

# Executive Committee Agenda

Zoom Video Conference  
Friday, August 9, 2024  
10:00 a.m.

Introduction & Call to Order M. Foust

Public Comment

Review & Approval of Meeting Minutes M. Foust

## Committee Updates & Action Items

- Audit/Finance Committee
  - Action Needed: FY24 Advance Central PA Auditor Approval
- EARN Committee
- Governance Committee
- Personnel Committee
- Policy & Performance Committee
- Youth Committee

Executive Director Updates E. Mulberger

Open Discussion M. Foust

Upcoming Meeting Dates M. Foust

- LEO Board Meeting – September 18, 2024 @ 9:00 a.m.
- Joint WDB/LEO Meeting – September 18, 2024 @ 10:00 a.m.
- Executive Committee Meeting – October 11, 2024 @ 10:00 a.m.

# Executive Committee

## Meeting Notes May 10, 2024

The Executive Committee of Advance Central PA held a hybrid meeting on Friday, May 10, 2024, at the Advance Central PA office, 130 Kelly Square Suite 1, Lewisburg, PA.

### The following members attended:

Jay Alexander  
Jamie Aurand  
Kenneth Chappell  
Michele Foust  
Dean Girton - virtual  
Robert Postal  
Jon Ritter  
Dave Zartman

### The following members were excused:

Jim Beamer  
Jim Stopper

### The following staff attended:

Korrie Lucas  
Erica Mulberger

## Proceedings

The meeting was called to order at 10:02 a.m. by Michele Foust, Executive Committee Chair. Shelly welcomed Jon Ritter as the newest member of the Executive Committee, he will be stepping into the role of Youth Committee Chair recently vacated by Suzanne White.

## Public Comment

There were no public comments.

## Review & Approval of Meeting Minutes

- ▲ Jay Alexander made a motion to approve the February 9, 2024 Executive Committee meeting minutes. Jamie Aurand seconded the motion. The motion was unanimously approved with no abstentions.

## Executive Committee Updates & Action Items

### Audit/Finance Committee

Erica Mulberger, Executive Director, provided the update on behalf of Jim Stopper.

### Financial Reports through March 31, 2024

Financial reports through the end of March were included in the packet and provided in advance of the meeting. Expected expenditure rates are 75% at this time of the year.

In reviewing the Contract Expense and Obligation Report, Erica reported a number of grants are extended beyond June 30, 2025 via a welcome change in process where the PA Department of Labor & Industry no longer needs to submit a waiver request for extensions and release of carryover funding is no longer contingent on state budget approval.

Two of the current Industry Partnership grants are ineligible for extension: Next Gen 18 Advanced Manufacturing and Next Gen 18 Healthcare, with \$46,872 and \$64,792 available for expenditure by June 30, respectively. Rob inquired about the plan to spend these funds and those from Industry Partnership grants that are extended until June 2025. Erica responded that she is training Advance Central PA's new Business Engagement Coordinator to assist with this and together they will be reaching out to industry members to offer 50% reimbursement for incumbent worker training that has been completed, in alignment with the required cash match of the grant. Going forward, the Business Engagement Coordinator has a key role with new grants to establish successful Industry Partnerships for Building & Construction and Agriculture.

Rob asked for more information about the 50% cash match for training as a sustainability fund. Erica explained that Advance Central PA makes payment in full to the training provider then the businesses pay 50% of that cost

to Advance Central PA which is held to continue activities in the absence of grants. Jamie recommended that funds be held in an interest-bearing account until they are needed, and other members readily agreed. Erica responded that she had looked at this, but the funds are currently used to help off-set the cost-reimbursement nature of WIOA expenses. Further, the accounting processes would be impacted because program income must be accurately tied to each program funding stream. However, with an additional staff member and therefore more capacity in the fiscal department, Erica will explore this again and inquire with the bank.

The Advance Central PA Operating Budget to Actual Report showed an expenditure rate of 69.21%; travel and conferences this spring will increase expenses.

The Consolidated RSAB Expense Report showed total expenditures for the PA CareerLink® sites at 70.15%; Erica doesn't have concerns and anticipates the rate to be close to 100% at year end.

Subcontractor Budget to Actual Comparison shows the expenses for each of the Advance Central PA's service providers. Erica shared that staff are working with Central Susquehanna Intermediate Unit (CSIU) to ensure their WIOA Title I Out-of-School Youth (OSY) budget is fully expended in alignment with WIOA requirements that 75% of the overall Youth allocation is spent on OSY. New ideas include professional training for participants and staff and virtual reality as paid work experience preparation. While fresh ideas like this can invigorate the program, Erica expressed her continued concern with the expenditure requirements of WIOA.

The Consolidated Training Contract Obligations from July 1, 2023, through April 26, 2024, show 73 participants were approved for Individual Training Accounts (ITA) and 29 participants were approved for On-the-Job Training Accounts (OJT). In comparison, last year at this time, there were 76 ITAs and 16 OJTs.

#### Lease Renewal

The current lease with the City of Sunbury for the PA CareerLink® expires July 1. Staff have been working with the City to work out details regarding ongoing maintenance issues and in the meantime, compared the proposed increases from the City with square footage prices for other commercial spaces. The proposed lease renewal was the lowest rate per square foot and a space of comparable square footage was not readily available.

- ▲ **Dean Girton made a motion to enter a lease agreement with the City of Sunbury for the PA CareerLink® Northumberland/Snyder/Union Counties located at 225 Market Street, Sunbury PA 17801 effective July 1, 2024 through June 30, 2027 with a cost of \$114,105 for FY25, and 3% increases each year thereafter, plus the actual increased costs for utilities with parking and cleaning to be negotiated by staff. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

#### Request for Funds

The Link frequents Rapid Response events in support of workers being dislocated, therefore staff would like to request Rapid Response funds to help support the overall cost of operation. In past years, the full amount needed was requested, however, last year the PA Dept. of Labor & Industry required additional information prior to award. It is unclear if a request for funds will be granted, but Erica recommended making a partial request in the amount of \$100,000 since Rapid Response is a key service The Link supports. If the request is not awarded, WIOA and EARN funds will be used.

- ▲ **Jay Alexander made a motion to authorize Advance Central PA staff to request \$100,000 Rapid Response funds from the PA Department of Labor and Industry. Ken Chappell seconded the motion. The motion was unanimously approved with no abstentions.**

#### Monitoring

Erica noted the state's fiscal monitoring will occur on-site at the Advance Central PA office on May 16.

The Audit/Finance Committee will meet as needed.

#### EARN Committee

Ken Chappell, EARN Committee Chair, provided the update.

#### Program Update

The Bureau of Employment Programs (BEP) conducted their quarterly technical assistance review & discussion on April 17; Ken reported that he joined along with staff. The BEP monitor reviewed several performance metrics that

are under target. As a result, staff is taking an in depth look at the data provided by BEP to learn more about programmatic challenges and areas for improvement. Also, staff immediately compiled an email to Central Susquehanna Opportunities Inc. (CSO), the provider to explain the performance concerns, set expectations, and gather feedback. CSO is taking the findings seriously and already has plans in place to increase training and supervision with rigorous file reviews and supervisory guidance.

Staff requested data during the call. The data has been received and staff is thoroughly reviewing it to understand underlying issues; staff does not agree with all data and will compile information to share back with BEP. Regardless, improvement is needed. Ken then reviewed the performance and concerns with the following metrics: Credentials, Placements, and Retentions.

The Committee discussed outside factors that impact performance, including the benefits cliff that may cause a family to choose to work fewer hours than possible so they do not lose critical supports such as SNAP and medical benefits that wages and health benefits from working can often not replace without significant additional cost.

Members discussed the importance of addressing overall support service needs to assist EARN participants in overcoming barriers and entering career pathways.

#### Coaching Collaborative

Advance Central PA staff and EARN staff continue to participate in the "Coaching Collaborative" project with a technical assistance provider for the US Dept. of Health & Human Services Office of Family Assistance. The group is currently working on a logic model which will map out the relationships between program resources, activities, participation, performance, and the overall impact EARN has on the community.

The EARN Committee will meet as needed.

#### Governance Committee

Dean Girton, Governance Committee Chair, provided the update.

#### Membership

Workforce Development Board (WDB) members Suzanne White and Tracie Witter have both submitted their resignation letters in accordance with policy. Prior to doing so, both had made referrals for applicants that were accepted and approved by the LEO at the March meeting. Dean thanked Suzanne and Tracie for their contributions to the WDB.

WDB member orientation was held on May 8 for new members Jonah Howe from PPL and Beth Gilmore from Kish Bank. They each have completed the Committee Interest survey and will be assigned to their first choice: Jonah will be on the Youth Committee and Beth will be on the Policy & Performance Committee.

#### Governance Documents

It's anticipated updated Governance documents will be prepared for Committee review prior to the September WDB meeting.

#### Re-Appointments

Erica added that the Annual Meeting of Members will occur in June. Erica will be asking those members who are up for re-election if they wish to continue to serve and then she will be in touch with the Governance Committee about next steps.

The Governance Committee will meet as needed.

#### Personnel Committee

Dave Zartman, Personnel Committee Chair, provided the update.

#### Staffing Updates

Allison Grose began in the position of Youth Coordinator February 12 and Kristie Swetts began as Business Engagement Coordinator March 18.

The grant that was going to be used for Outreach Coordinator cannot be extended. Staff are seeking ways to repurpose the grant funding and post the Outreach Coordinator with other funds going forward.

The Personnel Committee will meet as needed.

### Policy and Performance Committee

Erica Mulberger, Executive Director, provided the update on behalf of Jim Beamer.

#### Advance Central PA Monitoring Highlights

Erica reviewed program monitoring underway for Title I, EARN, and PA CareerLink® operations. She discussed the TIU Adult and Dislocated Worker PY22 monitoring for which TIU submitted an initial corrective action plan in response to 7 required actions. Staff asked TIU to revise their plan for 3 of the required actions to address the concerns more adequately and to submit a self-monitoring report. Information has been submitted and staff have reviewed and accepted the revised CAP noting TIU's enrollment numbers are unacceptable and need to improve going forward. The Committee discussed the number of new enrollments and agreed improvement is necessary.

Erica also reviewed the findings from TIU Fiscal Monitoring which required multiple revisions to the corrective actions as well as technical assistance. The most recent response was accepted by staff and is now considered closed. Meanwhile, staff have initiated fiscal monitoring for FY24.

Other monitoring currently in progress: CSO EARN PY22; four PA CareerLink® sites; Operator Consortium; and CSIU Out-of-School Youth.

#### PA Department of Labor & Industry Bureau of Workforce Development Administration (BWDA) Monitoring

BWDA is conducting PY2023 Case File monitoring. Documents from 18 case files must be uploaded by May 15.

#### PA CareerLink® Operator Policy

Erica explained that WIOA requires an Operator and allows for several models, including a consortium model with three (3) or more partners such as the model currently in place. The Code of Federal Regulations requires that any entity serving in the capacity of Operator has sufficient firewalls for conflict of interest in place. BWDA recently required Boards to develop/submit their policies on this with a deadline of May 1. The Policy as submitted to BWDA was included in the packet. For due diligence purposes, Erica would like the Policy to be formally approved.

- ▲ **Rob Postal made a motion to approve the PA CareerLink® Operator Policy which includes language for the required firewalls. Jay Alexander seconded the motion. The motion was unanimously approved with no abstentions.**

#### Contract Renewals

A procurement for the Operator was last completed for a contract that began July 1, 2021 renewable annually up to 3 years. The last available renewal is necessary to act on for July 1. The Committee inquired how performance metrics are built into extensions. In the case of the Operator, Korrie Lucas, Assistant Director, explained that she is working with the Operator on negotiated measurable goals that will be attached to the formal extension of the contract.

- ▲ **Ken Chappell made a motion to extend the current contract for PA CareerLink® Operator with Tuscarora Intermediate Unit 11 and consortium members Central Susquehanna Opportunities, Inc., Penn State Institute for the Study of Adult Literacy, and the Private Industry Council of the Central Corridor for the period July 1, 2024 through June 30, 2025 with funding in the amount of \$25,000. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

The current contract for operation of The Link began July 1, 2021 with annual renewals possible for up to 3 years. The last available renewal requires action for July 1. Erica explained The Link continues to be recognized as a best practice with other WDBs as well as the PA Dept. of Labor & Industry implementing plans to put their own versions on the road. The action from Audit/Finance to request Rapid Response funds is critical to sustaining The Link in the upcoming year. Staff will negotiate the contract amount with CSO when more information is known.

The Committee discussed the quote process for repairs of The Link, which is currently off the road, towed to a garage for emergency brake repairs and tires. Erica will direct CSO to gather quotes or use a sole source if compliant and appropriate as few garages have the capacity to tow and complete work on the large vehicle.

- ▲ **Jay Alexander made a motion to extend the current contract for The Link with Central Susquehanna Opportunities, Inc. for the period July 1, 2024 through June 30, 2025 with funding to be negotiated. Jon Ritter seconded the motion. The motion was unanimously approved with no abstentions.**

When the Job Seeker Services contract was last procured, two contracts were awarded: one to CSO and one to TIU. The contract start dates were July 1, 2021 with annual renewal options through June 30, 2025. This contract includes staffing and service delivery to: WIOA Title I Adults and Dislocated Workers; general customers visiting shared areas (greeter and computer resource area); welcome interviews with new customers; and workshop instructors. Staff will set performance and enrollment expectations with extension contracts.

The current contract with CSO includes service delivery in the following counties: Clinton, Columbia, Lycoming, Montour, Northumberland, Snyder, Union (integrated into 4 PA CareerLink® sites).

- ▲ **Rob Postal made a motion to extend the current contract for Title I Job Seeker Services with Central Susquehanna Opportunities, Inc. for the period July 1, 2024 through June 30, 2025 with funding to be negotiated. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

The current contract with TIU includes service delivery in the following counties: Centre, Mifflin (integrated into 2 PA CareerLink® sites).

- ▲ **Jamie Aurand made a motion to extend the current contract for Title I Job Seeker Services with Tuscarora Intermediate Unit 11 for the period July 1, 2024 through June 30, 2025 with funding to be negotiated. Jay Alexander seconded the motion. The motion was unanimously approved with no abstentions.**

The current Business Solutions contract has terms that began July 1, 2021 with up to 3 annual renewal options. TIU is the provider covering all 9 counties. This would be the last renewal available before a new procurement. Erica shared that Margie Eby, TIU Regional Business Services Coordinator, plans to retire in September which is a significant change in leadership. Erica also explained TIU is requesting additional funds and staffing which is under review.

- ▲ **Rob Postal made a motion to extend the current contract for Title I Business Solutions with Tuscarora Intermediate Unit 11 for the period July 1, 2024 through June 30, 2025 with funding to be negotiated. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

The Policy and Performance Committee will meet as needed.

### Youth Committee

Jon Ritter, Youth Committee Chair, provided the update.

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

Advance Central PA ordered Virtual Reality equipment and career awareness software with funds from a Business Education Partnership (BEP) grant. Allison has trained the ISY team, and they have it up and running with much excitement from schools. The grant has a goal of hosting at least 15 events.

Advance Central PA's Apprenticeship Building America grant has a goal of supporting 27 Pre-Apprentices with up to \$679 in support services funds. Partnering with Keystone Central School District and CSO, there are 3 Industrial Maintenance Technician Pre-Apprentices co-enrolled in ISY and this grant and others are in the pipeline from the same program and the CNC Machining Pre-Apprenticeship. The grant manager for the state finds our local co-enrollment strategy with WIOA and TANF programs to be a best practice.

A local youth who participated in ISY was honored with a Governor's Achievement Award. Jackson Reed had some missteps during his enrollment, but his ISY staff person always helped him get back on track. Now serving in the military, Jack's mother accepted his award. The full story will be shared at the June WDB/LEO meeting.

#### Out-Of-School Youth (OSY) – YES to the Future (YES) Update

Staff have convened meetings with YES regarding their budgets and anticipated expenditure rates. As ISY programs shift to being fully TANF Youth Development funded rather than WIOA funded, it is critical that YES expends their full budget and that 20% of that budget is spent on allowable work experience activities.

With some fresh ideas, YES is set to meet the expenditure requirements. These include the following which are pending approval based on procurement policies: potential partnership with ISY for staff professional development

from an industry expert; a motivational speaker and strategist who will focus on preparing young adult participants for work; purchase of VR equipment for use with the young adults served.

Members asked about planned summer programming. Erica explained that Camp STEAM will be occurring this summer for ISY. Summer work experiences are planned for ISY, though the numbers are not as large as they were several years ago since students can more easily find unsubsidized employment in the current economy. She added that work experiences are also available year- round for both ISY and OSY.

The Youth Committee is planning the next meeting for early summer.

### **Executive Director Update**

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

#### WIOA Reauthorization

A bill reauthorizing WIOA has passed the House and includes a 50% training expenditure requirement. The Senate is editing and mocking up changes at present. Erica explained staff have drafted a letter to Senator Casey and Senator Fetterman opposing the training requirement. Erica explained that if 50% of funding must be spent on ITA, OJT, and Incumbent Worker Training (IWT), the impact would be detrimental and include closure of three PA CareerLink® sites and a significant gap in services to job seekers, young people, and businesses.

Instead of the current language, local WDBs should be able to determine the amount of money to allocate to training versus other needed services so that individuals receive the holistic workforce preparation services and barrier remediation services they need to be successful in training and employment.

The Committee held lengthy discussion regarding their concerns and the impact to the region as well as the entire state. Members want to be sure due diligence is complete regarding education and outreach. Erica will send a link to the bill to the Committee and the letter for Shelly's consideration as WDB Chairperson is forthcoming; Erica welcomed signatures from other Committee members as well. Further, Erica will be asking for letters from businesses who will be negatively impacted if the PA CareerLink® is not available to organize job fairs, host recruitment events, and provide other human resource related services.

#### Budget

Staff is working on the budget for the upcoming fiscal year. While there were changes across the various funding streams, the overall amount is consistent with the current fiscal year. More information will be shared at the June WDB/LEO meeting.

### **Open Discussion**

Dave shared that Luzerne County Community College (LCCC) is seeking to extend offerings in building construction. Dave and Shelly have not yet heard back from the LCCC representative staff connected them to. Dave will reach out proactively.

### **Date of Next Meeting**

Annual Meeting of the Members/LEO Meeting – June 19, 2024 at 9:00 a.m.

Joint WDB/LEO Board Meeting – June 19, 2024 at 10:00 a.m.

Executive Committee Meeting – August 9, 2024 at 10:00 a.m.

### **Adjournment**

With no further business to discuss, Shelly adjourned the meeting at 11:31 a.m.

Respectfully Submitted,



Korrie Lucas, Assistant Director

# Executive Committee Updates and Actions to be Taken

August 9, 2024

1. Motion to approve the minutes from the May 10, 2024 Executive Committee meeting.

## **Audit/Finance Committee • Jim Stopper, Chair**

- Action Needed: 2024 Advance Central PA Auditor Approval
- The Audit/Finance Committee will meet as needed.

## **EARN Committee • Kenneth Chappell, Chair**

The EARN Committee will meet as needed.

## **Governance Committee • Dean Girton, Chair**

The Governance Committee will meet as needed.

## **Personnel Committee • Jamie Aurand, Chair**

The Personnel Committee will meet as needed.

## **Policy and Performance Committee • Jim Beamer, Chair**

The Policy and Performance Committee will meet as needed.

## **Youth Committee • Jon Ritter, Chair**

The Youth Committee will meet as needed.



**FY24 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS**  
As of **6/30/2024**

| Fund Source                                | Budget           | Encumbrance     | Actual           | Total Obligation | Budget Available for Encumbrance | Number of Participants | Percentage of Total Budget Obligated |
|--|------------------|-----------------|------------------|------------------|----------------------------------|------------------------|--------------------------------------|
| <b>INDIVIDUAL TRAINING ACCOUNTS (ITAs)</b> |                  |                 |                  |                  |                                  | <b>FY24 ITA</b>        |                                      |
| Adult                                      | \$10,380         | \$2,315         | \$6,970          | \$9,285          | \$1,095                          | 1                      | 89.45%                               |
| Adult POS                                  | \$195,320        | \$11,037        | \$179,219        | \$190,257        | \$5,063                          | 60                     | 97.41%                               |
| Dislocated Worker                          | \$105,424        | \$3,500         | \$43,141         | \$46,641         | \$58,783                         | 15                     | 44.24%                               |
| <b>TOTAL ITA</b>                           | <b>\$311,123</b> | <b>\$16,852</b> | <b>\$229,330</b> | <b>\$246,183</b> | <b>\$64,941</b>                  | <b>76</b>              | <b>79.13%</b>                        |

| <b>ON THE JOB TRAININGS (OJTs)</b> |                  |                 |                  |                  |                  | <b>FY24 OJT</b> |               |
|------------------------------------|------------------|-----------------|------------------|------------------|------------------|-----------------|---------------|
| Adult                              | \$33,587         | \$5,930         | \$26,019         | \$31,949         | \$1,637          | 5               | 95.13%        |
| Adult POS                          | \$76,880         | \$7,876         | \$56,975         | \$64,851         | \$12,029         | 11              | 84.35%        |
| Dislocated Worker                  | \$70,282         | \$315           | \$32,245         | \$32,560         | \$37,723         | 5               | 46.33%        |
| Out of School Youth                | \$92,067         | \$18,038        | \$36,704         | \$54,743         | \$37,324         | 12              | 59.46%        |
| <b>TOTAL OJT</b>                   | <b>\$272,816</b> | <b>\$32,160</b> | <b>\$151,943</b> | <b>\$184,103</b> | <b>\$88,713</b>  | <b>33</b>       | <b>67.48%</b> |
| <b>TOTAL ITA/OJT</b>               | <b>\$583,939</b> | <b>\$49,012</b> | <b>\$381,274</b> | <b>\$430,286</b> | <b>\$153,653</b> | <b>109</b>      | <b>73.69%</b> |

| <b>INCUMBENT WORKER TRAINING</b> |                  |             |                 |                  |                                  | <b>Number of Participants</b> | <b>Percentage of Total Budget Obligated</b> |     |
|----------------------------------|------------------|-------------|-----------------|------------------|----------------------------------|-------------------------------|---|-----|
| 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%  |     |
| <b>Total</b>                     | <b>\$537,301</b> | <b>\$0</b>  | <b>\$46,840</b> | <b>\$46,840</b>  | <b>\$490,461</b>                 | <b>20</b>                     | <b>9%</b>                                   |     |

**WIOA Performance Negotiations Worksheet**

PY 2024 & PY 2025

|   | Pennsylvania      |                    |                       |                       |
|---|-------------------|--------------------|-----------------------|-----------------------|
|   | PY 2022<br>Actual | PY 2023<br>Actual* | PY 2024<br>Negotiated | PY 2025<br>Negotiated |
| <b>Adult</b>                              |                   |                    |                       |                       |
| Employment Second Quarter after Exit      | 77.6%             | 76.5%              | 77.0%                 | 77.5%                 |
| Employment Fourth Quarter after Exit      | 75.0%             | 76.3%              | 75.0%                 | 76.0%                 |
| Median Earnings Second Quarter after Exit | \$7,820           | \$8,069            | \$8,000               | \$8,100               |
| Credential Attainment Rate                | 72.8%             | 71.2%              | 71.0%                 | 72.0%                 |
| Measurable Skill Gains                    | 71.0%             | 66.2%              | 64.0%                 | 65.0%                 |
| <b>Dislocated Workers</b>                 |                   |                    |                       |                       |
| Employment Second Quarter after Exit      | 81.5%             | 81.8%              | 80.5%                 | 81.0%                 |
| Employment Fourth Quarter after Exit      | 81.0%             | 79.6%              | 80.5%                 | 81.0%                 |
| Median Earnings Second Quarter after Exit | \$10,022          | \$10,564           | \$10,000              | \$10,100              |
| Credential Attainment Rate                | 78.3%             | 76.6%              | 74.0%                 | 75.0%                 |
| Measurable Skill Gains                    | 70.2%             | 70.3%              | 59.0%                 | 60.0%                 |
| <b>Youth</b>                              |                   |                    |                       |                       |
| Employment Second Quarter after Exit      | 72.5%             | 72.3%              | 70.0%                 | 71.0%                 |
| Employment Fourth Quarter after Exit      | 72.4%             | 70.5%              | 68.0%                 | 68.5%                 |
| Median Earnings Second Quarter after Exit | \$4,130           | \$4,142            | \$4,200               | \$4,500               |
| Credential Attainment Rate                | 64.9%             | 65.0%              | 66.0%                 | 66.5%                 |
| Measurable Skill Gains                    | 73.6%             | 57.9%              | 63.0%                 | 65.0%                 |

\*Simulated annual results for PY 2023 based on average of most recent four quarters. Final PY 2023 results are not yet available.

|   | Central WDA       |                    |                       |                       |                       |
|---|-------------------|--------------------|-----------------------|-----------------------|-----------------------|
|   | PY 2022<br>Actual | PY 2023<br>Actual* | PY 2023<br>Negotiated | PY 2024<br>Negotiated | PY 2025<br>Negotiated |
| <b>Adult</b>                              |                   |                    |                       |                       |                       |
| Employment Second Quarter after Exit      | 77.4%             | 80.4%              | 74.0%                 | 77.4%                 | 77.4%                 |
| Employment Fourth Quarter after Exit      | 77.8%             | 85.4%              | 74.0%                 | 77.8%                 | 77.8%                 |
| Median Earnings Second Quarter after Exit | \$7,972           | \$9,108            | \$6,500               | \$8,000               | \$8,000               |
| Credential Attainment Rate                | 67.1%             | 55.1%              | 63.0%                 | 60.0%                 | 60.0%                 |
| Measurable Skill Gains                    | 59.6%             | 65.7%              | 54.0%                 | 60.0%                 | 60.0%                 |
| <b>Dislocated Workers</b>                 |                   |                    |                       |                       |                       |
| Employment Second Quarter after Exit      | 80.7%             | 83.0%              | 82.0%                 | 81.0%                 | 81.0%                 |
| Employment Fourth Quarter after Exit      | 84.1%             | 70.5%              | 82.0%                 | 81.0%                 | 81.0%                 |
| Median Earnings Second Quarter after Exit | \$8,737           | \$9,600            | \$8,800               | \$8,800               | \$8,800               |
| Credential Attainment Rate                | 69.1%             | 71.1%              | 65.0%                 | 65.0%                 | 65.0%                 |
| Measurable Skill Gains                    | 38.5%             | 38.7%              | 65.0%                 | 60.0%                 | 60.0%                 |
| <b>Youth</b>                              |                   |                    |                       |                       |                       |
| Employment Second Quarter after Exit      | 67.6%             | 73.0%              | 67.0%                 | 68.0%                 | 68.0%                 |
| Employment Fourth Quarter after Exit      | 72.7%             | 69.2%              | 66.0%                 | 73.0%                 | 73.0%                 |
| Median Earnings Second Quarter after Exit | \$4,625           | \$3,961            | \$3,200               | \$4,000               | \$4,000               |
| Credential Attainment Rate                | 55.8%             | 48.2%              | 56.0%                 | 56.0%                 | 56.0%                 |
| Measurable Skill Gains                    | 68.5%             | 69.2%              | 65.0%                 | 68.5%                 | 68.5%                 |