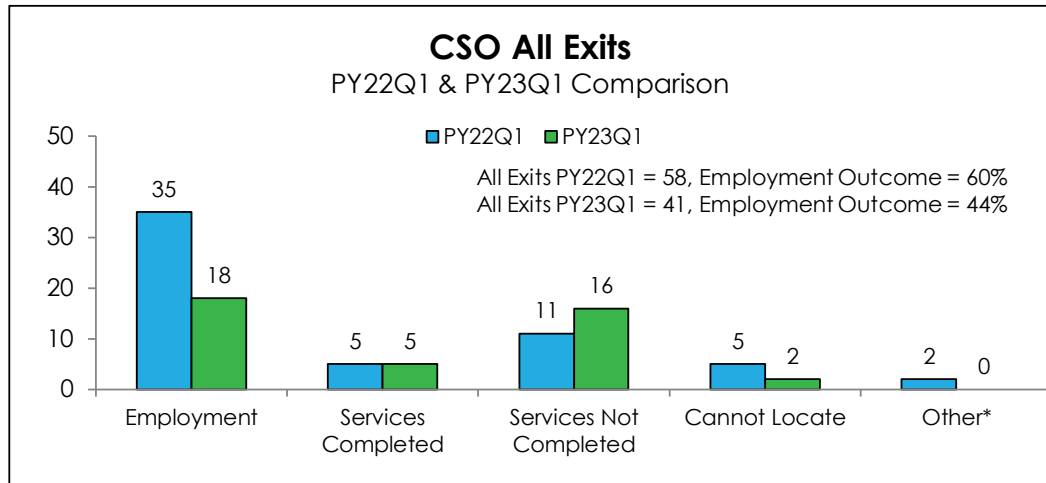
Other* PY22Q1: Health, Medical (3)
(applies to All Exits) PY23Q1: Health, Medical (1)

Adult/Dislocated Worker Outcomes Report

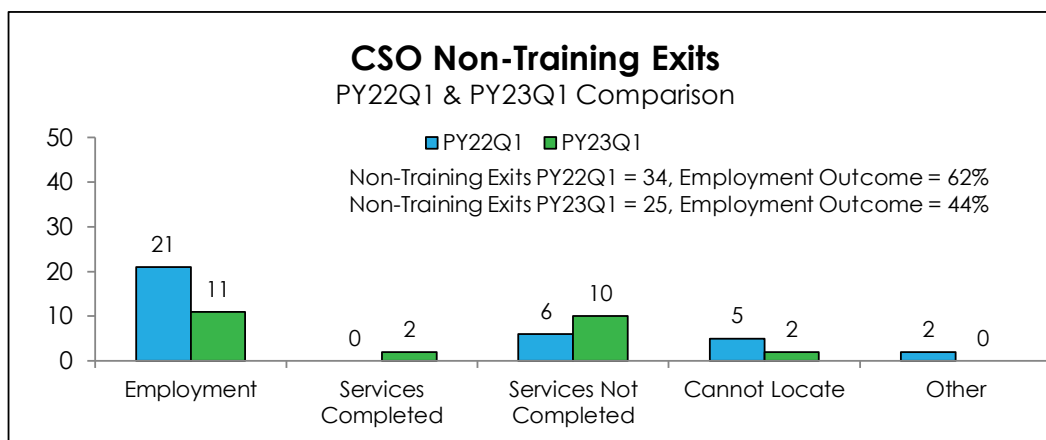
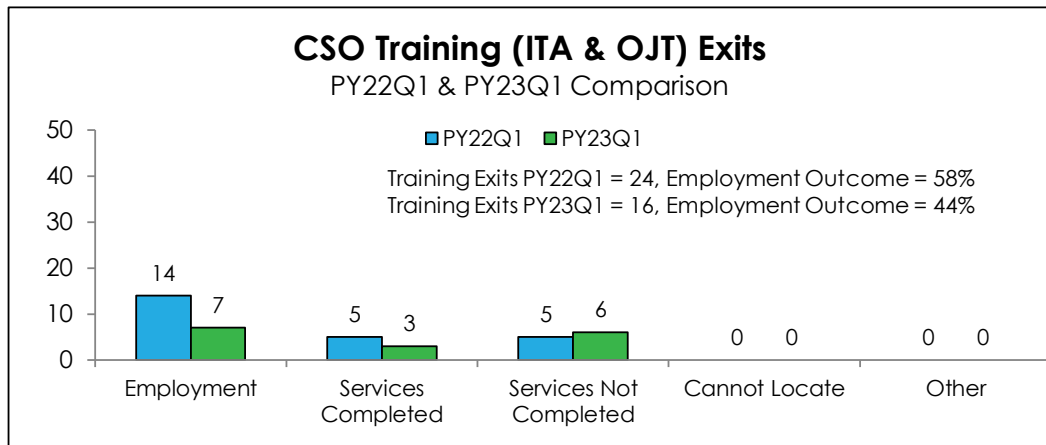
PY22 Q1 and PY23 Q1 Comparison

July 1, 2022 - September 30, 2022 & July 1, 2023 - September 30, 2023

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.



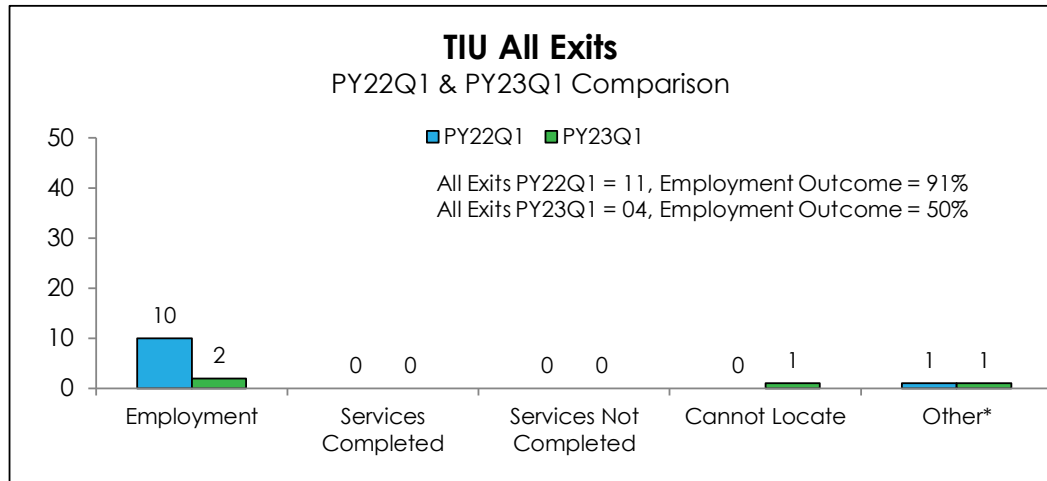
Other* PY22Q1: Health, Medical (2)
(applies to All Exits)

Adult/Dislocated Worker Outcomes Report

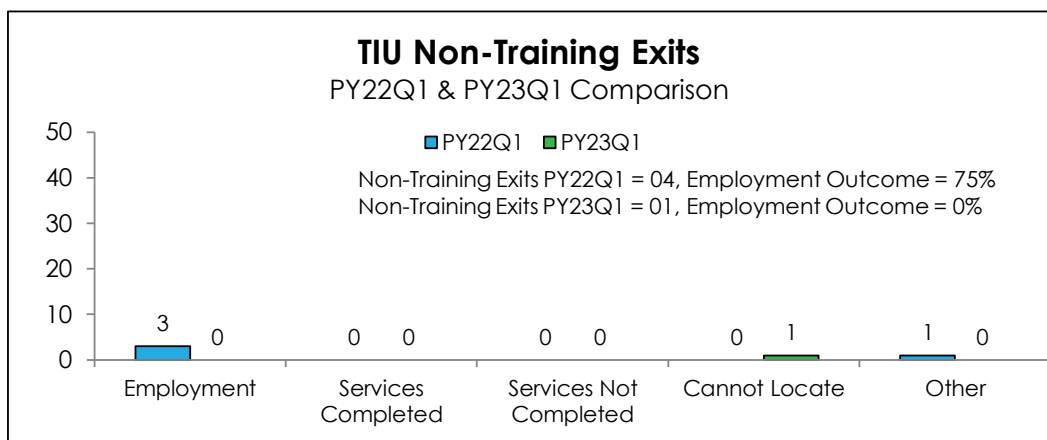
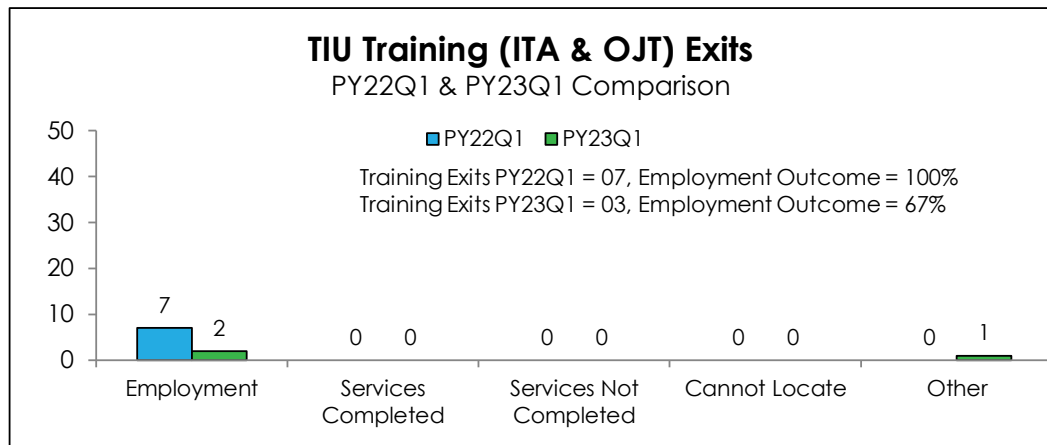
PY22 Q1 and PY23 Q1 Comparison

July 1, 2022 - September 30, 2022 & July 1, 2023 - September 30, 2023

Tuscarora Intermediate Unit 11



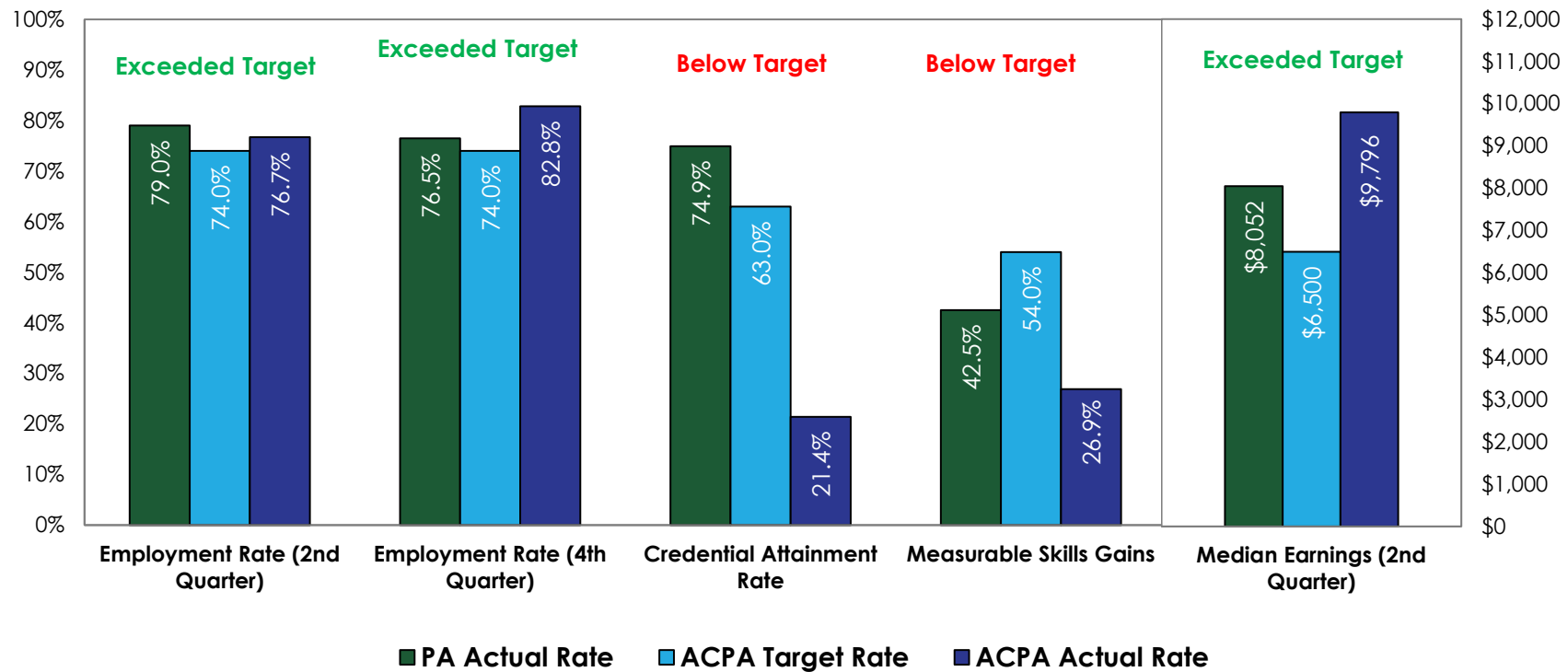
Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.



Other* PY22Q1: Health, Medical (1)
(applies to All Exits) PY23Q1: Health, Medical (1)

Advance Central PA Adult Program Program Year 2023 Q1 Common Measure Summary

Average Program Score: 90.0%



Common Measure Definitions

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

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

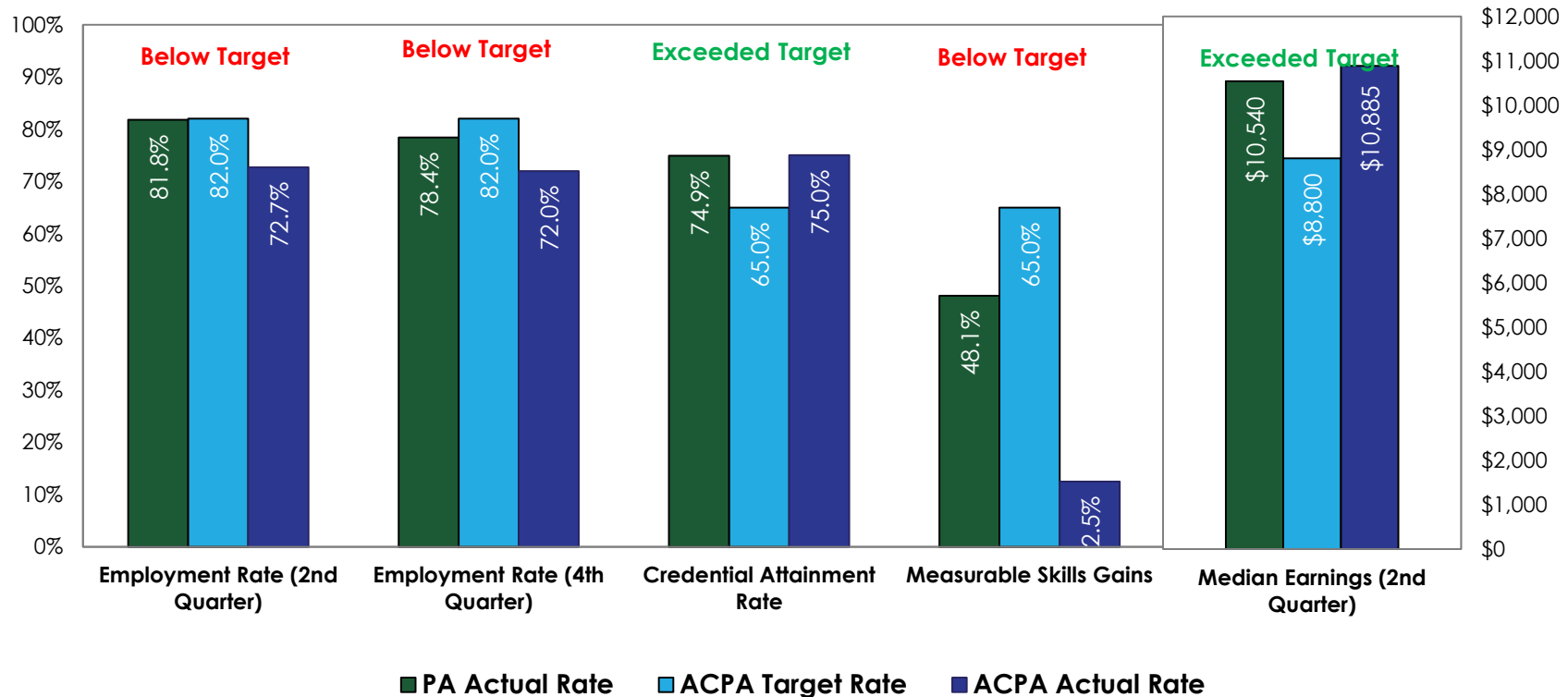
Credential Attainment Rate - % of Adults who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

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

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

Advance Central PA Dislocated Worker Program Program Year 2023 Q1 Common Measure Summary

Average Program Score: 87.0%



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

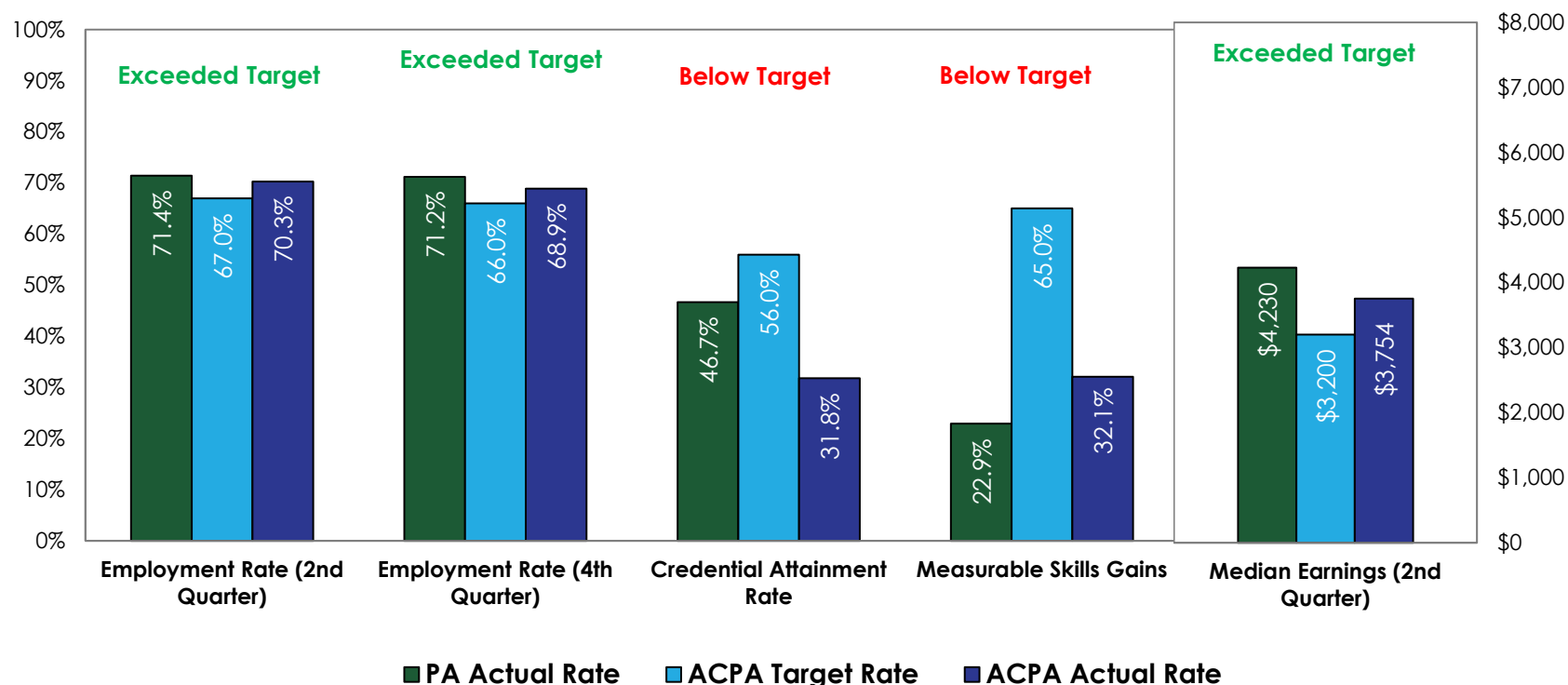
Credential Attainment Rate - % of Dislocated Workers who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

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 Program Year 2023 Q1 Common Measure Summary

Average Program Score: 86.7%



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

Revisions Proposed in Accordance with Federal Guidance: TEGL 05-23

Advance Central PA has a policy in place that prohibits discrimination in federally funded programs on the basis of: race, color, religion, sex, national origin, age, disability, or political affiliation or belief, etc. However, the USDOL released formal guidance in a Training Employment & Guidance Letter (TEGL) that adds clarity and direct reference to Title IV of the Civil Rights Act and reiterates the regulations within WIOA. The revised Policy changes outlined below are to specifically include the language as required per the TEGL.

Non-Discrimination

1. Add language citing Title VI of the Civil Rights Act of 1964
 - Added language to specify the prohibition on discrimination in federally funded programs on the basis of: race, color, or national origin **based on actual or perceived: (i) shared ancestry or ethnic characteristics; and (ii) citizenship or residency in a country with a dominant religion or distinct religious identity.**
 - Illustrate how discrimination on the basis of religion might be considered unlawful national origin discrimination.
2. Add clarifying language citing WIOA Sec. 188
 - Add the following examples of discriminatory acts:
 - denying or limiting an individual with respect to any opportunity to participate;
 - subjecting an individual to segregation or separate treatment;
 - treating an individual differently from others in determining whether they satisfy any eligibility or other requirements; or
 - providing an individual with any aid, benefit, service, or training that is different or provided in a different manner from that provided to others.
 - Specify the prohibition on harassment based on religion.

Accommodations

3. Create section "Accommodations"
 - Clarify requirements to provide reasonable accommodations for individuals with disabilities as well as religious accommodations in accordance with WIOA Sec. 188 and provide examples of religious accommodations from TEGL 05-23.

OSY Eligibility Overview

Summary of WIOA Title I OSY Eligibility Requirements

1. US Citizen or Eligible to Work
2. Registered for Selective Service
3. Not attending any school (excludes WIOA Title II)
4. Age 16-24
5. One or more of the following barriers:
 - a. School Dropout
 - b. Within age of compulsory school attendance but has not attended
 - c. Secondary school diploma or equivalent and low income and BSD or English Language Learner
 - d. Offender
 - e. Homeless or runaway
 - f. Foster care, or aged out of foster care
 - g. Pregnant or Parenting
 - h. Disability
 - i. Requires Additional Assistance to complete an educational program or to secure/hold employment and Low Income. Currently defined locally as:
 - Part of a family who has received medical assistance, LIHEAP assistance, or public housing/rent subsidy within the past 6 months; or
 - Lacks a significant work history

Definition of Low Income

Low Income is defined as meeting one or more of the following:

- Self or family receives, or in the past 6 months has received, SNAP, TANF, or supplemental security income
- Total family income does not exceed the poverty income level or 70% of the lower living standard*
- Homeless
- Receives or is eligible to receive a free or reduced price lunch
- Foster child
- Individual with a disability whose own income meets the requirement, but who is a member of a family whose income does not meet this requirement
- High poverty area (census tract or County with a poverty rate of 30% or more)

Exception to Low Income Requirement

Up to 5% of OSY served in a program year who meet eligibility requirements other than Low Income (for the barriers where Low Income is required) may be registered as OSY if they do not meet the criteria for Low Income.

Eligibility Determination

Program staff review of validating documentation following strict requirements and filing processes.

*70% of the Lower Living Standard Income Level (LLSIL) – Effective 05-08-2023

Family Size	Metropolitan Area	Non-Metropolitan Area
1	\$12,691	\$12,523
2	\$20,799	\$20,527
3	\$28,546	\$28,179
4	\$35,238	\$34,778

TANF Youth Development Program OSY Eligibility Requirements

1. Age 12 and 24 (Locally: age 16-24)
2. Have proof of Social Security Number
3. Have proof of identity
4. U.S. citizen or TANF-eligible non-citizen
5. PA resident
6. Have personal monthly gross earned income that does not exceed 235% of the FPIG

Prioritization of Services to those with Barriers

- School dropout or identified as at risk of dropping out of school
- Within the age of compulsory attendance but has not attended
- Basic skills deficient
- English language learner
- Disability
- Court-involved or at risk of involvement
- Children of an incarcerated parent(s)
- In foster care or aging out of foster care
- Homeless or a runaway
- Pregnant or parenting
- Migrant
- In need of additional assistance to enter or complete an educational program or to secure and hold employment

Eligibility Determination

- Program staff complete preliminary screening tool and DHS income qualification if needed in regard to the individual's income.



MEET HAILEY WIOA OSY

Hailey enrolled in the YES to the Future program in September 2023. She was referred to the program by her Adult Education instructor.



AGE

- 21 years of age at the time of enrollment



ELIGIBILITY/BARRIERS

- Withdrew from secondary education
- Pregnant at the time of enrollment
- Low income (<70% of LLSIL)
 - Family of 2 with Total Annual Family Income of \$4,000



GOALS

- Obtain High School Equivalency
- Obtain improved employment

YES
to the Future



MEET LOGAN WIOA OSY

Logan enrolled in the YES to the Future program in October 2023. He was referred to the program by a friend.



AGE

- 19 years of age at the time of enrollment



ELIGIBILITY/BARRIERS

- Individual with a disability
- Low income (<70% of LLSIL)
 - Family of 4 with Total Annual Family Income of \$35,000



GOALS

- Obtain full time employment

YES
to the Future

Dinner & Dessert with Industry

POWERED BY



Advance
Central PA
Linking People & Business

Student & Industry Networking Nights

Dinner & Dessert with Industry

events provide a unique opportunity to engage with local high school students and their parent or guardian about local career pathways during a structured evening facilitated by Advance Central PA.

What to Expect

- Networking dinner for students, their parent or guardian, and the host business.
- Industry-specific career presentations led by the host business.
- Q&A session over coffee and dessert.

Contact Advance Central PA to learn about upcoming networking events.



570-568-6868



Hello@AdvanceCentralPA.org

Local Elected Official Board Joint Meeting Action Items December 20, 2023

1. Motion to approve the minutes from the September 20, 2023 joint WDB/LEO Board meeting.

Motion:

Second:

Fiscal Year 2024 Competitive Funding Portfolio As of December 13, 2023

GRANTS CARRIED OVER FROM FY23

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 (Extension through June 30, 2024)	\$112,162	<ul style="list-style-type: none"> Supports the Central Region's Next Generation Sector Partnerships including continued growth of the Manufacturing partnership and a re-launch of the Healthcare partnership. Next Generation Sector Partnerships are employer-led with support and follow-up from workforce development, economic development, education, organized labor and community organizations to address sector defined needs to compete and thrive in the Central Region. Funding for both partnerships includes incumbent worker training that requires a 50% match from employer.
PASmart Next Generation Industry Partnerships (2020/2021) PA Dept. of Labor & Industry July 1, 2019 – June 30, 2022 (Extended through June 30, 2024)	\$235,332	<ul style="list-style-type: none"> 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, 2024)	\$229,562	<ul style="list-style-type: none"> 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.
Appalachian Regional Commission Partnership for Opportunity and Workforce and Economic Revitalization (POWER) Initiative Appalachian Regional Commission October 2020- September 2023 (Extended through September 30, 2024)	\$531,280	CPWDC in partnership with Geisinger and SEDA-COG will provide solutions to address the opioid crisis in Central PA. <ul style="list-style-type: none"> Expand access to treatment services by connecting individuals impacted by opioid using telemedicine. Referral of patients to CPWDC's Reboot program initiated via the National Dislocated Worker Grant to Address the Opioid Crisis. Connect individuals in recovery to businesses who are "Recovery Friendly" as identified by the PA CareerLink® Business Service Team and SEDA-COG. Educate businesses and increase "Recovery Friendly" statuses.
Business Education Partnership (PY21) PA Dept. of Labor & Industry February 1, 2022 – December 31, 2023 (Extended through June 30, 2024)	\$100,859	<ul style="list-style-type: none"> Fund a PA CareerLink® Student Outreach Coordinator dedicated to working with all 31 districts in the Central PA region with alignment of PDE requirements, connecting students to the PA CareerLink® resources and delivering curriculum to increase workforce competencies resulting in increased career awareness. Student/Educator in the Workplace Activities to strengthen engagement between businesses and schools and provide students, parents, and educators

Program/Project Name & Funding Information	Funding Available	Grant Objectives
		<p>with understanding of business needs and expectations for bright career opportunities.</p> <ul style="list-style-type: none"> Develop unique networking events designed to allow a small group of students and their families to intentionally and meaningfully network over dinner with local business leaders to increase awareness of local career pathway opportunities and make connections between students, their guardians, and businesses.
<p>Business Education Partnership (PY22)</p> <p>PA Dept. of Labor & Industry, Bureau of Workforce Development Administration</p> <p>June 1, 2023 - August 31, 2024</p>	<p>\$146,837</p>	<ul style="list-style-type: none"> Provide outreach services to students across the 31 public school districts in the region to increase career awareness and readiness. Support the 2024 <i>What's So Cool About Manufacturing?</i> challenge in partnership with Innovative Manufacturers' Center, Central Susquehanna Intermediate Unit, BLaST Intermediate Unit, and the Foundation of the Columbia Montour Chamber. Facilitate 6 Educator in the Workplace Events and support school participation in Manufacturing Month, October 2023. Path to Careers enhancements and outreach material development and printing. Purchase Virtual Reality simulated career awareness hardware. Support two STEM Aviation Camps in partnership with Susquehanna STEM to the Skies increasing career awareness in aviation-related occupations.
<p>PAsmart Apprenticeship Grant</p> <p>PA Dept. of Labor & Industry</p> <p>January 1, 2022 – June 30, 2024</p>	<p>\$273,379</p>	<ul style="list-style-type: none"> Supports Central Pennsylvania Institute of Science and Technology (CPI), development of non-traditional Registered Apprenticeship (RA) programs: Water Operator, Wastewater Operator, and Solar Photovoltaic (PV) Installer. (Note: Effective 11/9 per guidance from the ATO, Solar PV Installer may not be pursued.) 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.
<p>PREP Pennsylvania Free Enterprise Week (PFEW)</p> <p>PA Dept. of Community and Economic Development</p> <p>July 1, 2022– June 30, 2023 (Extended through December 31, 2023)</p>	<p>\$22,334 (as part of larger grant submitted by SEDA-COG)</p>	<ul style="list-style-type: none"> Sponsor 25 Central PA high school sophomores and juniors to attend a weeklong Pennsylvania Free Enterprise Week camp during summer 2023 held at Lycoming College or Pennsylvania College of Technology. Participants form teams of 16 students and one adult mentor who become the management team of an underperforming manufacturing company in direct competition with other student companies. They are responsible for all aspects of business operations, including management, production, sales and marketing, HR, finance, corporate communications, and more. Provide support services, including mileage, and additional sponsorship up to the full PFEW cost for 10 Bridges to the Future In-School Youth participants to eliminate financial barriers to participate.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
Manufacturing-to-Career Grant Program PA Dept. of Community and Economic Development August 1, 2022 – June 30, 2024	\$14,550	<ul style="list-style-type: none"> • Increase awareness of advanced manufacturing careers and CTE programs that prepare students for them, including: Jersey Shore Area School District, Keystone Central School District, SUN Technical Institute, and Williamsport Area High School. • Produce 5 professional videos promoting employment with a local manufacturer and the associated CTE program. • Develop supporting print materials. • Coordinate educator tours of the CTE facilities followed by tours at local manufacturers, showing counselors and educators the available career opportunities.
Apprenticeship Building America PA Dept. of Labor & Industry Apprenticeship & Training Office January 1 2023 – March 31, 2026	\$181,537	<ul style="list-style-type: none"> • Develop actionable Registered Apprenticeship (RA) and Pre-Apprenticeship (Pre-RA) strategies for incorporation within the Local and Regional Plan. • 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.

NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
WIOA Statewide Activity Projects – Regional Analysis PA Dept. of Labor & Industry July 1, 2023 – June 30, 2024	\$50,000	<ul style="list-style-type: none"> • Procure an independent firm to perform and comprehensively report on an assessment of regional training needs and gaps.
WIOA Statewide Activity Projects – Outreach Coordinator PA Dept. of Labor & Industry July 1, 2023 – June 30, 2024	\$84,644	<ul style="list-style-type: none"> • Pilot the hire of an Advance Central PA staff position responsible for outreach strategy with goals that include increasing the public's awareness and use of the PA CareerLink® network.
WIOA Statewide Activity Projects – Enhancements to Better Serve People with Barriers PA Dept. of Labor & Industry July 1, 2023 – June 30, 2024	\$284,993.07	<ul style="list-style-type: none"> • Purchase furniture for the PA CareerLink® including to comply with ADA accessibility requirements. • Purchase needed technology in the PA CareerLink® sites including to replace an outdated phone system, purchase a Smart Board, and replace computers that no longer support Office updates. • Expand provision of Reboot services through June 30, 2024 across the Region.
Engage! PA Dept. of Community and Economic Development July 1, 2023– June 30, 2024	\$15,200 (as part of larger grant submitted by SEDA-COG)	<ul style="list-style-type: none"> • As a partner in the grant, Advance Central PA and TIU business services staff will conduct interviews of C-Suite executives from a minimum of 15 companies to discuss each company's needs and match them with solutions for economic stability and/or growth.

GRANTS SUBMITTED

Program/Project Name & Funding Information	Funding Requested	Grant Objectives
Industry Partnerships PA Dept. of Labor & Industry January 1, 2024 – June 30, 2025	\$150,000	Development of an industry partnership for Agriculture comprised of leaders across a diverse spectrum of business specialties such as crop production, animal products, and food manufacturing. The goal is to provide incumbent worker training funds, improve worker retention, increase prosperity, increase job quality, and expand the partnership members' employee base to include marginalized populations with barriers.
Industry Partnerships PA Dept. of Labor & Industry January 1, 2024 – June 30, 2025	\$175,000	Development of an industry partnership for the Building & Construction sector with leaders from a variety of local businesses large and small. The goal is to provide incumbent worker training funds, improve worker retention, increase prosperity, increase job quality, and expand the partnership members' employee base to include marginalized populations with barriers.
Distressed Area Recompete Pilot Program – Strategy Development US Economic Development Administration Performance Period: 3 years after date of award	\$362,550	Funds will be used to support continued intentional cross-sector collaboration with partners across Union County to develop a holistic prime-age (25-54 years old) employment gap strategy to create a prosperous economy for future generations. Note: Over 500 applications were received for this competitive grant.
Distressed Area Recompete Pilot Program – Phase 1 Plan Approval US Economic Development Administration Performance Period: 5 years after date of award	\$17,123,000	Submitted along with the Strategy Development grant application above, this application could lead to being selected as one of 20 applicants who will enter Phase 2 where final selection of 4-8 grant candidates will be awarded funding to implement strategies to increase the employment of prime-age (25-54 years old) individuals. Funds will be used to support infrastructure, childcare, transportation, other barrier remediation needs, and training.

GRANTS BEING EXPLORED

Funding Source/Grant Name	Funding to be Requested	Grant Details
Disaster Recovery National Dislocated Worker Grant to Address The Opioid Crisis US Dept. of Labor Employment & Training Administration Application Due: October 31, 2023	TBD in partnership with PA Dept. of Labor & Industry	Purpose is to provide employment and training services along with supportive services and address economic and workforce impacts related to opioid use, addiction, and overdose for dislocated workers.

County Unemployment Rates October 2023 (Lowest to Highest)

Rank	County	Unemployment Rate
1	Adams County	2.7%
2	Centre County	2.8%
2	Lancaster County	2.8%
4	Chester County	2.9%
4	Montour County	2.9%
6	Cumberland County	3.0%
6	Franklin County	3.0%
6	Montgomery County	3.0%
9	Lebanon County	3.1%
9	York County	3.1%
11	Perry County	3.2%
12	Union County	3.3%
13	Bucks County	3.4%
13	Butler County	3.4%
15	Delaware County	3.5%
15	Snyder County	3.5%
17	Blair County	3.6%
17	Dauphin County	3.6%
17	Susquehanna County	3.6%
20	Allegheny County	3.7%
20	Bradford County	3.7%
20	Elk County	3.7%
20	Fulton County	3.7%
20	Juniata County	3.7%
20	Mifflin County	3.7%
26	Bedford County	3.8%
26	Berks County	3.8%
26	Lycoming County	3.8%
29	Columbia County	3.9%
29	Northampton County	3.9%
29	Washington County	3.9%
32	Greene County	4.0%
32	Westmoreland County	4.0%
32	Wyoming County	4.0%

Rank	County	Unemployment Rate
35	Erie County	4.1%
35	Lackawanna County	4.1%
35	Lehigh County	4.1%
35	Warren County	4.1%
39	Crawford County	4.2%
39	Mercer County	4.2%
39	Tioga County	4.2%
42	Armstrong County	4.3%
42	Carbon County	4.3%
42	Clearfield County	4.3%
42	Wayne County	4.3%
46	Cambria County	4.4%
46	Clinton County	4.4%
46	Northumberland County	4.4%
49	Beaver County	4.5%
49	Jefferson County	4.5%
51	Clarion County	4.6%
51	Monroe County	4.6%
51	Schuylkill County	4.6%
51	Somerset County	4.6%
51	Venango County	4.6%
56	Huntingdon County	4.7%
56	Indiana County	4.7%
56	Luzerne County	4.7%
56	Philadelphia County	4.7%
60	Lawrence County	4.8%
60	McKean County	4.8%
60	Sullivan County	4.8%
63	Fayette County	5.0%
64	Pike County	5.1%
65	Potter County	5.2%
66	Cameron County	5.6%
67	Forest County	6.1%

For Comparison Purposes

Pennsylvania

3.4%

United States

3.9%

October 2023 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (December 2023). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Workforce Development Area Unemployment Rates October 2023 (Lowest to Highest)

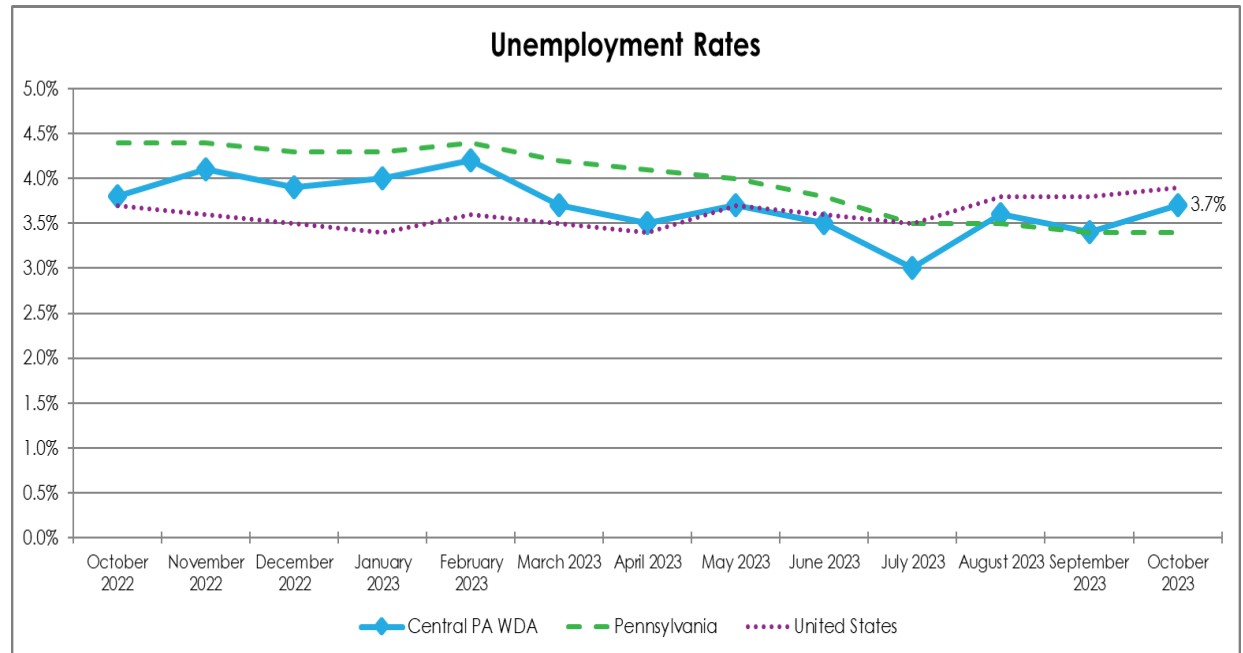
Rank	Workforce Development Area	Unemployment Rate
1	Lancaster County WDA	2.8%
2	Chester County WDA	2.9%
3	Montgomery County WDA	3.0%
4	South Central WDA	3.3%
5	Bucks County WDA	3.4%
6	Delaware County WDA	3.5%
7	Central WDA	3.7%
7	Three Rivers WDA	3.7%
9	Berks County WDA	3.8%
9	Tri-County WDA	3.8%
11	Lehigh Valley WDA	3.9%
11	Northern Tier WDA	3.9%
13	Southwest Corner WDA	4.0%
14	Lackawanna County WDA	4.1%
15	Westmoreland and Fayette Counties WDA	4.2%
16	Northwest WDA	4.3%
16	Southern Alleghenies WDA	4.3%
18	West Central WDA	4.4%
19	North Central WDA	4.5%
20	Luzerne-Schuylkill Counties WDA	4.6%
21	Philadelphia County WDA	4.7%
21	Pocono Counties WDA	4.7%
For Comparison Purposes		
	Pennsylvania	3.4%
	United States	3.9%

October 2023 seasonally adjusted data provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry (December 2023). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

Central Pennsylvania Labor Market Status Report -- October 2023

Unemployment Rates

Geography	October 2023	Monthly Change	Annual Change
Centre	2.8%	↔	↓
Clinton	4.4%	↑	↓
Columbia	3.9%	↑	↓
Lycoming	3.8%	↔	↓
Mifflin	3.7%	↑	↓
Montour	2.9%	↑	↓
Northumberland	4.4%	↑	↓
Snyder	3.5%	↑	↔
Union	3.3%	↑	↑
Central PA WDA	3.7%	↑	↓
Pennsylvania	3.4%	↔	↓
United States	3.9%	↑	↑



	October 2023	September 2023	Monthly Change	October 2022	Annual Change
Central PA WDA	Central PA WDA				
Labor Force	296,400	294,900	↑ 1,500	293,200	↑ 3,200
Employed	285,500	284,800	↑ 700	282,000	↑ 3,500
Unemployed	10,900	10,100	↑ 800	11,200	↓ -300
Unemployment Rate	3.7%	3.4%	↑ 0.3%	3.8%	↓ -0.1%
Pennsylvania					
Labor Force	6,499,000	6,497,000	↑ 2,000	6,479,000	↑ 20,000
Employed	6,276,000	6,275,000	↑ 1,000	6,196,000	↑ 80,000
Unemployed	223,000	222,000	↑ 1,000	282,000	↓ -59,000
Unemployment Rate	3.4%	3.4%	↔ 0.0%	4.4%	↓ -1.0%
United States					
Labor Force	167,728,000	167,929,000	↓ -201,000	164,646,000	↑ 3,082,000
Employed	161,222,000	161,570,000	↓ -348,000	158,593,000	↑ 2,629,000
Unemployed	6,506,000	6,360,000	↑ 146,000	6,053,000	↑ 453,000
Unemployment Rate	3.9%	3.8%	↑ 0.1%	3.7%	↑ 0.2%

October 2023 Seasonally Adjusted Data (Downloaded December 2023)

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

Civilian Labor Force

Centre County	78,500
Clinton County	16,900
Columbia County	34,000
Lycoming County	55,000
Mifflin County	21,000
Montour County	9,300
Northumberland County	41,900
Snyder County	19,500
Union County	19,300

The labor force is comprised of individuals who are working, waiting for a layoff to end, or are actively seeking work.

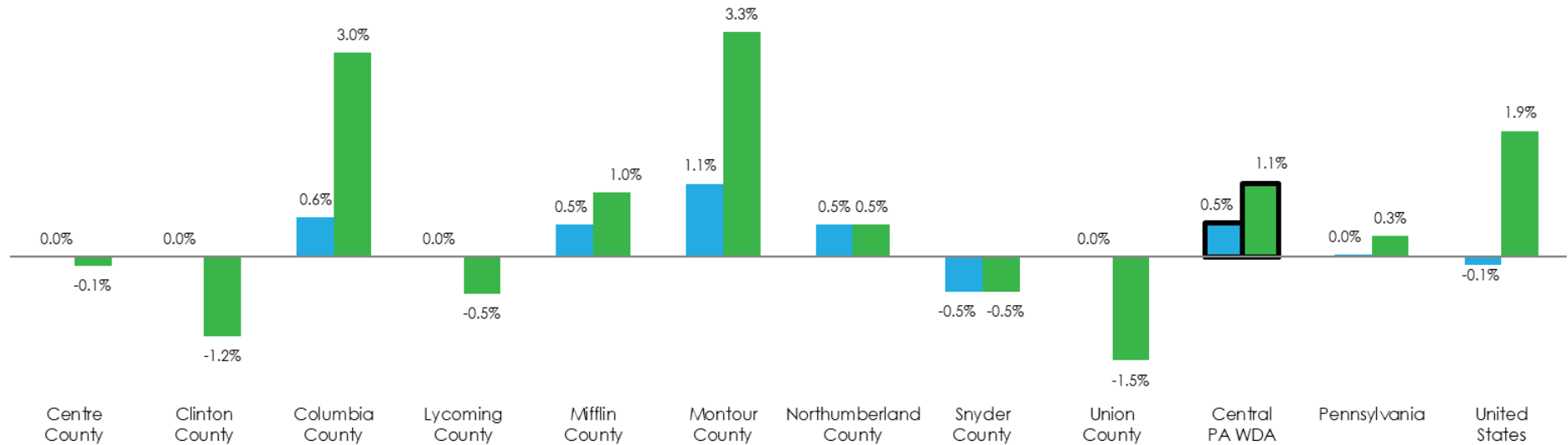
The graph below highlights changes in the civilian labor force as a percentage of the area's total civilian labor force.

October 2023

	Change Since		
	October 2023	September 2023	October 2022
Central PA WDA	296,400	1,500	3,200
Pennsylvania	6,499,000	2,000	20,000
United States	167,728,000	-201,000	3,082,000

Percent Change in Civilian Labor Force: October 2023

■ Month Change ■ Year Change



October 2023 Seasonally Adjusted Data (Downloaded December 2023)

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

Employed Population

Centre County	76,300
Clinton County	16,100
Columbia County	32,700
Lycoming County	53,000
Mifflin County	20,200
Montour County	9,000
Northumberland County	40,000
Snyder County	18,800
Union County	18,600

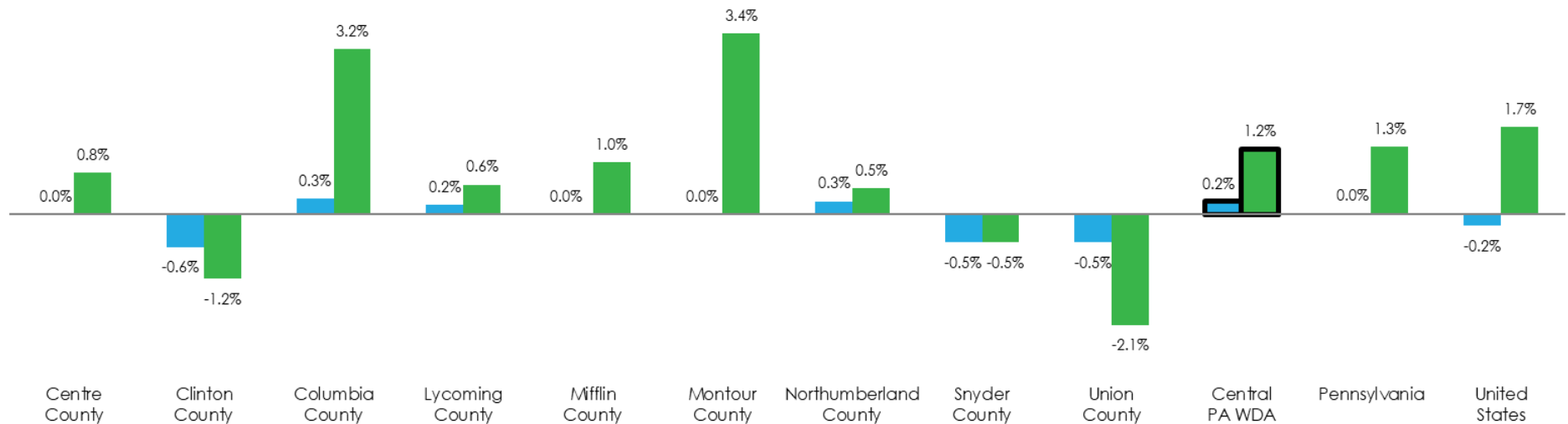
The employed population includes individuals who are working.
The graph below highlights changes in employment as a percentage of the area's total employment.

October 2023

	Change Since		
	October 2023	September 2023	October 2022
Central PA WDA	285,500	700	3,500
Pennsylvania	6,276,000	1,000	80,000
United States	161,222,000	-348,000	2,629,000

Percent Change in Employed Population: October 2023

■ Month Change ■ Year Change



October 2023 Seasonally Adjusted Data (Downloaded December 2023)

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Unemployed Population

Centre County	2,200
Clinton County	800
Columbia County	1,300
Lycoming County	2,100
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.

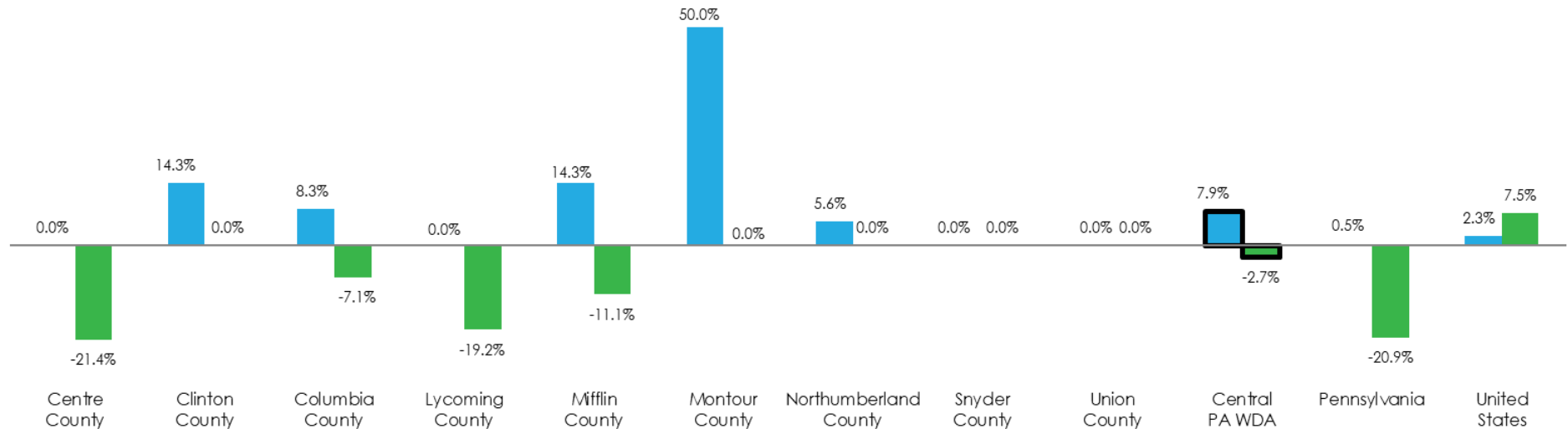


October 2023

	Change Since		
	October 2023	September 2023	October 2022
Central PA WDA	10,900	800	-300
Pennsylvania	223,000	1,000	-59,000
United States	6,506,000	146,000	453,000

Percent Change in Unemployed Population: October 2023

■ Month Change ■ Year Change



October 2023 Seasonally Adjusted Data (Downloaded December 2023)

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

Unemployment Rates

Unemployment Rates	October 2023	September 2023	October 2022
Centre County	2.8%	2.8%	3.6%
Clinton County	4.4%	4.2%	4.7%
Columbia County	3.9%	3.7%	4.2%
Lycoming County	3.8%	3.8%	4.7%
Mifflin County	3.7%	3.4%	4.1%
Montour County	2.9%	2.7%	3.0%
Northumberland County	4.4%	4.3%	4.6%
Snyder County	3.5%	3.4%	3.5%
Union County	3.3%	3.0%	3.2%
Central PA WDA	3.7%	3.4%	3.8%
Pennsylvania	3.4%	3.4%	4.4%
United States	3.9%	3.8%	3.7%

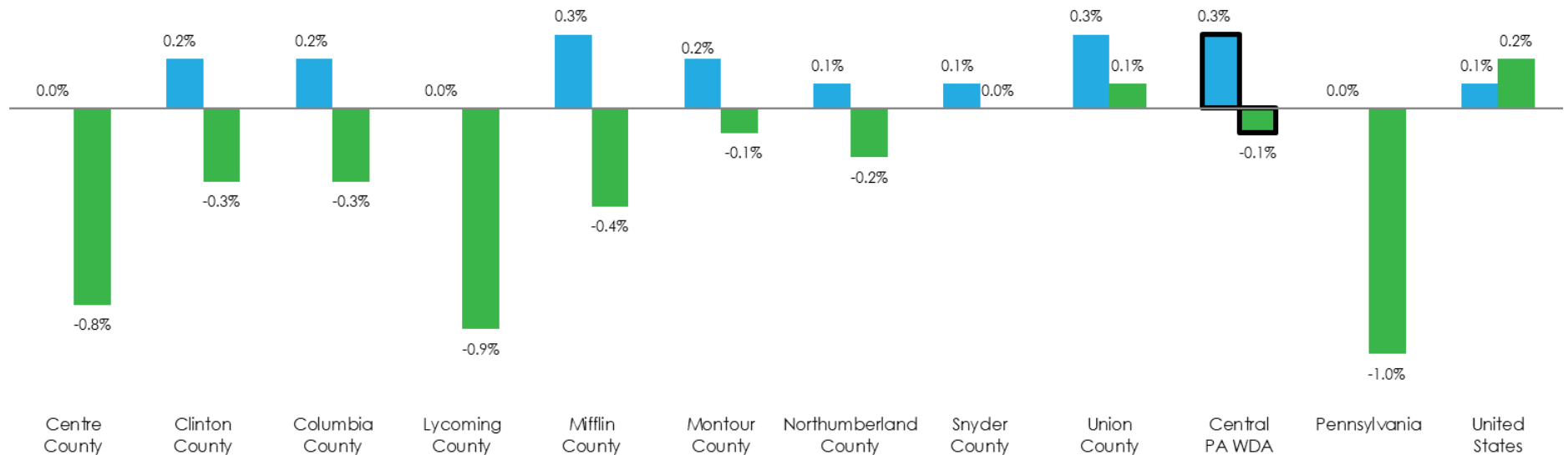


October 2023

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

Change in Unemployment Rate: October 2023

■ Month Change ■ Year Change



October 2023 Seasonally Adjusted Data (Downloaded December 2023)

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

New Online Job Postings – October 2023

Central Pennsylvania

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



EMPLOYERS

- Aerotek
- Aveanna Healthcare
- BAYADA Home Health Care
- Bloomsburg University
- Bucknell University
- Burger King
- Commonwealth Of Pennsylvania
- CVS Health
- Dollar General
- Encompass Health
- Geisinger Health System
- LHC Group
- Pennsylvania State University
- Pizza Hut
- Susquehanna University
- The Giant Company
- University of Pittsburgh Medical Center
- Walmart
- Weis Markets
- WilliamsonHeckt

OCCUPATIONS

- Clinical Laboratory Technologists and Technicians
- Education Administrators, Postsecondary
- Fast Food and Counter Workers
- First-Line Supervisors of Retail Sales Workers
- Food Service Managers
- Heavy and Tractor-Trailer Truck Drivers
- Home Health and Personal Care Aides
- Laborers and Freight, Stock, and Material Movers, Hand
- Licensed Practical and Licensed Vocational Nurses
- Managers, All Other
- Medical and Health Services Managers
- Medical Assistants
- Nursing Assistants
- Office Clerks, General
- Operations Research Analysts
- 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

Based on employers and occupations with the highest number of new online job postings in **October 2023**.

Source: Lightcast, 2023.4

Updated: November 2023

Online Job Postings Analysis

Central Pennsylvania

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

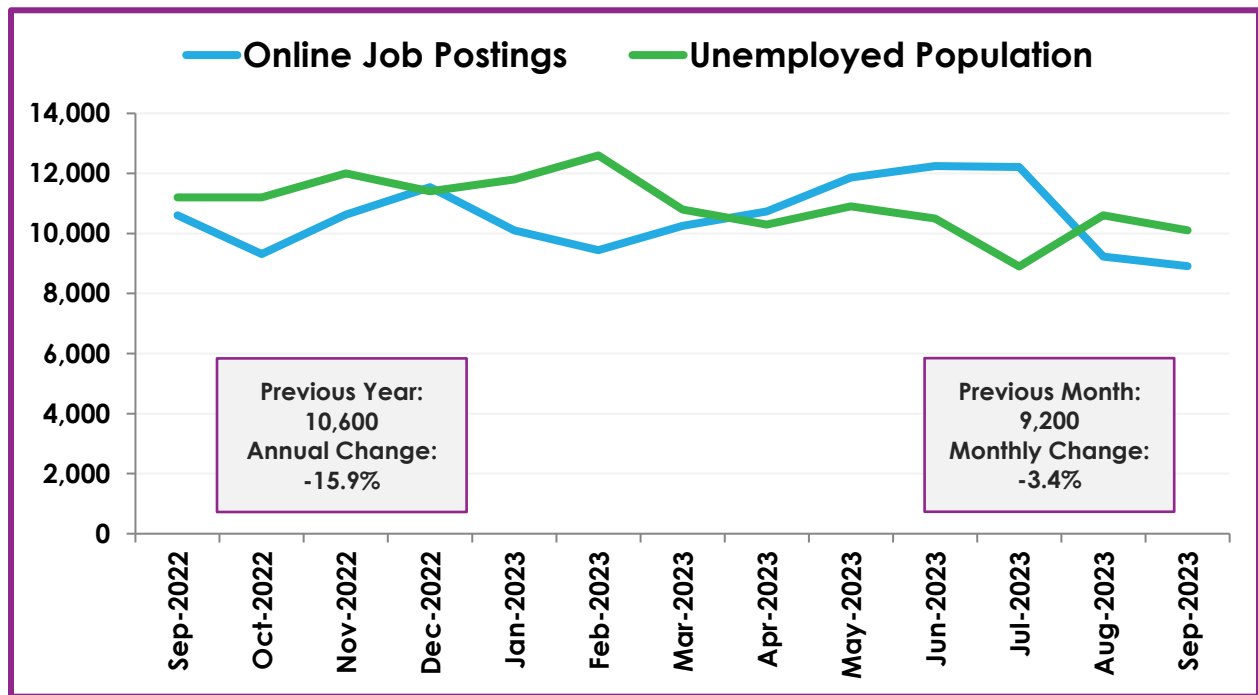
Online Job
Postings:
8,900

Unemployed:
10,100

Unemployment
Rate:
3.4%

Unemployed
/Job Posting:
1.1

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 0.4%, but 1,200 more postings would be needed for the remaining jobseekers.

Online Job Postings by Occupational Grouping

Occupational Grouping	September 2023	August 2023	September 2022	Monthly Change	Annual Change	Unemployed
Healthcare Practitioners and Technical	1,737	1,838	2,982	-5.5%	-41.8%	310
Sales and Related	908	896	659	1.3%	37.8%	653
Management	896	970	876	-7.6%	2.3%	833
Healthcare Support	557	459	542	21.4%	2.8%	463
Office and Administrative Support	535	584	695	-8.4%	-23.0%	1,154
Educational Instruction and Library	466	428	505	8.9%	-7.7%	622
Unclassified	424	416	495	1.9%	-14.3%	0
Transportation and Material Moving	400	466	493	-14.2%	-18.9%	2,559
Computer and Mathematical	388	388	556	0.0%	-30.2%	212
Food Preparation and Serving Related	379	393	297	-3.6%	27.6%	1,146
Architecture and Engineering	294	291	328	1.0%	-10.4%	203
Production	277	271	351	2.2%	-21.1%	1,326
Business and Financial Operations	265	315	375	-15.9%	-29.3%	347
Installation, Maintenance, and Repair	262	288	375	-9.0%	-30.1%	360
Life, Physical, and Social Science	244	230	186	6.1%	31.2%	95
Arts, Design, Entertainment, Sports, and Media	233	313	232	-25.6%	0.4%	188
Community and Social Service	221	215	224	2.8%	-1.3%	185
Building and Grounds Cleaning and Maintenance	130	140	155	-7.1%	-16.1%	228
Personal Care and Service	104	114	77	-8.8%	35.1%	253
Construction and Extraction	100	119	94	-16.0%	6.4%	833
Protective Service	70	68	80	2.9%	-12.5%	189
Farming, Fishing, and Forestry	11	13	14	-15.4%	-21.4%	60
Legal	11	11	10	0.0%	10.0%	23
Military	0	0	0	--	--	3
Total Online Job Postings	8,912	9,226	10,601	-3.4%	-15.9%	12,243

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

Employers

- BAYADA Home Health Care
- Bucknell University
- Commonwealth Of Pennsylvania
- Dollar General
- Geisinger Health System
- Pennsylvania State University
- Susquehanna University
- University of Pittsburgh Medical Center
- Walmart
- WilliamsonHeckt

These employers have the highest number of online job postings.

Occupations

- Fast Food and Counter Workers: \$11.58
- First-Line Supervisors of Retail Sales Workers: \$19.22
- Home Health and Personal Care Aides: \$12.70
- Licensed Practical and Licensed Vocational Nurses: \$24.39
- Medical Assistants: \$17.06
- Nursing Assistants: \$16.45
- Operations Research Analysts: \$39.67
- Postsecondary Teachers: \$38.92
- Registered Nurses: \$37.71
- Retail Salespersons: \$13.66

These occupations have the highest number of online job postings.

Increasing Postings

- Architectural and Engineering Managers: \$64.90
- Astronomers: Insf. Data
- Cashiers: \$11.23
- Cooks, Restaurant: \$13.65
- First-Line Supervisors of Retail Sales Workers: \$19.22
- Food Service Managers: \$28.52
- General and Operations Managers: \$39.98
- Medical Assistants: \$17.06
- Office Clerks, General: \$17.82
- Retail Salespersons: \$13.66

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, 2023.4; occupational wages do not include benefits and are based on current median estimates.

2024 MEETING SCHEDULE

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

February 9 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
March 20 <i>Third Wednesday</i>	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
April 12 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
May 10 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
June 19 <i>Third Wednesday</i>	Annual Meeting of the Members (LEO) 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
August 9 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
September 18 <i>Third Wednesday</i>	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon
October 11 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
November 8 <i>Second Friday</i>	Executive Committee 10:00 a.m. to Noon
December 18 <i>Third Wednesday</i>	LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon

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

Workforce Development Board (WDB) Membership

Dave Zartman, Chairperson
Zartman Construction

Michele Foust, Vice Chairperson
Glenn O. Hawbaker, Inc.

Jim Stopper, Treasurer
Evangelical Community Hospital

Jamie Aurand, Immediate Past Chairperson
Lock Haven Rehabilitation & Senior Living

Jay Alexander
Wayne Township Landfill

Zollie Rayner
AFSCME Labor Union

Sue Auman
Union-Snyder Community Action Agency

Jonathan Ritter
Playworld

Jim Beamer
IBEW, Local #812

Steve Stumbris
*Bucknell University Small Business
Development Center*

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Susan Swartz
Office of Vocational Rehabilitation

Misty Dion
*Roads to Freedom Center for Independent
Living of NCPA*

Todd Taylor
*Central PA Institute of Science &
Technology*

Dean Girton
Girton Manufacturing Company

Suzanne White
Kish Bank

Bruce Jones
*Bureau of Workforce Partnership &
Operations*

Jenna Witherite
Central Intermediate Unit 10

Keith Koppenhaver
IUOE, Local #66

Tracie Witter
PPL Electric Utilities

Lynn Kuhns
Apex Homes of PA, LLC

Local Elected Official Board (LEO) Membership

Commissioner Kenneth Holdren, Chairperson
Montour County

Commissioner David Kovach, Vice Chairperson
Columbia County

Commissioner Steven Dershem
Centre County

Commissioner Robert Postal
Mifflin County

Commissioner Angela Harding
Clinton County

Commissioner Chuck Steininger
Snyder County

Commissioner Joe Klebon
Northumberland County

Commissioner Stacy Richards
Union County

Commissioner Richard Mirabito
Lycoming County

Standing Committees of the Workforce Development Board

Executive Committee

Dave Zartman, Chair
 Jamie Aurand, Immediate Past 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^
 Tara Hough^
 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
 Todd Taylor
 Suzanne White

Staff Contact: Marca O'Hargan

Youth Committee

Suzanne White, Chair
 Jon Ritter
 Jenna Witherite

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

Vacant, Fiscal Coordinator: Responsible for providing direct support relating to: contracting; procurement; inventory; database management and oversight of management information systems, and operational functions. Reports to Finance Manager.

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, Operations Manager: Responsible for day to day oversight and quality of the EARN, WIOA, and other workforce programs and staff. Reports to the Assistant Director.
ahann@AdvanceCentralPA.org

Patrick Ginther, 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 Operations Manager. pginther@AdvanceCentralPA.org

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

Gabrielle Randall, Research & Grants 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 Assistant Director. grandall@AdvanceCentralPA.org

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

Vacant, Outreach Coordinator: Responsible for outreach strategy and implementation with a goal of increasing the public's awareness of the public workforce network and use of the PA CareerLink®. Reports to the Assistant Director.

Vacant, Youth Programs Coordinator: 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 Operations Manager.

PA CareerLink®

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

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

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