



**Advance  
Central PA**  
Linking People & Business

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

March 20, 2024

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, March 20, 2024 10:00 a.m.

- |               |   |                                   |
|---------------|---|-----------------------------------|
| 10:00 – 10:10 | <b>Call to Order, Welcome, and Introduction of Guests</b> | Shelly Foust &<br>Rob Postal      |
| 10:10 – 10:15 | <b>Public Comment</b>                                     |                                   |
| 10:15 – 10:25 | <b>PA CareerLink® Operator Update</b>                     | Megan Bair                        |
| 10:25 – 10:45 | <b>YES to the Future Presentation</b>                     | Paula Dickey<br>Katherine Vastine |
| 10:45 – 11:40 | <b>WDB and LEO Board Action Items</b>                     | Shelly Foust &<br>Rob Postal      |
- **WDB Non-Consent Agenda & Committee Reports**
    - Action Needed: Approval of Consent Agenda
    - Audit/Finance
      - Action Needed: Approval of Single Audit for FY22
      - Action Needed: Approval of RFP for FY24 Audit
    - EARN
      - Action Needed: Family Needs Assessment
      - Action Needed: EARN Contract Extension with CSO
    - Governance
    - Personnel
      - Action Needed: Renew Vision Benefits Contract
      - Action Needed: Renew Dental, Life, and Disability Benefits Contract
    - Policy & Performance
    - Youth
      - Action Needed: Approve Out-of-School Youth Pre-Work Experience Policy
      - Action Needed: Out-of-School Youth and TANF contract extension with CSIU
      - Action Needed: In-School Youth and TANF Youth contract extension with CSO
  - **LEO Board Action Items**
    - Action Needed: Approval of December 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**

Shelly Foust

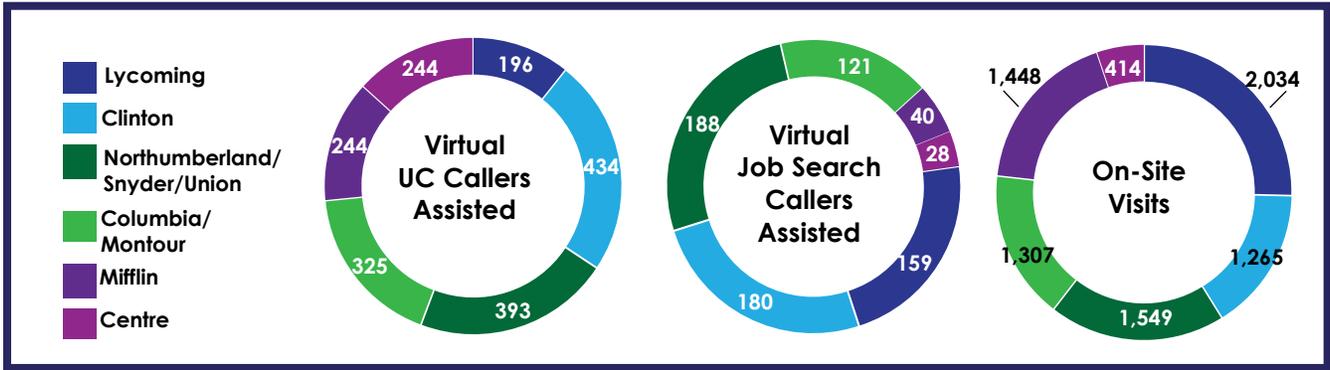
- Executive Committee – April 12, 2024 10:00 a.m. - 12:00 p.m.
- LEO Annual Meeting of the Members – 9:00 a.m. – June 19, 2024
- LEO Board Meeting – June 19, 2024 9:00 a.m. - 9:30 a.m.
- WDB Board Meeting – June 19, 2024 10:00 a.m.

12:00 **Adjournment**

Shelly Foust &  
Rob Postal

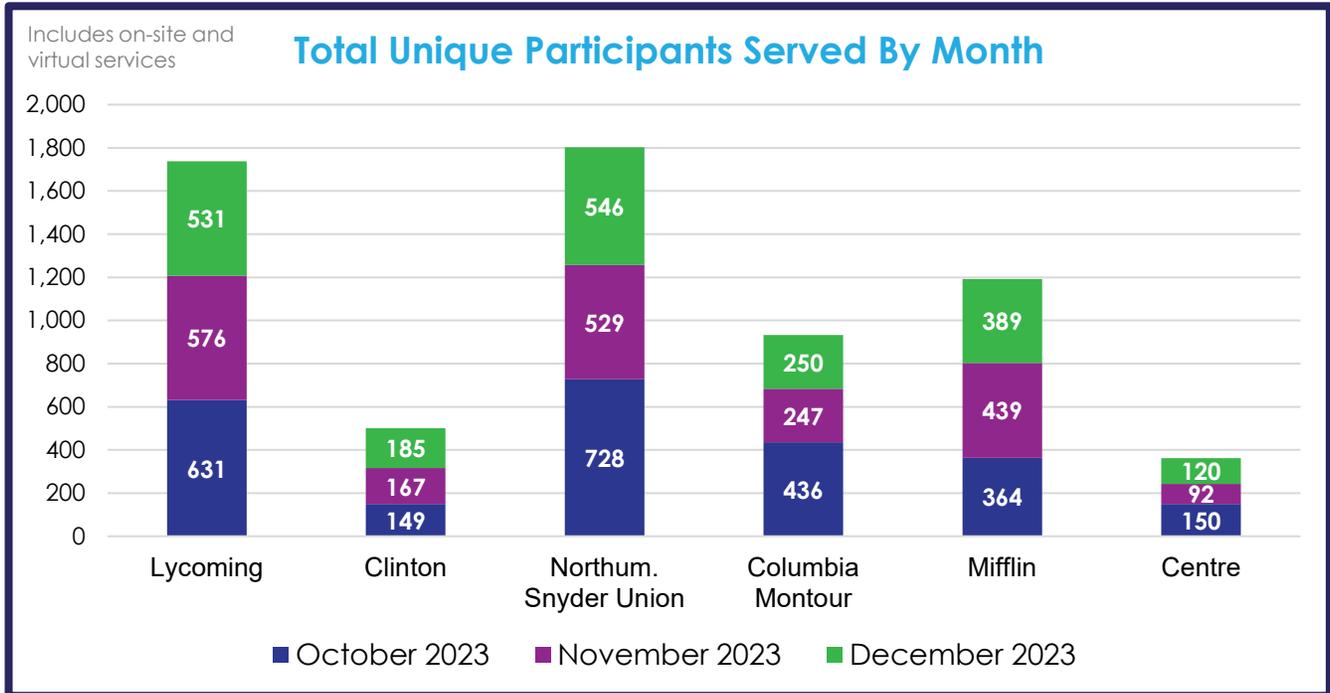
# PA CareerLink® Jobseeker Services

## October - December 2023 Q4



Includes on-site and virtual services

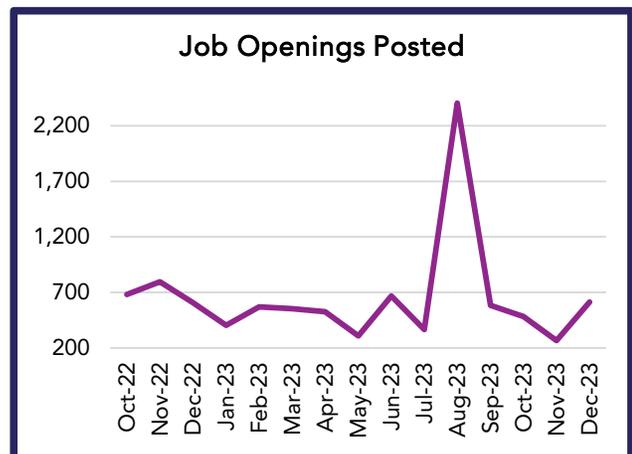
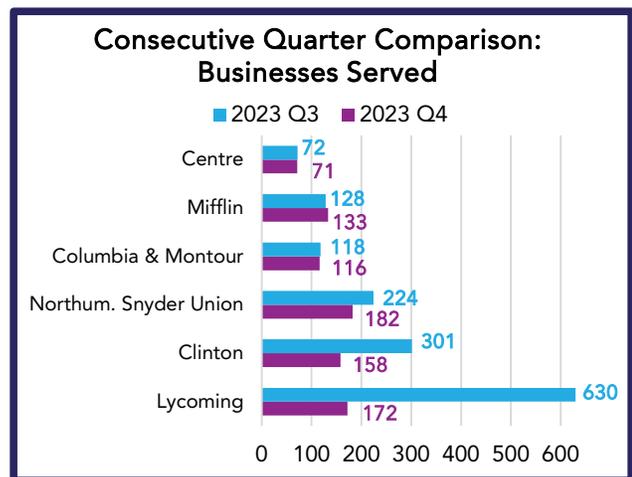
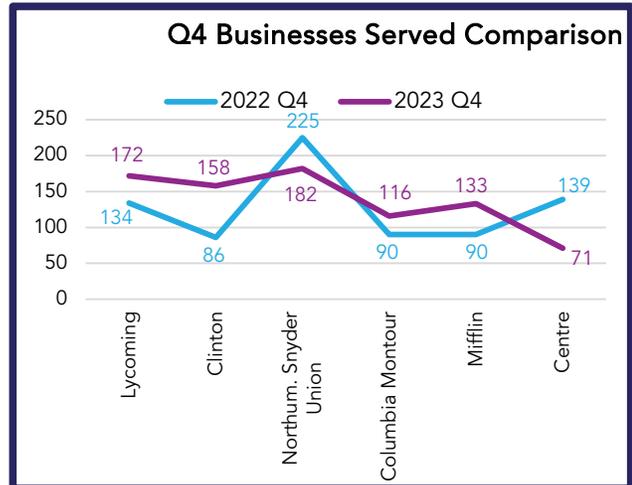
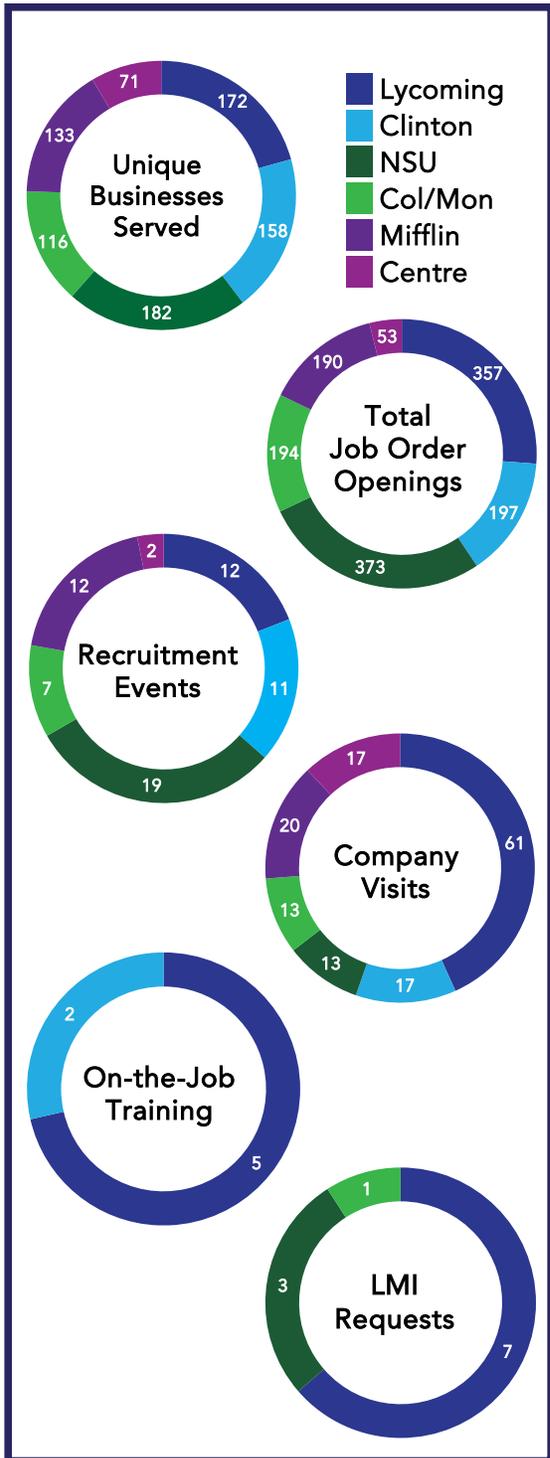
**Total Workshops Offered: 204**  
**Total Workshop Attendance: 503**  
**Total Services Provided: 21,529**  
**Unique Quarterly Participants: 5,108**



# PA CareerLink® Business Solutions

## October - December 2023 Q4

### Employer Services Overview



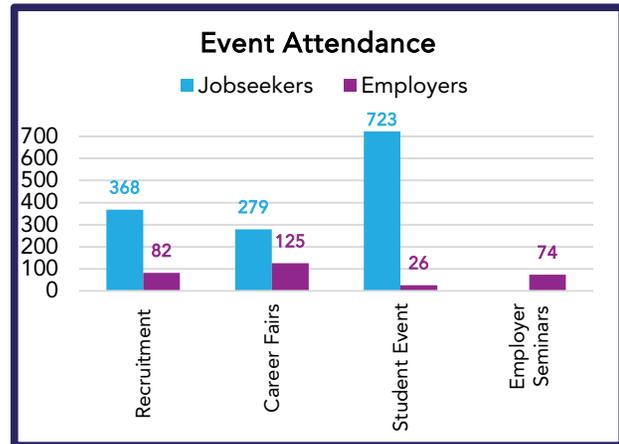
The spike in August 2023 is in part attributable to a high number of job openings that were posted for Penn DOT across several counties. These numbers are currently under review for accuracy.

# PA CareerLink® Business Solutions

## October - December 2023 Q4

### Employer Event Highlights

- Job Fair: Centre County Fall Job Fair (43 employers, 124 job seekers)
- Recruitment Event: Lycoming County Walk-in Recruitment Event (2 employers, 27 jobseekers)
- Employer Seminar: EAC Unemployment Compensation Seminar (25 employers)
- Student Event: Employer Presentation with T-Ross at Warrior Run High School (30 youth)
- Recruitment Event: Mifflin County Winning Wednesday Mini Job Fair (6 employers, 41 jobseekers, 1 training provider)
- Employer Seminar: Engaging Youth Today (22 employers)
- Career Fair: Mifflin County High School Career Fair hosted by the Mifflin County Business and Education Committee (19 employers, 24 training providers, 500 youth)
- Employer Seminar: Make Better Business Decisions with Analytics (13 employers)
- Job Fair: Columbia/Montour Fall Career Fair (40 employers, 52 jobseekers)



### Rapid Response Events

Company	Wood-Mode, LLC	Cheetah Chassis
PA CareerLink® County	NSU	Col/Mon
Rapid Response Date	10/24/2023	11/14/2023
Workers Affected	35	24
Workers at RR Event	5	18
Layoff/Closure	Layoff	Layoff
Status	Temporary	Temporary

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

Joint Meeting  
December 20, 2023

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

## WDB Members Attending

Sue Auman  
Jamie Aurand  
Jim Beamer  
Kenneth Chappell  
Misty Dion  
Michele Foust  
Dean Girton  
Bruce Jones  
Keith Koppenhaver  
Zollie Rayner  
Jonathan Ritter  
Steve Stumbris  
Todd Taylor  
Suzanne White  
Jenna Witherite  
Dave Zartman

## LEO Board Members Attending

Angela Harding  
Kenneth Holdren  
Joe Klebon  
David Kovach  
Richard Mirabito  
Robert Postal  
Stacy Richards

## WDB Staff Attending

Patrick Ginther  
Alexa Hann  
Korrie Lucas  
Jamie Mercaldo  
Erica Mulberger  
Patrick O'Connor  
Marca O'Hargan  
Gabi Randall  
Rachael Ulmer  
Kelly Walter

## WDB Members Excused

Jay Alexander  
Lynn Kuhns  
Jim Stopper  
Susan Swartz  
Tracie Witter

## LEO Board Members Excused

Steven Dershem  
Chuck Steininger

## Guests Attending

Megan Bair  
Alyssa Brook  
Jon DeWald - Solicitor  
Robert Getz  
Sue Greene  
Cheryl Johnson  
Ann Kaufman  
Chuck Kinsely  
Chuck Klinger  
Loretta Lininger  
Mary Mingle  
Thom Rippon  
Kate Sivers  
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.

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

## Invitation for Public Comments

There were none.

## PA CareerLink® Operator Update

### Operator Report to the WDB December 20, 2023

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 building capacity in programing, staff and facilities, as well as outreach strategies and events over the last quarter.

### Program Capacity Building

Cheryl discussed the completion of the recertification requirements at all the PA CareerLink® sites reflecting excellence across many dimensions as well as high quality provision of services across our region. This will allow opportunities for continuous improvement going forward. All CareerLink® sites are now live with Digital Intake and are working with the Change Champion network to monitor and identify issues for troubleshooting and resolution.

### Staff Capacity Building

Several positions have been filled and staff are working to equip them and existing staff for success with continuing training and information sessions.

### Facility Capacity Building

Mifflin County finished a major renovation project including new flooring, walls painted, new cubicles and desks, new computer desks and a new reception area. An open House is scheduled in February.

### Outreach Strategies and Events

All CareerLink® sites continue to educate their communities on the high-quality services provided for employers and job seekers with innovative outreach and tailoring events to appeal to a broad range of customers and employers. Several events occurred this quarter including Job Fairs, Family Fall Fun events and Winning Wednesday's, all impacting hundreds of job seekers and employers. Many outreach events were held for youth as well including College and Career Fairs, College tours and YES new student Orientations. Cheryl highlighted Joy Chase, who interacted with 158 students in one day.

Erica Mulberger, Executive Director for Advance Central PA explained the reason the Operator is asked to give a report during these meetings, is because of the very important work they do. The numbers that Cheryl noted and the numbers that we see in the Jobseeker Services and Business Solutions reports are the numbers that matter. Erica mention that the WIOA law is up for re-authorization in 2024. Later we see in the outcomes reports that the numbers look dismal on reports common measures. Our PA CareerLink® sites reported 1,473 unique businesses served in the third quarter, and 4,798 unique participants, not just the 45 that are captured by the adult/dislocated workers report. She thanked Cheryl and the rest of the PA CareerLink® staff for a job well done.

## Title II Adult Basic Education Presentation

Representing Central Intermediate Unit 10, WDB member Jenna Witherite spoke on how Title II is represented in the Local Plan and will present once a year on federal funded programming. Jenna also shared the work Title II partners have underway to help meet the needs of individuals in correctional facilities, noting that Centre and Clinton Counties have GED testing on site in their facilities.

Mary Mingle from Central Susquehanna Intermediate Unit (CSIU) discussed the transitions to employment available for participants, helping those with barriers transition to employment and passing GED testing. Also offering transition to post-secondary education and training, which helps participants prepare to pass entrance exams, by helping with study habits, and note taking. The English as a Second Language (ESL) service has seen a significant increase in participants looking for work, while the math education program prepares participants with math skills that will be used in everyday life.

Robert Getz from Penn State Institute for the Study of Adult Literacy provided an update on Adult Education offerings and demographic data for those served by Title II partners across the region. Robert emphasized an increase in ESL learners in Centre County with students coming from 28 different countries with 118 students currently in the program. He shared some success stories from the program including US citizenship, to attaining a driver's license and one person opening a food store in State College. The SCI Muncy peer tutoring program, which uses inmates as tutors who tutor other inmates, has been a very successful program that now has 31 tutors and 95 learners.

Chuck Klinger from Tuscarora Intermediate Unit 11 (TIU), spoke to the many modalities of instruction. Tagging the line 'Universal Design for Learning Available for Everyone' as he noted in-person, remote and supplemental distance learning classes. TIU is seeing many trends, increasing ESL students, increasing community classes and more students participating remotely. The Health Care Prep class continues to focus on math, and the Corrections Education continues to see attaining a GED as the end goal. Chuck noted that many of the participants can learn the skills they just need the confidence to do so.

Bruce Jones inquired on the comment that participants are being recruited by employers. Mary noted a new trend they are seeing; the employer who needs a lot of employees to make their product, are not getting enough people to apply locally. Those who live in the cities hear about these jobs and that they can get housing support and they come to the area.

Chuck was asked if there was a difference in success rate to in-person learning as opposed to online learning. He described that a good distance learner, who has the skills/technology will succeed. They are trying to council individuals as to what will be the best mode of learning for each individual, then decide how to deliver services. As a whole, remote learners don't perform as well. When a student is in prison, they go through planning and orientation that will help them be successful. Learners can also start in person, be taught those skills, and then go remote if they wish.

A conversation ensued on the importance for this board to advocate for adult education and knowing where to send those who seek help. It is imperative that the performance measures show what is actually happening in our area. Ann Kauffman, Deputy District Director to Representative Glenn Thompson, mentioned Adult Education and Family Literacy Guidelines are being discussed at the federal level for funding changes. She will bring this discussion back to Representative Thompson.

## WDB Updates and Action Items

### Action Items

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



**Dean Girton made a motion to approve the December 20, 2023, Consent Agenda Action Items. Jamie Aurand seconded the motion. The motion was unanimously approved with no abstentions.**

## PA CareerLink® Certification

Erica reviewed the WIOA regulations that require local Workforce Development Boards to assess the one-stop delivery system at least once every three (3) years.

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.

Erica extended sincere congratulations and thanks to the Site Administrators for their dedication and commitment to compliance and quality.

Commissioner Holdren and Dave Zartman presented signed certificates to the Site Administrators acknowledging recertification of each site January 1, 2023 through December 31, 2026 as follows:

- PA CareerLink® Lycoming County - Comprehensive
- PA CareerLink® Clinton County - Affiliate
- PA CareerLink® Mifflin County - Comprehensive
- PA CareerLink® Centre County – Affiliate
- PA CareerLink® Northumberland/Snyder/Union Counties - Comprehensive
- PA CareerLink® Columbia/Montour Counties - Affiliate
- The Link - Specialized

### Audit/Finance Committee

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

The Audit/Finance Committee has not met since the last WDB meeting but held an email vote regarding the renewal of Advance Central PA's lease which was approved on the Consent Agenda.

#### Financial Reports through 9/30/23 and Fiscal Year 24 Budget Update Report

The Financial Reports through September 30 and the Fiscal Year 24 Budget Update Report were provided. At one quarter through the year, expected expenditures are 25% and there are no concerns with actual expenditures.

The Audit/Finance Committee will meet as needed.

### EARN Committee

Ken Chappell, EARN Committee Chair, provided the update.

#### PA Dept. of Human Services (DHS) Monitoring

The DHS Bureau of Employment Programs monitor was on-site at the PA CareerLink® Lycoming County in December. She met with Advance Central PA Adult Programs Coordinator, Patrick O'Connor, and EARN provider staff as part of PY22 monitoring. A formal report is forthcoming, but the monitor provided an overview of performance calculations and case file findings that will be part of that report. Several performance metrics are under target and corrective actions are expected. Despite this, the monitor shared that she views the Central Region EARN as a well-organized program, complimenting the parent-centered activities offered and the high-level of care staff provided to participants as evident in case narratives.

#### Enrollments

Enrollment numbers are trending down with 151 participants starting the EARN program since July 1, 2023, compared to 182 enrollments for the same time range last year. November 2023 saw a drop in enrollments, with only 23 participants entering the program. Staff are exploring possible reasons for the decline.

### 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. Patrick O’Connor continues to take the lead on the project for Advance Central PA. The goal is to implement evidence driven employment coaching that strengthens the skills of EARN staff and consequently improves the economic mobility of participants. EARN staff are wrapping up the “Road Testing” phase, practicing their coaching style with other staff members.

The next EARN Committee meeting is to be determined.

### **Governance Committee**

Dean Girton, Governance Committee Chair, provided the update.

#### Workforce Development Leadership

Dave Zartman’s term as Chair of the WDB ends December 31<sup>st</sup>. Dean expressed thanks to Dave for his leadership and commitment to the WDB having served two non-consecutive terms as chairperson. Dave will continue to be a member.

Michele Foust, WDB Vice Chair, has volunteered for the role of Chair effective January 1<sup>st</sup>. She is the Director of Human Resources with Glenn O. Hawbaker and has actively served on the WDB since 2008.



**Dean Girton made a motion to appoint Michele Foust as the Workforce Development Board Chair effective January 1, 2024, to December 31, 2026. Todd Taylor seconded the motion. The motion was unanimously approved with no abstentions.**

#### Membership Updates

Jennifer Stehman has resigned from her position on the WDB. With her help, we have recruited another member of the UPMC leadership team for consideration. The LEO Board reviewed the application and voted this morning to appoint Talia Beatty, Human Resources Director, as a new member.

Jeff Lowry has left his position with Geisinger which results in a vacancy for a business member on the WDB. Geisinger leadership recommended Stephanie Servose, Nurse Recruiter, who is experienced with career pathways planning and recruitment. The LEO Board reviewed her application and appointed Stephanie as a new member as well.

#### Recruitment

It’s critical we have interested candidates in the pipeline to backfill unexpected vacancies such as these. Please continue to think about this and send referrals to Erica.

The Governance Committee will meet as needed.

### **Personnel Committee**

Jamie Aurand, Personnel Committee Chair, gave the update.

#### Staffing Updates

Advance Central PA currently has two vacant positions: Business Engagement Coordinator and Outreach Coordinator.

Jamie welcomed new staff member Patrick Ginther as Mentor Coordinator. Patrick comes to us with experience in social work and has spent most of his professional career in Berks County. He is excited to help local businesses connect with youth and young adults in his role as Mentor Coordinator as he grows the Path to Careers website and re-launches LIFT, Advance Central PA’s formal mentoring program.

Staff have made an offer to a candidate for Fiscal Coordinator. She will come with a wealth of experience and skills making her a great fit; she’s slated to begin January 8. Staff have also made an offer to a

candidate for Youth Coordinator. Currently in education, she will bring a variety of skills that will transfer to the position. Her start date will be February 12.

The Personnel Committee will meet as needed.

## Policy & Performance Committee

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

### Monitoring Update (September 2023 – November 2023)

Staff monitoring included five on-site visits to assess On-the-Job Training (OJT) contract compliance. PY22 operations monitoring for the EARN and Adult and Dislocated Worker programs along with Summer 2023 monitoring of In-School-Youth remain in progress. As recommended by The Pennsylvania Office of Vocational Rehabilitation (OVR) to improve accessibility at PA CareerLink® sites, three magnification devices and two communication devices have been purchased.

State Monitoring highlights include the PA. Dept. of Labor & Industry Bureau of Workforce Development Administration (BWDA) has communicated initial findings from their PY22 monitoring; staff have an opportunity to offer resolutions prior to issuance of the final report. BWDA is currently monitoring PY23 Policies, Agreements, and Service Delivery. The Bureau of Workforce Policy Operations (BWPO) has issued a detailed analysis of the data validation monitoring they conducted in October 2022; staff must submit quarterly progress reports, outlining steps taken to address findings.

### Adult/Dislocated Worker Exit Report

Jim explained the exit outcomes for Adult/Dislocated Worker programming, comparing the first quarter of PY22 with the first quarter of PY23. The goal is to exit participants with employment. For the region, a total of, 44% of exiters were employed at time of exit. This is a decrease compared to the same quarter last year. As a result of fewer enrollments, both CSO and TIU show less exits for the quarter.

### Common Measures- PY23 Quarter 1

Jim went over the official measures for Workforce Innovation and Opportunity Act (WIOA) Title I Adult, Dislocated Worker, and Youth Programs. The performance charts were presented by program and included each measure in comparison to each target along with the Average Program Score. Adult programming achieved an Average Program Score of 90%. While meeting expectations overall, Credential Attainment and Measurable Skills Gains are below target. Dislocated Worker has an Average Program Score of 87% which does not meet expectations. Employment metrics at both 2<sup>nd</sup> quarter and 4<sup>th</sup> quarter after exit and Measurable Skills Gains are all below target. Youth programs have an average performance score of 86.7%, which is not meeting expectations. Credential Attainment and Measurable Skills Gains are both below target.

Denominator reports have been given to providers, and staff have asked them to offer insights on programmatic factors impacting performance. Staff are also directly analyzing the performance reports to better understand the calculations and technical factors influencing scores. Staff are aware of several key contributing factors.

Erica shared several examples of how the formulas used for the common measures influence our scores in a negative way. The denominator reports are one of the challenges in gathering realistic information for measurable skills gained. For the end of the year, a participant will be counted in the denominator, but may not complete the a training program for years. This would not count as a success until the training ends, and this hurts our bottom line. After the participant attains their certification, it will be counted as a success but won't be counted in the skills gained again.

Examples:

WIOA Title I participant from outside the Central Region can be included in the common measures for both Central and their local area. For instance, a Pittsburgh resident, who had been enrolled in the Adult program there, was included in the Adult common measures for us too because she participated remotely in a workshop facilitated by PA CareerLink® Lycoming County. In this case, Central received credit for her

gaining employment despite not having provided any individualized career services or case management. In other cases, the negative performance is reflected for both us and the other area.

Participants enrolled in more than one program during the same reporting cycle are counted in the measures for each program. In this way, outcomes achieved or not achieved in one program also count for or against the other program. So, a participant co-enrolled in Adult and OSY who does not complete their ITA training will be negative in both Adult and OSY.

Due to the nature of Measurable Skill Gains calculations, scores are expected to improve as the year progresses. For instance, an In-School Youth participant enrolled in high school may not have achieved the measure this quarter simply because they have not yet received a report card. In Q2 reporting, after providing verification of their grades, this participant could be captured as having attained the measure. Conversely, this measure includes all those that were enrolled in education or training during the program year regardless of when the training ended. Thus, if an Adult participant completes a nurse training program in August, earning a Measurable Skill Gain in Q1, they would still be included in the denominator for the remainder of the year without any possibility of attaining another Measurable Skill Gain.

To achieve the Credential Attainment measure, a Title I participant must earn the credential either during active program participation or within one year after exit. This makes the measure impossible to achieve for those enrolled in longer educational programs such as Bachelor's degree programs. Additionally, if the attainment is a high school equivalency, the participant must also secure employment within one year of exit for it to be recognized as credential attainment.

After a lengthy discussion and many ideas, it was noted that this issue would be heard better as a one-on-one discussion with someone at the state who can make a difference. In the meantime, it is important to educate the community and especially those new to this board, why the numbers don't reflect success.

Staff will continue their analysis on the common measures and performance.

#### Equal Opportunity Discrimination and Complaint Policy and Procedure

Advance Central PA has a policy in place that prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, etc. However, the US Dept. of Labor has released formal guidance to add clarity and direct reference to Title IV of the Civil Rights Act and reiterates the regulations within WIOA especially regarding national origin based on actual or perceived ancestry/ethnic characteristics and citizenship/residency in a county with a dominant religion. Jim referenced the Non-Discrimination and Accommodations specifications that staff recommend adding to the existing policy in order to align with the federal guidance.

-  **Jim Beamer made a motion to approve the changes to the Advance Central PA Equal Opportunity Discrimination and Complaint Policy and Procedure in alignment with federal guidance as presented. Michele Foust 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.

#### Committee Meeting Overview

Suzanne reported the Youth Committee met on November 29<sup>th</sup> and shared some highlights. There was an in-depth staff overview of Out-of-School Youth (OSY) eligibility for both WIOA and TANF Youth Development Programming (TANF YDP), an overview of the Notice of Proposed Rule Making set forth by the Office of Family Assistance under the US Department of Health and Human Services which would negatively impact our local TANF YDP service delivery, and a presentation from CSIU, the OSY provider. As a result of the notice, Advance Central PA discussed concerns with the Committee, consulted state partners and submitted a public comment explaining the detrimental impact the new rule would have on local TANF Youth Development programming.

### In-School Youth Highlights

Central Susquehanna Opportunities (CSO) exceeded their enrollment target for comprehensive services by enrolling 47 new students (goal was 45) this fall in alignment with the program model.

CSO's In-School Youth Supervisor and CSO's Workforce Development Administrator recently completed a training to become Youth Mental Health First Aid instructors through funding from the McDowell Institute. With the certified instructor credential, they can provide Youth Mental Health First Aid training upon request to partnering agencies, schools, and new staff.

### Out-of-School Youth Highlights

Suzanne asked Alexa Hann, Operations Manager, to provide a summary overview of Out-of-School Youth eligibility. Alexa proceeded to present an overview of eligibility regulations and barriers for both Title I and TANF YDP, showing that TANF YDP provides much-needed flexibility in serving those who need it most. Alexa concluded by sharing profiles of two OSY participants, one eligible as Title I and the other eligible as TANF YDP. She shared the barriers they presented with that made them eligible and a brief overview of how they are utilizing the services to help them overcome those barriers and prepare for career pathways.

### Business Education Partnership (BEP) Grant Dinner & Dessert Events

Suzanne presented an overview of the Dinner & Dessert events which allow up to 13 students and their guardians to explore careers by directly networking with business leaders who share their career success stories and introduce students to opportunities that exist locally. Two events have been held to date: one focused on various professions in the field of aviation and the other focused on manufacturing at Playworld, led by WDB member Jon Ritter. The next event will take place on January 10<sup>th</sup> at the Kish Innovation Center. Any members interested in partnering with Advance Central PA on one of these events should reach out to the staff team. All costs are covered by the grant and events must occur before June 30, 2024.

### TANF Youth Development Programming

Erica reiterated the importance of the comments submitted to the Notice of Proposed Rule Making that would change how TANF funds can be spent. The proposed changes as described would be detrimental to the young people currently served in the Commonwealth's TANF YDP model as eligibility would become tied directly to a parent. As the program currently stands, it allows young people the opportunity to break the cycle of generational poverty.

The next Youth Committee meeting is being determined through a poll. The In-School Youth program provider, CSO has been invited to present.

## **LEO Board Action Items**

-  **Commissioner Ken Holdren made a motion to approve the minutes from the September 20, 2023 joint WDB/LEO Board meeting. Commissioner Joe Klebon seconded the motion. The motion was unanimously approved with no abstentions.**

### Op-Ed: Lack of Slots for Early Childhood Education in Central PA is a Workforce Crisis

Erica referenced the Op-Ed that was recently signed and released by the nine members of the LEO Board. This Op-Ed was published in several news outlets to increase awareness of the importance of early childhood education and the impact it has on population and the workforce. She thanked the LEO and encouraged the two boards to continue engagement in active solutions such as this. The Op-Ed can be found at: <https://advancecentralpa.org/about-us/in-the-news-2/>.

## **Executive Director's Update**

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

### Competitive Grant Updates

Advance Central PA has submitted a Recompete grant along with over 560 other applicants. New information is expected by the end of the year on recipients.

#### Labor Market Information Updates

Erica pointed out the numbers have reversed on the Online Jobs Postings report, noting that more people that have entered the job market than posted jobs that are available. This is good for the employers.

#### WIOA Re-Authorization

Erica discussed the WIOA law and its re-authorization of that law, in 2024. As an organization, the WIOA law establishes us as a board, and this can change significantly how we do business. As changes are being proposed at the federal level, they could be missing the thousands of our participants that have had success. She will continue to keep everyone abreast of proposed changes as she hears of them.

#### STEM 2 Hub Visit

Erica recently attended the STEM 2 Hub in Jacksonville Florida with a group of teachers and other community partners representing the Central PA EcosySTEM and Career Ready Central PA. There they saw school districts and local businesses are partnering to teach kids STEM (Science, Technology, Engineering and Mathematics) in a fun, coordinated way starting from pre-school through high school. They are implementing Legos and Minecraft to generate interest at an appropriate age level. While making it fun, they have seen an increase in cyber security and gaming.

#### Gratitude

Erica thanked Dave Zartman and Commissioner Holdren for their leadership in their respective Chair roles. She also extended thanks to Commissioner Mirabito for his active and meaningful service on the LEO Board.

### Open Discussion

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

Matthew Wise, District Director for the Office of State Senator Gene Yaw, offered a comment regarding the Op-Ed piece on early childhood education, noting Senator Gene Yaw has read. Matthew shared the issues of population and childcare come up everywhere they go, noting the population report done by the Center for Rural Pennsylvania. This report caught Senator Yaw's interest, he expects him to take a deeper look into this in the near future. Erica simply noted, if companies don't have population to stay open, we lose them. The current population study outlines a decline of 5.9% by 2050, including all counties in our region except Union County. Commissioner Mirabito thanked the senator's office for being proactive on this issue.

Cheryl Johnson commended the Advance Central PA staff on their thorough oversight of the PA CareerLink® Certification process.

### Date of Next Meetings

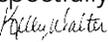
Dave & Ken announced the upcoming meetings as follows:

- Executive Committee – February 9, 2024 at 10:00 a.m.
- LEO Board Meeting – March 20, 2024 at 9:00 a.m.
- WDB/LEO Quarterly Meeting – March 20, 2024 at 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 12:04 p.m.

Respectfully submitted,

  
Kelly Walter, Office/Board Coordinator

## Workforce Development Board Consent Agenda Action Items March 20, 2024

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

### Executive Committee • Michele Foust, Chair

*The following motions were unanimously approved with no abstentions by a quorum of the Executive Committee during a meeting held February 9, 2024.*

2. Motion to renew Advance Central PA's \$1,000,000 line-of credit with First National Bank through January 8, 2025.
3. Motion to increase Adult ITA and OJT training funds by \$50,000.

# Workforce Development Board Non-Consent Agenda

## Action Items

### March 20, 2024

1. Motion to approve the March 20, 2024 Consent Agenda Action Items.

Motion:

Second:

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

##### ACTION NEEDED

- Approval of Single Audit for FY22
- Approval of RFP for FY24 Audit

The Audit/Finance Committee will meet as necessary.

#### EARN Committee • Kenneth Chappell, Chair

The EARN Committee unanimously approved the following motions on February 20, 2024.

1. Motion to pilot the Family Needs Assessment which was developed as part of the deliverables of the Coaching Collaborative project, contingent on approval from the PA Dept. of Human Services, Bureau of Employment Programs.

Motion:

Second:

2. Motion to extend the current contract for EARN Services with Central Susquehanna Opportunities, Inc. for the period July 1, 2024 through June 30, 2025 with funding to be negotiated.

Motion:

Second:

The EARN Committee will meet as necessary.

#### Governance Committee • Dean Girton, Chair

The Governance Committee will meet as necessary.

#### Personnel Committee • Jamie Aurand, Chair

##### ACTION NEEDED

- Renew vision benefits contract
- Renew dental, life, and disability benefits contract

The Personnel Committee will meet as necessary.

## Policy and Performance Committee • Jim Beamer, Chair

The Policy and Performance Committee will meet as necessary.

## Youth Committee • Suzanne White, Chair

The Youth Committee unanimously approved the following motions on March 6, 2024.

1. Motion to implement an Out-of-School Youth Pre-Work Experience Policy that allows for Out-of-School Youth who participate in specific allowable pre-work experience activities to earn \$12.00 per hour, up to 100 hours maximum per person, contingent on available funding.

Motion:

Second:

2. Motion to extend the current Title I Out-Of-School Youth and TANF Youth Development contract with Central Susquehanna Intermediate Unit for the period July 1, 2024 through June 30, 2025 with funding to be negotiated.

Motion:

Second:

3. Motion to extend the current Title I In-School Youth and TANF Youth Development contract with Central Susquehanna Opportunities, Inc. for the period July 1, 2024 through June 30, 2025 with funding to be negotiated.

Motion:

Second:

The Youth Committee will meet as necessary.

**INDEPENDENT AUDITOR'S REPORT**

Board of Directors  
Central Pennsylvania Workforce  
Development Corporation  
d/b/a Advance Central PA  
130 Kelly Square, Suite 1  
Lewisburg, PA 17837

**Report on the Audit of the Financial Statements**

***Opinion***

We have audited the accompanying financial statements of the Central Pennsylvania Workforce Development Corporation (a nonprofit organization) d/b/a Advance Central PA, which comprise the statement of financial position as of June 30, 2023 and 2022, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Central Pennsylvania Workforce Development Corporation as of June 30, 2023 and 2022, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

***Basis for Opinion***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Central Pennsylvania Workforce Development Corporation and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

***Emphasis of Matter - Change in Accounting Principle***

As described in Note 5 to the financial statements in fiscal year 2022-2023, the Organization adopted new accounting guidance, FASB Topic 842, *Leases*. Our opinion is not modified with respect to this matter.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Central Pennsylvania Workforce Development Corporation's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Central Pennsylvania Workforce Development Corporation's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Central Pennsylvania Workforce Development Corporation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

**Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of federal awards, as required by Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the financial statements as a whole.

**Other Reporting Required by Government Auditing Standards**

In accordance with *Government Auditing Standards*, we have also issued our report dated February 9, 2024, on our consideration of the Central Pennsylvania Workforce Development Corporation's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Central Pennsylvania Workforce Development Corporation's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Central Pennsylvania Workforce Development Corporation's internal control over financial reporting and compliance.

*Young, Decker, Brown & Company, P.C.*

**CENTRAL PENNSYLVANIA WORKFORCE DEVELOPMENT CORPORATION**  
**d/b/a ADVANCE CENTRAL PA**  
**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**  
**FOR THE YEAR ENDED JUNE 30, 2023**

**Summary of Auditor's Results**

1. An unmodified opinion was issued on the Corporation's financial statements.
2. There were no material weaknesses in internal control identified by the audit of the financial statements.
3. The audit of the financial statements did not disclose any noncompliance that is material to the Corporation's financial statements.
4. An unmodified opinion was issued on the Corporation's compliance for major programs.
5. No material weaknesses in internal control based on a financial statement audit and over major programs were identified by the audit.
6. The audit disclosed no audit findings that are required to be reported under 2 CFR Section 200.516(a).
7. The Corporation's major program is the WIOA Cluster, consisting of WIOA Youth Activities, WIOA Adult Program, and WIOA Dislocated Worker Formula Grants.
8. The dollar threshold used to determine Type A and Type B programs was \$750,000.
9. The Corporation was deemed to be a low-risk auditee.

**Financial Statement Findings**

None identified.

**Federal Award Findings**

None identified.

**CENTRAL PENNSYLVANIA WORKFORCE DEVELOPMENT CORPORATION  
d/b/a ADVANCE CENTRAL PA  
SUMMARY SCHEDULE OF PRIOR YEARS' FINDINGS  
FOR THE YEAR ENDED JUNE 30, 2023**

No prior year findings were noted.

Advance Central PA  
 FY 24 Contract Expense and Obligation Report  
 From 7/1/2023 Through 12/31/23

Contract Period	Contract Title	Available Funds	Total Expended	% Expended	Amount Remaining	Obligated Funds <sup>1</sup>	% of Total Oblig. and Exp.	Unoblig. Amount
10/22 - 06/24	PY22 2nd Inc. WIOA Adult	837,346	772,430	92.25%	64,916	0	92.25%	64,916
10/22 - 06/25	PY22 DW Transfer to Adult	500,000	0	0.00%	500,000	450,000	90.00%	50,000
07/23 - 06/24	PY23 1st Inc. WIOA Adult	268,711	0	0.00%	268,711	241,840	90.00%	26,871
10/23 - 06/24	PY23 2nd Inc. WIOA Adult	1,105,194	0	0.00%	1,105,194	199,207	18.02%	905,987
	<b>Adult Programs</b>	<b>2,711,251</b>	<b>772,430</b>	<b>28.49%</b>	<b>1,938,821</b>	<b>891,047</b>	<b>61.35%</b>	<b>1,047,774</b>
07/22 - 06/24	PY22 1st Inc. WIOA DW	149,381	149,381	100.00%	-	0	100.00%	0
10/22 - 06/24	PY22 2nd Inc. WIOA DW	527,869	527,869	100.00%	-	0	100.00%	0
07/23 - 06/24	PY23 1st Inc. WIOA DW	315,767	107,696	34.11%	208,071	176,494	90.00%	31,577
10/23 - 06/24	PY23 2nd Inc. WIOA DW	1,148,449	0	0.00%	1,148,449	567,871	49.45%	580,578
	<b>Dislocated Worker Programs</b>	<b>2,141,466</b>	<b>784,946</b>	<b>36.65%</b>	<b>1,356,520</b>	<b>744,365</b>	<b>71.41%</b>	<b>612,155</b>
01/22 - 06/24	PY21 Rapid Response	53,848	53,236	98.86%	612	612	100.00%	0
02/23 - 10/23	PY22 Rapid Response - Digital Intake	77,295	77,295	100.00%	-	0	100.00%	0
	<b>Rapid Response Programs</b>	<b>131,143</b>	<b>130,531</b>	<b>99.53%</b>	<b>612</b>	<b>612</b>	<b>100.00%</b>	<b>0</b>
04/22 - 06/24	PY22 WIOA Youth	893,597	753,135	84.28%	140,462	15,816	86.05%	124,646
04/23 - 06/25	PY23 WIOA Youth	1,841,332	14,297	0.78%	1,827,035	789,019	43.63%	1,038,016
07/22 - 06/23	PY22 TANF Youth	533,729	398,646	74.69%	135,083	83,949		51,134
07/23 - 06/24	PY23 TANF Youth	712,013	0	0.00%	712,013	403,988	56.74%	308,025
02/22 - 06/24	PY21 Business & Education Partnership	100,859	49,080	48.66%	51,779	23,857	72.32%	27,922
06/23 - 06/24	PY22 Business & Education Partnership	146,838	11,047	7.52%	135,791	124,112	92.05%	11,679
	<b>Youth Programs</b>	<b>4,228,368</b>	<b>1,226,205</b>	<b>29.00%</b>	<b>3,002,163</b>	<b>1,440,741</b>	<b>63.07%</b>	<b>1,561,422</b>
07/22 - 06/23	EARN	2,709,971	936,469	34.56%	1,773,502	1,095,329	74.97%	678,173
	<b>Welfare Programs</b>	<b>2,709,971</b>	<b>936,469</b>	<b>34.56%</b>	<b>1,773,502</b>	<b>1,095,329</b>	<b>74.97%</b>	<b>678,173</b>
01/19 - 06/24	Next Gen 18 - Adv. Man.	47,122	250	0.53%	46,872	0	0.53%	46,872
01/19 - 06/24	Next Gen 18 - Healthcare	65,042	250	0.38%	64,792	0	0.38%	64,792
02/20 - 06/24	Next Gen 19 - Adv. Man.	229,562	352	0.15%	229,210	0	0.15%	229,210
02/20 - 06/24	Next Gen 19 - Healthcare	235,332	412	0.18%	234,920	0	0.18%	234,920
NA	IP Sustainability Fund	346,718	0	0.00%	346,718	0	0.00%	346,718
	<b>Industry Partnerships</b>	<b>923,776</b>	<b>1,264</b>	<b>0.14%</b>	<b>922,512</b>	<b>0</b>	<b>0.14%</b>	<b>922,512</b>
01/22 - 06/24	PASmart CPI Apprenticeship	273,379	34,137	12.49%	239,242	207,686	88.46%	31,556
01/23 - 06/24	Apprenticeship Building America	181,537	9,656	5.32%	171,881	8,975	10.26%	162,906
	<b>Reemployment Services</b>	<b>454,916</b>	<b>43,793</b>	<b>9.63%</b>	<b>411,123</b>	<b>216,661</b>	<b>57.25%</b>	<b>194,462</b>
7/22 - 12/23	PREP PFEW	20,755	20,755	100.00%	-	0	100.00%	0
08/22 - 06/24	DCED Videos	41,774	7,960	19.05%	33,814	9,950	42.87%	23,864
10/20 - 09/24	ARC Reboot	531,280	112,021	21.09%	419,259	301,568	77.85%	117,691
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	45,955			164,808	100.00%	0
07/23 - 06/24	Statewide	74,230	0			0	0.00%	74,230
NA	Research Department	118,523	38,663	32.62%	79,860	0	32.62%	79,860
NA	Gold Standard	61,168	1,397	2.28%	59,771	941	3.82%	58,830
NA	Highmark Initiative	777	0	0.00%	777	0	0.00%	777
NA	Engage	20,591	132	0.64%	20,459	0	0.64%	20,459
NA	Fit4Construction	42,500	409	0	42,091	0	0.96%	42,091
NA	ELIC	1,000	418			0	41.80%	582
	<b>Other Programs</b>	<b>1,258,755</b>	<b>227,710</b>	<b>18.09%</b>	<b>656,031</b>	<b>528,017</b>	<b>60.04%</b>	<b>503,028</b>
	<b>Grand Total</b>	<b>14,559,646</b>	<b>4,123,348</b>	<b>28.32%</b>	<b>10,436,298</b>	<b>4,916,772</b>	<b>62.09%</b>	<b>5,519,526</b>

**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 12/31/23

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	1,010,385	459,283	551,101.67	45.46%
Staff Travel & Development	30,034	6,193	23,840.61	20.62%
Board Expenses	8,903	3,918	4,985.24	44.00%
General Office Supplies	5,116	2,698	2,418.45	52.73%
Leases - Copiers/Equipment	2,500	862	1,637.86	34.49%
Outreach	2,050	1,162	888.00	56.68%
Subscriptions	23,237	14,545	8,691.75	62.60%
Memberships	10,510	10,859	(348.91)	103.32%
Vehicles	6,350	3,420	2,930.50	53.85%
Equipment And Furnishings	8,760	954	7,806.00	10.89%
Professional Fees	15,825	717	15,107.74	4.53%
Business Services	14,760	885	13,874.71	6.00%
Computer Services	35,164	17,460	17,704.04	49.65%
Facility Costs	<u>76,565</u>	<u>39,016</u>	<u>37,548.76</u>	<u>50.96%</u>
Total Operational Expenses	1,250,159.00	561,972.58	688,186.42	<u>44.95%</u>
Total Expenditures	<u>1,250,159.00</u>	<u>561,972.58</u>	<u>688,186.42</u>	<u>44.95%</u>

Notes:

\* Anticipated expenditure rate of 50%.

Advance Central PA  
 FY24 Consolidated RSAB Budget to Actual Comparison  
 From 7/1/2023 Through 12/31/23

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
<b>REVENUE:</b>					
WIOA Adult	229,344	95,608	133,737	41.69%	58.31%
WIOA Dislocated	229,344	95,608	133,737	41.69%	58.31%
WIOA Out of School	132,881	56,274	76,607	42.35%	57.65%
EARN	256,245	104,468	151,777	40.77%	59.23%
Advance Central PA Total: <sup>1</sup>	<u>847,814</u>	<u>351,957</u>	<u>495,857</u>	<u>41.51%</u>	<u>58.49%</u>
WAGNER PEYSER	433,835	181,965	251,870	41.94%	58.06%
WP REGIONAL	15,314	6,574	8,740	42.93%	57.07%
VETS	98,751	42,111	56,640	42.64%	57.36%
RAPID RESPONSE	10,056	4,381	5,675	43.57%	56.43%
OVR	111,923	47,389	64,534	42.34%	57.66%
OVERSIGHT	15,314	6,574	8,740	42.93%	57.07%
TRADE	15,314	6,574	8,740	42.93%	57.07%
State Partner Total:	<u>700,508</u>	<u>295,568</u>	<u>404,940</u>	<u>42.19%</u>	<u>57.81%</u>
Total REVENUE	<u>1,548,322</u>	<u>647,525</u>	<u>900,797</u>	<u>41.82%</u>	<u>58.18%</u>
<b>EXPENSES:</b>					
<b>PERSONNEL</b>					
Total PERSONNEL	<u>775,201</u>	<u>333,488</u>	<u>441,713.47</u>	<u>43.02%</u>	<u>56.98%</u>
<b>FACILITY</b>					
Total FACILITY	<u>671,613</u>	<u>322,883</u>	<u>348,730.03</u>	<u>48.08%</u>	<u>51.92%</u>
<b>OPERATIONAL</b>					
Total OPERATIONAL	<u>292,906</u>	<u>86,499</u>	<u>206,407</u>	<u>29.53%</u>	<u>70.47%</u>
<b>USAGE FEE (Non-Partner Renters)</b>					
Total USAGE FEE	<u>245,591</u>	<u>95,344</u>	<u>150,247</u>	<u>38.82%</u>	<u>61.18%</u>
TOTAL EXPENDITURES	<u>1,494,129</u>	<u>647,525</u>	<u>846,603</u>	<u>43.34%</u>	<u>56.66%</u>

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

\* Anticipated expenditure rate of 50%.

<sup>1</sup> Advance Central PA is responsible for approximately 54% of the total shared PA CareerLink<sup>®</sup> operating costs compared to 46% paid by other required PA CareerLink<sup>®</sup> partners.

Advance Central PA  
 Subcontractor Budget and Actual Comparison  
 From 7/1/2023 Through 12/31/23

**Tuscarora Intermediate Unit 11(TIU)**

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended <sup>1</sup>	Percent Total Budget Remaining
<b>OPERATIONAL EXPENSES <sup>2</sup></b>					
Adult Pool	506,382	234,581	271,801	46.32%	53.68%
Dislocated Worker Pool	499,745	256,758	242,987	51.38%	48.62%
OS Youth Pool <sup>3</sup>	100,000	44,998	55,002	45.00%	55.00%
TANF	30,000	13,496	16,504	44.99%	55.01%
ARC Reboot <sup>5</sup>	92,670	40,417	52,253	43.61%	56.39%
EARN Pool <sup>3</sup>	100,000	44,998	55,002	45.00%	55.00%
<b>Total OPERATIONAL EXPENSES</b>	<u>1,328,797</u>	<u>635,248</u>	<u>693,549</u>	47.81%	52.19%
<b>DIRECT CUSTOMER SERVICES <sup>4</sup></b>					
Adult Pool	1,528				
Dislocated Worker Pool	1,472				
ARC Reboot	3,659	-	3,659	0.00%	100.00%
<b>Total DIRECT CUSTOMER SERVICES</b>	<u>6,659</u>	<u>-</u>	<u>3,659</u>	0.00%	100.00%
<b>TOTAL EXPENDITURES</b>	<u>1,335,456</u>	<u>635,248</u>	<u>697,208</u>	47.57%	52.21%

**Central Susquehanna Opportunities, Inc. (CSO)**

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended <sup>1</sup>	Percent Total Budget Remaining
<b>OPERATIONAL EXPENSES <sup>2</sup></b>					
Adult Pool	573,171	235,386	337,785	41.07%	58.93%
IS Youth Pool	151,152	55,384	95,768	36.64%	63.36%
TANF Youth	334,615	165,888	168,727	49.58%	50.42%
Dislocated Worker Pool	578,171	313,504	264,667	54.22%	45.78%
Business Edu. Partnership	50,000	41,042	8,958	82.08%	17.92%
Rapid Response <sup>5</sup>	130,916	52,210	78,706	39.88%	60.12%
ARC Reboot	101,723	53,734	47,989	52.82%	47.18%
EARN Pool	1,364,165	632,318	731,847	46.35%	53.65%
EARN SNAP	41,764	21,905	19,859	52.45%	47.55%
<b>Total OPERATIONAL EXPENSES</b>	<u>3,325,677</u>	<u>1,571,371</u>	<u>1,754,306</u>	47.25%	52.75%

<b>DIRECT CUSTOMER SERVICES <sup>4</sup></b>					
Adult Pool	10,000	3,816	6,184	38.16%	61.84%
IS Youth Pool	9,071	1,670	7,401	18.41%	81.59%
TANF Youth	193,950	93,913	100,037	48.42%	51.58%
Dislocated Worker Pool	5,000	432	4,568	8.64%	91.36%
Apprenticeship Building America	1,003	1,003	-	100.00%	0.00%
ARC Reboot	7,102	728	6,374	10.25%	89.75%
EARN Pool	58,000	3,958	54,042	6.82%	93.18%
<b>Total DIRECT CUSTOMER SERVICES</b>	<b>284,127</b>	<b>105,520</b>	<b>178,606</b>	<b>37.14%</b>	<b>62.86%</b>
<b>TOTAL EXPENDITURES</b>	<b>3,609,804</b>	<b>1,676,891</b>	<b>1,932,912</b>	<b>46.45%</b>	<b>53.55%</b>

**Central Susquehanna Intermediate Unit**

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
<b>OPERATIONAL EXPENSES <sup>2</sup></b>					
TANF Youth	191,857	29,310	162,547	15.28%	84.72%
OS Youth Pool	780,622	421,732	358,890	54.03%	45.97%
<b>Total OPERATIONAL EXPENSES</b>	<b>972,479</b>	<b>451,042</b>	<b>521,437</b>	<b>46.38%</b>	<b>53.62%</b>
<b>DIRECT CUSTOMER SERVICES <sup>4</sup></b>					
TANF Youth	59,937	19,815	40,122	33.06%	66.94%
OS Youth Pool	239,751	56,151	183,600	23.42%	76.58%
<b>Total DIRECT CUSTOMER SERVICES</b>	<b>299,688</b>	<b>75,966</b>	<b>223,722</b>	<b>25.35%</b>	<b>74.65%</b>
<b>TOTAL EXPENDITURES</b>	<b>1,272,167</b>	<b>527,008</b>	<b>745,159</b>	<b>41.43%</b>	<b>58.57%</b>

**NOTES:**

1 Anticipated expenditure rate of 50% for operating expenses.

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

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

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

5 CSO Rapid Response budget includes The Link.

**FY24 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS**  
As of 3/8/2024

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	\$4,272	\$5,013	\$9,285	\$1,095	1	89.45%
Adult POS	\$157,820	\$59,831	\$97,515	\$157,347	\$473	57	99.70%
Dislocated Worker	\$105,424	\$12,445	\$11,716	\$24,161	\$81,263	8	22.92%
<b>TOTAL ITA</b>	<b>\$273,623</b>	<b>\$76,548</b>	<b>\$114,244</b>	<b>\$190,793</b>	<b>\$82,831</b>	<b>66</b>	<b>69.73%</b>

<b>ON THE JOB TRAININGS (OJTs)</b>						<b>FY24 OJT</b>	
Adult	\$33,587	\$9,766	\$20,534	\$30,299	\$3,287	4	90.21%
Adult POS	\$64,380	\$31,255	\$33,109	\$64,363	\$17	10	99.97%
Dislocated Worker	\$70,282	\$3,737	\$28,690	\$32,428	\$37,855	5	46.14%
Out of School Youth	\$92,067	\$26,640	\$19,302	\$45,942	\$46,125	8	49.90%
<b>TOTAL OJT</b>	<b>\$260,316</b>	<b>\$71,398</b>	<b>\$101,635</b>	<b>\$173,033</b>	<b>\$87,283</b>	<b>27</b>	<b>66.47%</b>
<b>TOTAL ITA/OJT</b>	<b>\$533,939</b>	<b>\$147,946</b>	<b>\$215,879</b>	<b>\$363,825</b>	<b>\$170,114</b>	<b>93</b>	<b>68.14%</b>

<b>INCUMBENT WORKER TRAINING</b>						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	\$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>	

## FY24 Central Region Budget Updates As of March 20, 2024

The Central Region has increased revenues of \$448,855 from the budget presented at the December 20, 2023 meeting for a revised available revenue total of \$14,993,720. This includes newly awarded contracts for: Rapid Response, Industry Partnership Agriculture, and Industry Partnership Construction; the cancellation of the ELIC contract, and a carryover adjustment for ARC.

Advance Central PA's budget increased by \$41,601 to a total of \$1,625,901 due to the two additional Industry Partnership grants.

The training budget increased by \$243,097 to \$1,438,199 as a result of the two additional Industry Partnership grants.

The Service Delivery budget included: a small decrease of \$677 for CSO due to ARC adjustments as well as reclassifications in funding between ARC and Statewide funding and Dislocated Worker and Rapid Response funding for the Link Mobile Workforce Center. TIU included an increase of \$38,638 based on ARC adjustments, while Other Service Providers increased by \$40,269 due to the additional of the two Industry Partnership grants.

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

**Advance Central PA  
FY 24 Central Region Budget Updates  
As of March 20, 2024**

Following is the net change to the FY24 Revenues that were presented on December 20, 2023. This includes newly awarded contracts for: Rapid Response, Industry Partnership Agriculture, and Industry Partnership Construction; the cancellation of the ELIC contract, and a carryover adjustment for ARC.

<b>Total Revenues presented 12/20/23</b>	\$ 14,544,865
<b>Adjustments:</b>	
Rapid Response	125,000
ELIC	(1,000)
Industry Partnership Agriculture	150,000
Industry Partnership Construction	175,000
ARC	(145)
Net Increase	448,855
<b>Revised Available Revenues</b>	<u>\$ 14,993,720</u>

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

<b>Total Budget presented 12/20/23</b>	\$ 14,544,865
Net Increase in Allocated Funds	362,828
Net Increase in Unallocated Funds	86,026
<b>Revised Total Budget</b>	<u>\$ 14,993,720</u>

Advance Central PA's available budget increased due to the two additional Industry Partnership grants.

<b>Advance Central PA Budget presented 12/20/23</b>	\$ 1,584,300
<b>Adjustments:</b>	
Net Increase	41,601
<b>Revised Advance Central PA Budget</b>	<u>\$ 1,625,901</u>

The training budget increased due to the addition of the two new Industry Partnership grants, which include Incumbent Worker Training and On-the-Job Training funds.

<b>Training Budget presented 12/20/23</b>	\$ 1,195,102
Net Increase	243,097
<b>Revised Training Budget</b>	<u>\$ 1,438,199</u>

The Service Delivery budget included: a small decrease for CSO due to ARC adjustments as well as reclassifications in funding between ARC and Statewide funding and Dislocated Worker and Rapid Response funding for the Link Mobile Workforce Center. TIU included an increase based on ARC adjustments, while Other Service Providers increased due to the additional of the two Industry Partnership grants.

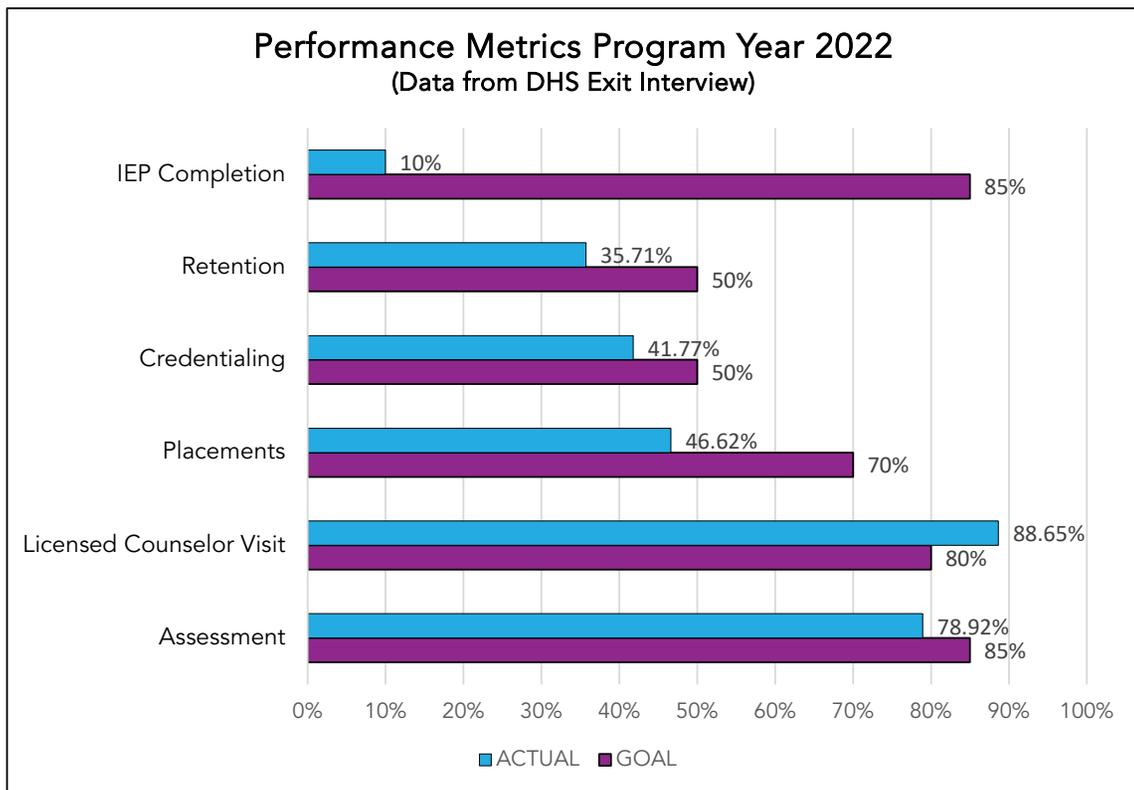
	<b>CSO</b>	<b>TIU</b>	<b>CSIU</b>	<b>Other</b>
<b>Service Delivery Budgets presented 12/20/23</b>	\$ 3,726,603	\$ 1,339,436	\$ 1,272,168	\$ 713,621
Net Increase/Decrease	(677)	38,538	-	40,269
<b>Revised Service Delivery Budgets</b>	<u>\$ 3,725,926</u>	<u>\$ 1,377,974</u>	<u>\$ 1,272,168</u>	<u>\$ 753,890</u>

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

<b>Unallocated Budget presented 12/20/23</b>	\$ 2,980,702
<b>Adjustments:</b>	
Net Increase	86,026
<b>Revised Unallocated Budget</b>	<u>\$ 3,066,728</u>

## EARN Program Year 2022-2023 Performance Metrics

This report outlines each of the key performance metrics tracked by the PA Department of Human Services, Bureau of Employment Programs (BEP). The goal for each measure is shown as a purple bar. Actual performance for program year 2022, as indicated by Advance Central PA's BEP Advisor during the monitoring exit interview, is shown in blue above the goal.



# Monitoring Update

## December 2023 through February 2024

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 4 new OJT contracts. Staff also completed desk reviews for 12 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 2 onsite visits to monitor 3 WIOA Adult contracts. One visit was to monitor 2 contracts originating from PA CareerLink® Lycoming County, and the other originated from PA CareerLink® Clinton County. There were no compliance issues. However, both Tuscarora Intermediate Unit's (TIU) Business Solutions Team and Central Susquehanna Opportunities Inc.'s (CSO) Central Connections program were asked for corrective action plans pertaining to program procedures and customer service in one case. The responses have been received, and staff are currently reviewing each corrective action plan and will soon issue replies to TIU and CSO.

### 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 97 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 FY2023 monitoring of Tuscarora Intermediate Unit (TIU)'s fiscal practices. A review of the corrective action plan resulted in Advance Central PA requesting additional detail and revised plans for resolution. Advance Central PA staff is currently reviewing the revised information submitted by TIU provided on March 6. A response is forthcoming.
- Staff have kicked off FY2024 monitoring to review the fiscal practices of each subcontractor. Formal reports are forthcoming.

### PA CAREERLINK® OPERATIONS MONITORING

- PY2023 monitoring of PA CareerLink® Northumberland/Snyder/Union Counties, PA CareerLink® Columbia/Montour Counties are in progress, and formal monitoring reports are forthcoming.

- PY2023 monitoring of The Link is in progress. A monitoring report was issued to the Operator February 21, 2024, and staff are awaiting corrective action plans for three required actions and one recommendation to improve service delivery.

### EARN MONITORING

Staff conducted PY2022 monitoring of Central Susquehanna Opportunities, Inc. (CSO) EARN program operations and service delivery including the review of 41 case files. A formal monitoring report is forthcoming.

### ADULT AND DISLOCATED WORKER (A/DW) MONITORING

- A formal PY2022 monitoring report was issued to TIU with seven required actions on October 5, 2023, to which TIU submitted a corrective action plan on November 3. A response to TIU's plan is forthcoming.
- A formal PY2022 monitoring report was issued to CSO on October 10, 2023, with nine required actions and one recommendation; CSO submitted a corrective action plan on November 9. CSO was then asked to submit an additional response, which was received January 17, 2024. The plan was accepted, and this monitoring cycle was closed January 30.

### 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, 2023. CSO's corrective action plan, in response to three required actions and two recommendations, was received December 13. The plan was accepted, and this monitoring cycle was closed January 10, 2024.

### 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 biannual operations monitoring.

- On October 10, 2023, 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. The plan was accepted, and this monitoring cycle was closed January 20, 2024
- 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 related to The Link on October 19. On November 3, CSO submitted a corrective action plan for one required action. The corrective action plan was accepted, and this monitoring cycle closed February 21, 2024.

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

- BWDA required a corrective action plan in response to their final PY2022 monitoring report. Staff submitted the requested response on January 18, 2024. On February 28, BWDA issued formal acceptance of the plan, and the monitoring was closed.
- BWDA began their program year 2023 Policies and Agreements and Service Delivery Monitoring on November 17, 2023. Unlike prior monitoring cycles, BWDA requested submission of documentation even if it had been submitted previously and there have been no changes. Staff was granted an extension, and requested submissions were provided by the amended due date, December 22.

## 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, 2023, 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 update due December 15, 2023 was 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.

# Adult/Dislocated Worker Outcomes Report

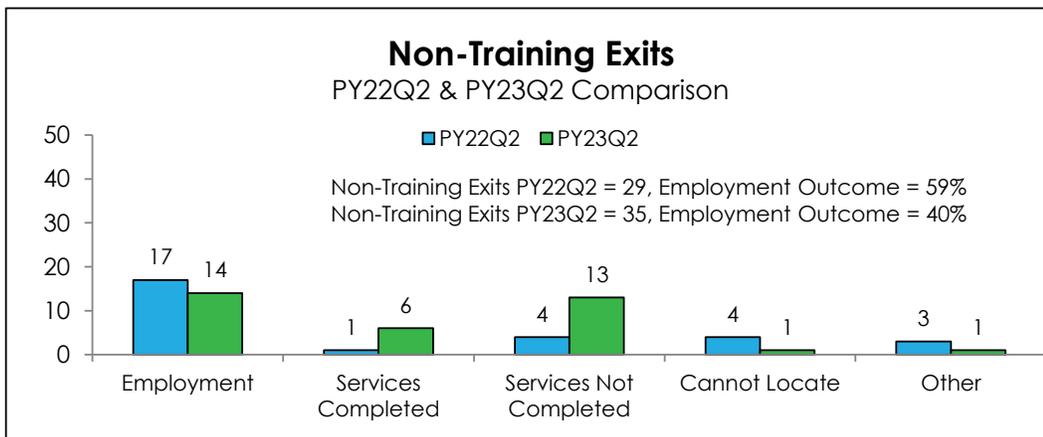
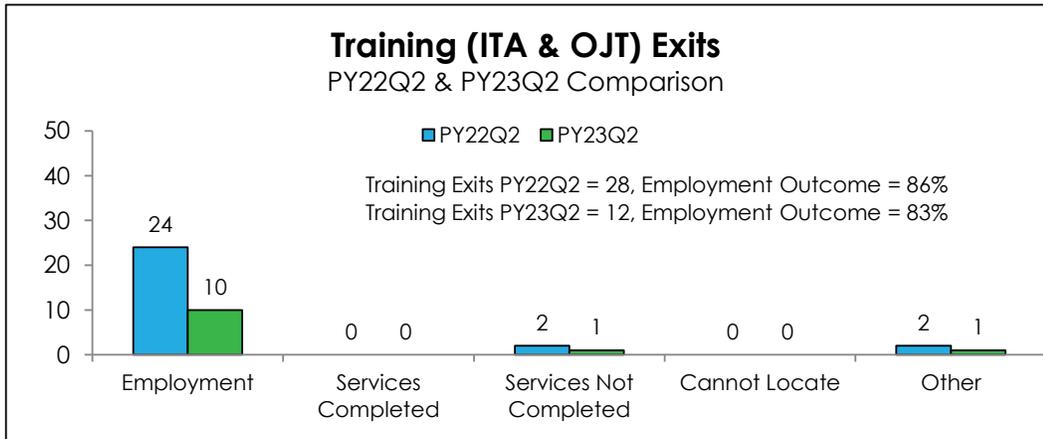
## PY22 Q2 and PY23 Q2 Comparison

October 1, 2022 - December 31, 2022 & October 1, 2023 - December 31, 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.**



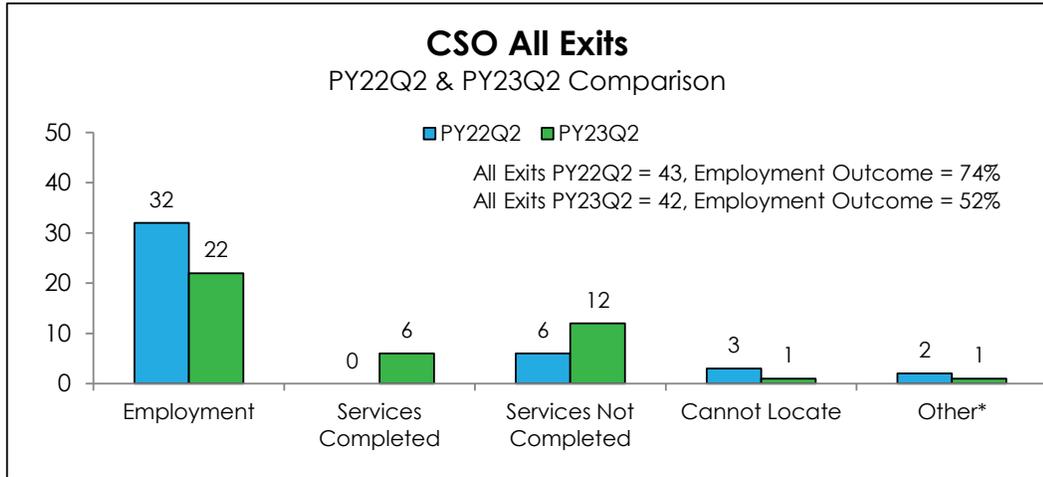
**Other\*** PY22Q2: Health, Medical (4), Retirement (1)  
**(applies to All Exits)** PY23Q2: Health, Medical (2)

# Adult/Dislocated Worker Outcomes Report

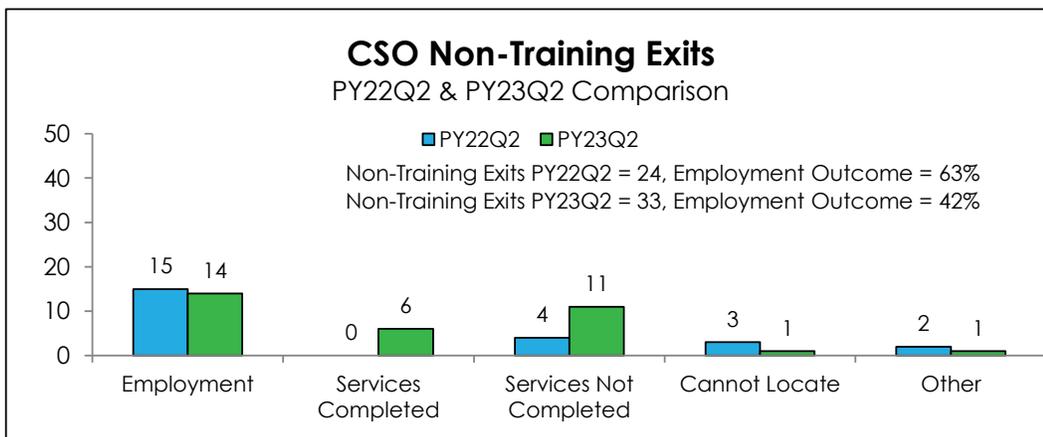
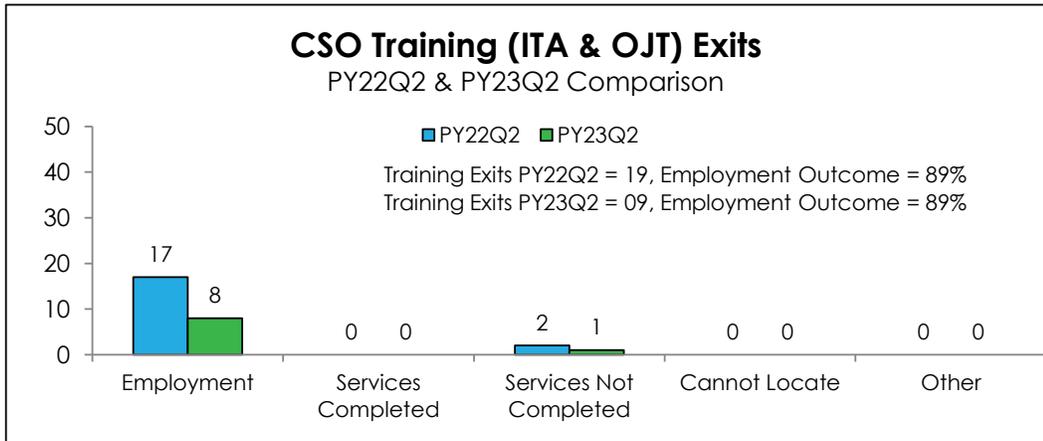
## PY22 Q2 and PY23 Q2 Comparison

October 1, 2022 - December 31, 2022 & October 1, 2023 - December 31, 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.



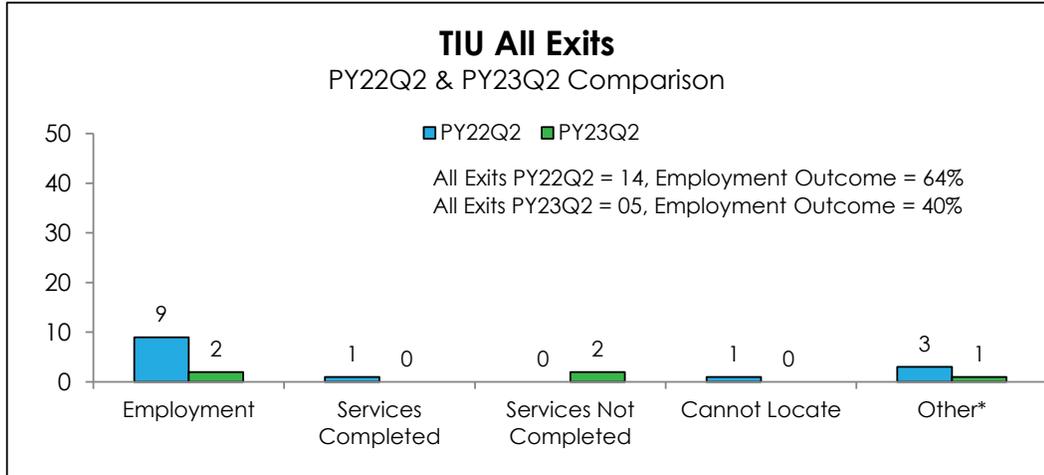
**Other\*** PY22Q2: Health, Medical (2)  
(applies to All Exits) PY23Q2: Health, Medical (1)

# Adult/Dislocated Worker Outcomes Report

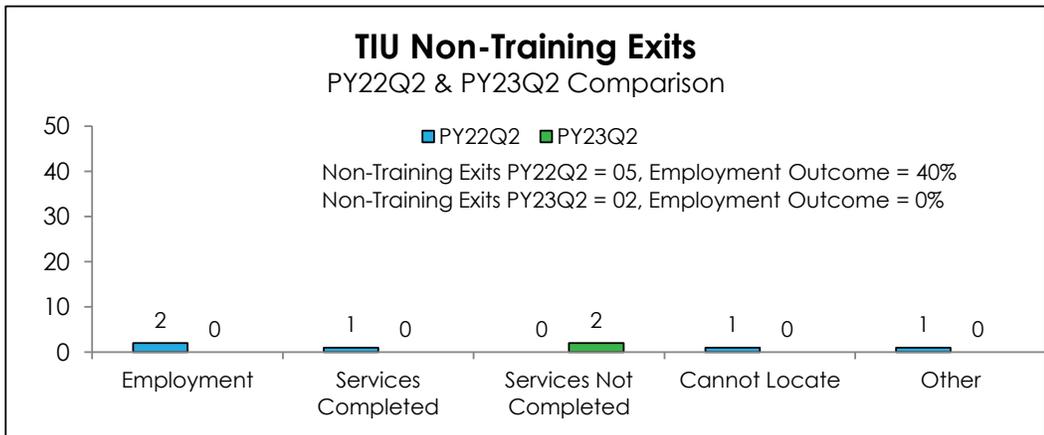
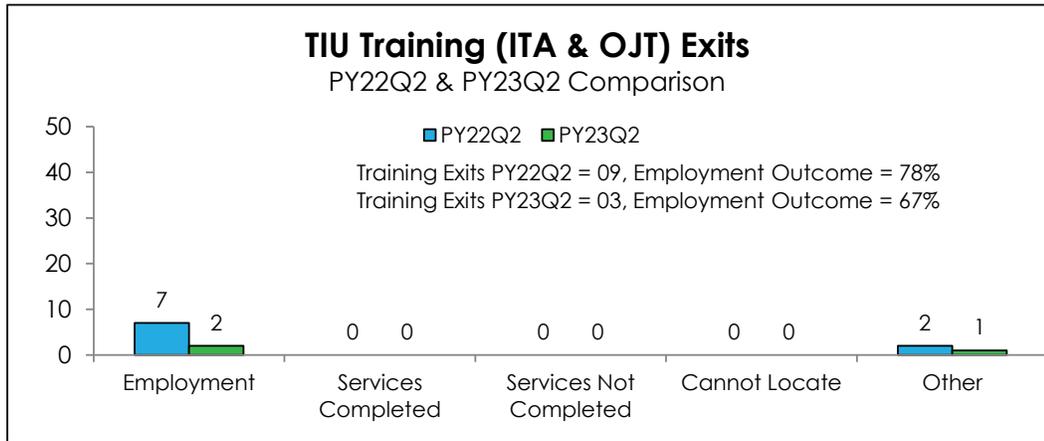
## PY22 Q2 and PY23 Q2 Comparison

October 1, 2022 - December 31, 2022 & October 1, 2023 - December 31, 2023

### Tuscarora Intermediate Unit 11



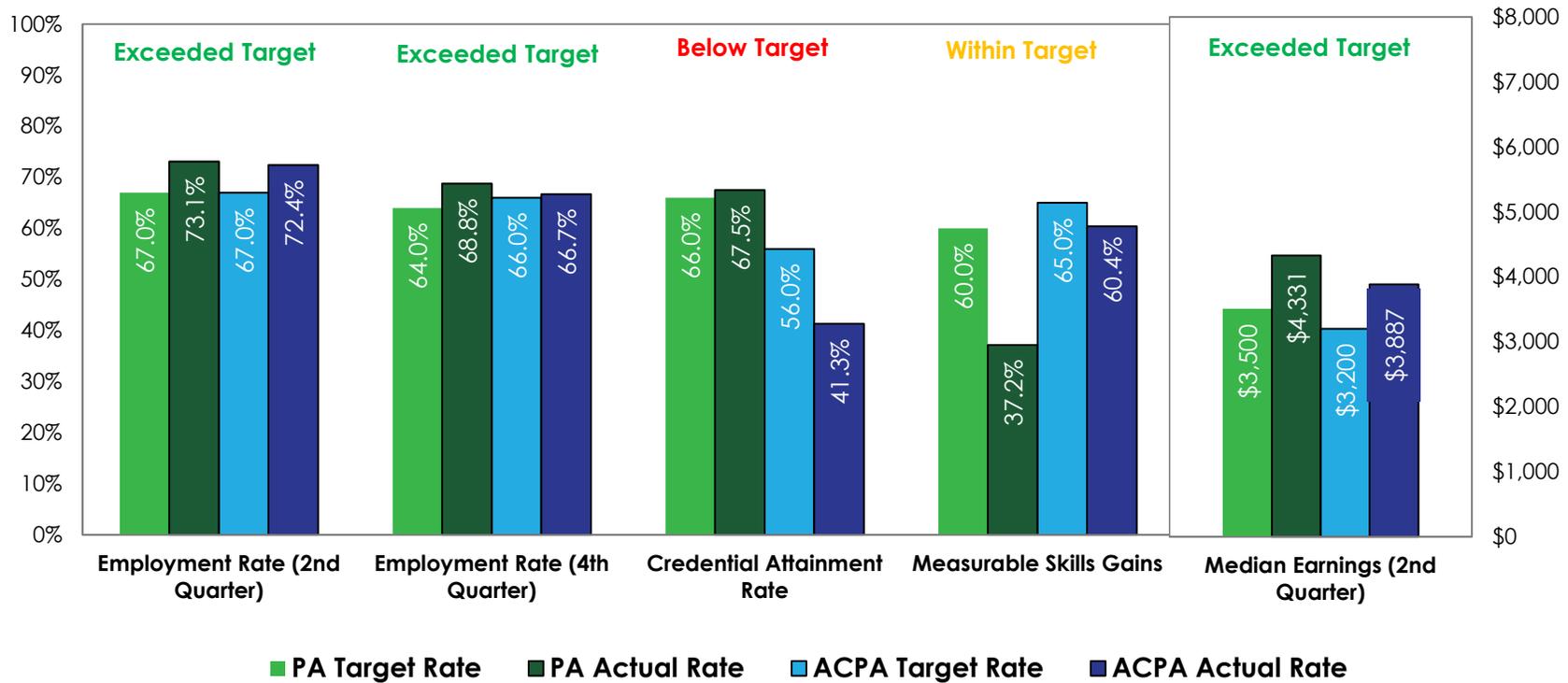
**Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.**



**Other\*** PY22Q2: Health, Medical (2), Retirement (1)  
**(applies to All Exits)** PY23Q2: Health, Medical (1)

## Advance Central PA Youth Programs Program Year 2023 Q2 Common Measure Summary

Average Program Score: 100.9%



### Common Measure Definitions

**Employment Rate (2<sup>nd</sup> Quarter)** - % of Youth in unsubsidized employment in the 2<sup>nd</sup> quarter after exit

**Employment Rate (4<sup>th</sup> Quarter)** - % of Youth in unsubsidized employment in the 4<sup>th</sup> quarter after exit

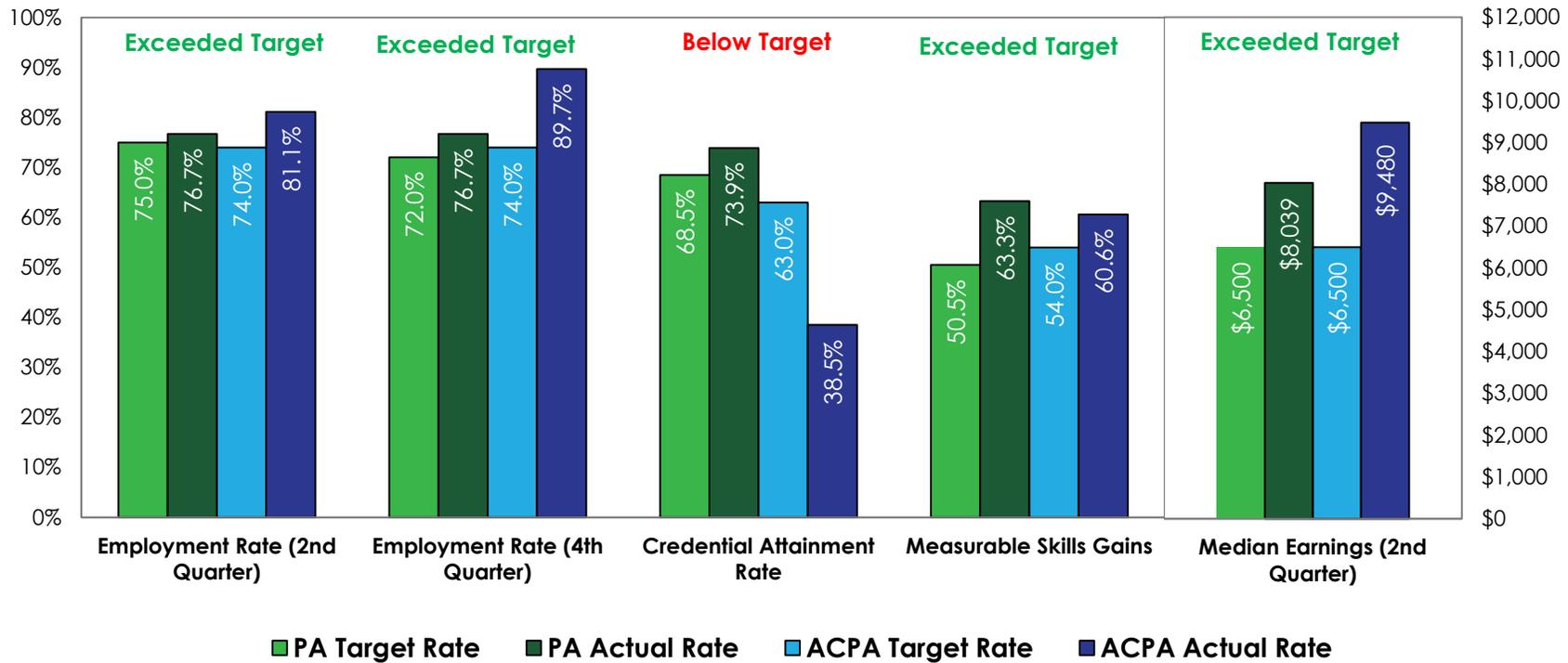
**Credential Attainment Rate** - % of Youth who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

**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 2<sup>nd</sup> quarter after exit

## Advance Central PA Adult Program Program Year 2023 Q2 Common Measure Summary

Average Program Score: 110.0%



### Common Measure Definitions

**Employment Rate (2<sup>nd</sup> Quarter)** - % of Adults in unsubsidized employment in the 2<sup>nd</sup> quarter after exit

**Employment Rate (4<sup>th</sup> Quarter)** - % of Adults in unsubsidized employment in the 4<sup>th</sup> quarter after exit

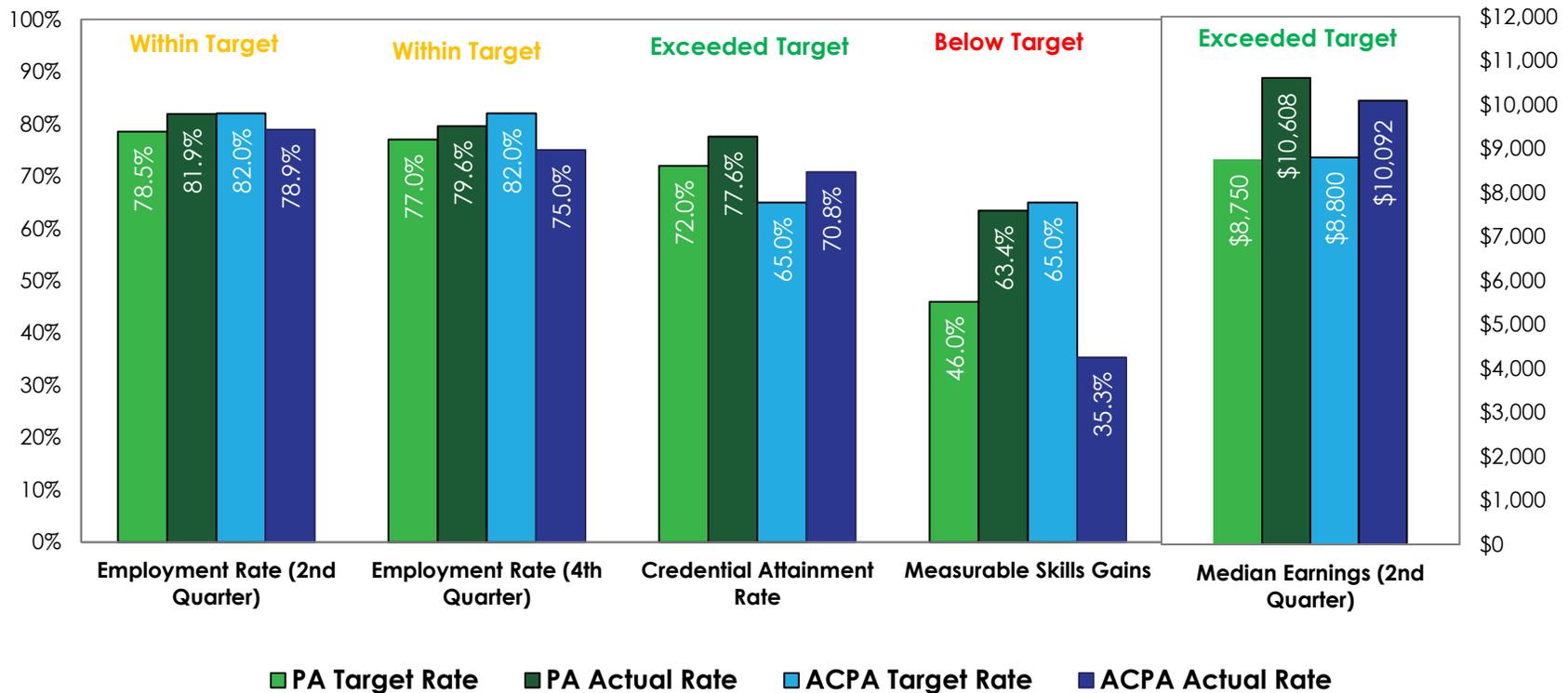
**Credential Attainment Rate** - % of Adults who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

**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 2<sup>nd</sup> quarter after exit

# Advance Central PA Dislocated Worker Program Program Year 2023 Q2 Common Measure Summary

Average Program Score: 93.1%



## Common Measure Definitions

**Employment Rate (2<sup>nd</sup> Quarter)** - % of Dislocated Workers in unsubsidized employment in the 2<sup>nd</sup> quarter after exit

**Employment Rate (4<sup>th</sup> Quarter)** - % of Dislocated Workers in unsubsidized employment in the 4<sup>th</sup> 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 2<sup>nd</sup> quarter after exit

## Local Elected Official Board Joint Meeting Action Items March 20, 2024

1. Motion to approve the minutes from the December 20, 2024 joint WDB/LEO Board meeting.

Motion:

Second:

## Fiscal Year 2024 Competitive Funding Portfolio As of March 12, 2024

### GRANTS CARRIED OVER FROM FY23

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<p><b>PASmart Next Generation Sector Partnerships (2019/2020)</b> PA Dept. of Labor &amp; Industry January 1, 2019 – June 30, 2022 (Extension through June 30, 2024)</p>	\$112,162	<ul style="list-style-type: none"> <li>• Supports the Central Region’s Next Generation Sector Partnerships including continued growth of the Manufacturing partnership and a re-launch of the Healthcare partnership.</li> <li>• 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.</li> <li>• Funding for both partnerships includes incumbent worker training that requires a 50% match from employer.</li> </ul>
<p><b>PASmart Next Generation Industry Partnerships (2020/2021)</b> PA Dept. of Labor &amp; Industry July 1, 2019 – June 30, 2022 (Extended through June 30, 2024)</p>	\$235,332	<ul style="list-style-type: none"> <li>• Supports the Central Region’s Next Generation Healthcare Partnership.</li> <li>• 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.</li> </ul>
<p><b>PASmart Next Generation Industry Partnerships (2020/2021)</b> PA Dept. of Labor &amp; Industry July 1, 2019 – June 30, 2022 (Extended through June 30, 2024)</p>	\$229,562	<ul style="list-style-type: none"> <li>• Supports the Central Region’s Next Generation MADE in Central PA manufacturing partnership.</li> <li>• 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.</li> </ul>
<p><b>Appalachian Regional Commission Partnership for Opportunity and Workforce and Economic Revitalization (POWER) Initiative</b> Appalachian Regional Commission October 2020- September 2023 (Extended through September 30, 2024)</p>	\$531,280	<p>CPWDC in partnership with Geisinger and SEDA-COG will provide solutions to address the opioid crisis in Central PA.</p> <ul style="list-style-type: none"> <li>• Expand access to treatment services by connecting individuals impacted by opioid using telemedicine.</li> <li>• Referral of patients to CPWDC’s Reboot program initiated via the National Dislocated Worker Grant to Address the Opioid Crisis.</li> <li>• Connect individuals in recovery to businesses who are “Recovery Friendly” as identified by the PA CareerLink® Business Service Team and SEDA-COG.</li> <li>• Educate businesses and increase “Recovery Friendly” statuses.</li> </ul>
<p><b>Business Education Partnership (PY21)</b> PA Dept. of Labor &amp; Industry February 1, 2022 – December 31, 2023 (Extended through June 30, 2024)</p>	\$100,859	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Student/Educator in the Workplace Activities to strengthen engagement between businesses and schools and provide students, parents, and educators</li> </ul>

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"> <li>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.</li> </ul>
<p><b>Business Education Partnership (PY22)</b></p> <p>PA Dept. of Labor &amp; 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"> <li>Provide outreach services to students across the 31 public school districts in the region to increase career awareness and readiness.</li> <li>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.</li> <li>Facilitate 6 Educator in the Workplace Events and support school participation in Manufacturing Month, October 2023.</li> <li>Path to Careers enhancements and outreach material development and printing.</li> <li>Purchase Virtual Reality simulated career awareness hardware.</li> <li>Support two STEM Aviation Camps in partnership with Susquehanna STEM to the Skies increasing career awareness in aviation-related occupations.</li> </ul>
<p><b>PAsmart Apprenticeship Grant</b></p> <p>PA Dept. of Labor &amp; Industry</p> <p>January 1, 2022 – June 30, 2024</p>	<p>\$273,379</p>	<ul style="list-style-type: none"> <li>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. (<b>Note:</b> Effective 11/9 per guidance from the ATO, Solar PV Installer may not be pursued.)</li> <li>Enroll 25 Apprentices, including 7 Veterans or underserved/non-traditional populations.</li> <li>Expand Water Operator and Wastewater Registered Apprenticeship programs to 3 new businesses and Solar PV Installer to 2 new businesses.</li> </ul>
<p><b>PREP Pennsylvania Free Enterprise Week (PFEW)</b></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"> <li>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.</li> <li>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.</li> </ul>

<b>Program/Project Name &amp; Funding Information</b>	<b>Funding Available</b>	<b>Grant Objectives</b>
<p><b>Manufacturing-to-Career Grant Program</b></p> <p>PA Dept. of Community and Economic Development</p> <p>August 1, 2022 – June 30, 2024</p>	\$14,550	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Produce 5 professional videos promoting employment with a local manufacturer and the associated CTE program.</li> <li>• Develop supporting print materials.</li> <li>• Coordinate educator tours of the CTE facilities followed by tours at local manufacturers, showing counselors and educators the available career opportunities.</li> </ul>
<p><b>Apprenticeship Building America</b></p> <p>PA Dept. of Labor &amp; Industry Apprenticeship &amp; Training Office</p> <p>January 1 2023 – March 31, 2026</p>	\$181,537	<ul style="list-style-type: none"> <li>• Develop actionable Registered Apprenticeship (RA) and Pre-Apprenticeship (Pre-RA) strategies for incorporation within the Local and Regional Plan.</li> <li>• Engage career &amp; technical education to develop and successfully register 1 new Pre-RA program and 1 new RA program.</li> <li>• Serve 27 Pre-Apprentices and 27 Apprentices, half of whom will be underserved.</li> <li>• Provide comprehensive support services to participants.</li> <li>• Supplement the cost of RA Related Technical Instruction.</li> </ul>

## **NEW GRANTS SECURED**

<b>Program/Project Name &amp; Funding Information</b>	<b>Funding Available</b>	<b>Grant Objectives</b>
<p><b>WIOA Statewide Activity Projects – Regional Analysis</b></p> <p>PA Dept. of Labor &amp; Industry</p> <p>July 1, 2023 – June 30, 2024</p>	\$50,000	<ul style="list-style-type: none"> <li>• Procure an independent firm to perform and comprehensively report on an assessment of regional training needs and gaps.</li> </ul>
<p><b>WIOA Statewide Activity Projects – Outreach Coordinator</b></p> <p>PA Dept. of Labor &amp; Industry</p> <p>July 1, 2023 – June 30, 2024</p>	\$84,644	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
<p><b>WIOA Statewide Activity Projects – Enhancements to Better Serve People with Barriers</b></p> <p>PA Dept. of Labor &amp; Industry</p> <p>July 1, 2023 – June 30, 2024</p>	\$284,993.07	<ul style="list-style-type: none"> <li>• Purchase furniture for the PA CareerLink® including to comply with ADA accessibility requirements.</li> <li>• 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.</li> <li>• Expand provision of Reboot services through June 30, 2024 across the Region.</li> </ul>
<p><b>Engage!</b></p> <p>PA Dept. of Community and Economic Development</p> <p>July 1, 2023– June 30, 2024</p>	\$15,200 (as part of larger grant submitted by SEDA-COG)	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

<b>Industry Partnerships</b> PA Dept. of Labor & Industry January 1, 2024 – June 30, 2025	\$150,000	<ul style="list-style-type: none"> <li>Supports the development/launch of an Industry Partnership for Agriculture.</li> <li>Includes funds for incumbent worker training.</li> <li>Goals include: improved worker retention, increased prosperity, increased job quality, and expansion of the partnership members' employee base to include marginalized populations with barriers.</li> </ul>
<b>Industry Partnerships</b> PA Dept. of Labor & Industry January 1, 2024 – June 30, 2025	\$175,000	<ul style="list-style-type: none"> <li>Supports the development/launch of an Industry Partnership for the Building &amp; Construction sector.</li> <li>Includes funds for incumbent worker training.</li> <li>Goals include: improved worker retention, increased prosperity, increased job quality, and expansion of the partnership members' employee base to include marginalized populations with barriers.</li> </ul>

## GRANTS SUBMITTED

Program/Project Name & Funding Information	Funding Requested	Grant Objectives
<b>Disaster Recovery National Dislocated Worker Grant to Address The Opioid Crisis</b> US Dept. of Labor Employment & Training Administration	TBD in partnership with PA Dept. of Labor & Industry	<ul style="list-style-type: none"> <li>Provision of services to dislocated workers impacted by opioid use, addiction, and overdose. Services include workforce employment and training services and supportive services to overcome barriers.</li> </ul>

## GRANTS BEING EXPLORED

Funding Source/Grant Name	Funding to be Requested	Grant Details
NA		

## GRANTS NOT FUNDED

Funding Source/Grant Name	Funding to be Requested	Grant Details
<b>Distressed Area Recompete Pilot Program – Strategy Development</b> 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.
<b>Distressed Area Recompete Pilot Program – Phase 1 Plan Approval</b> 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.



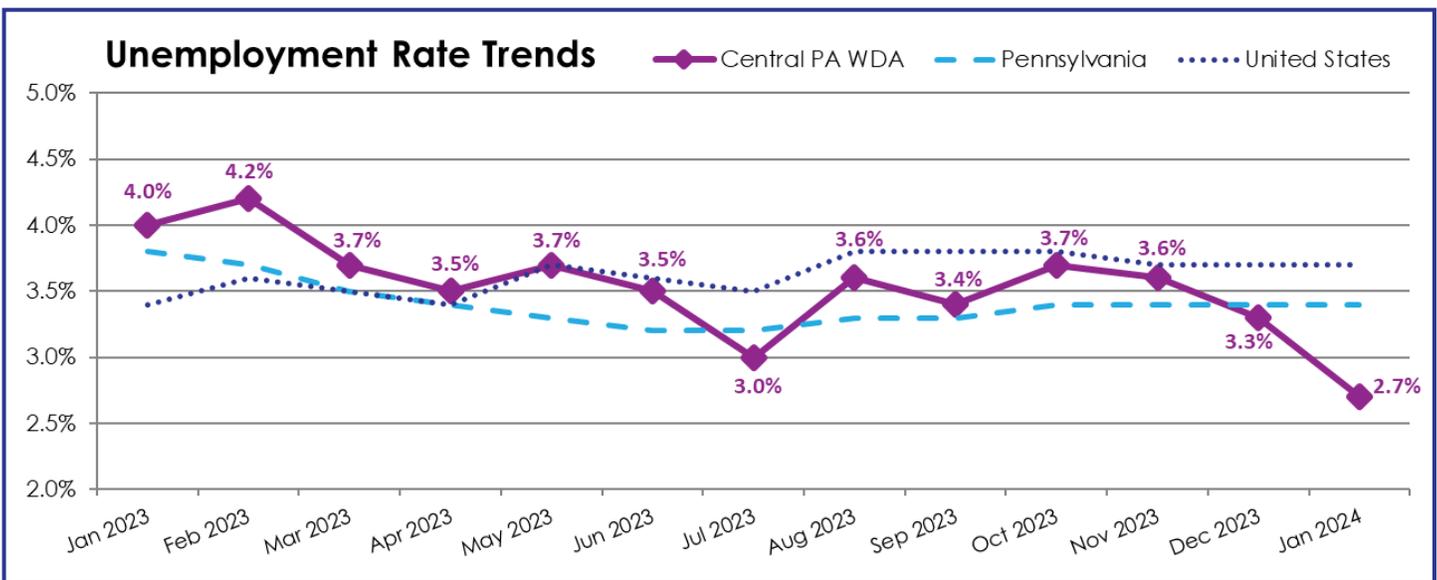
This report provides an overview of the labor market conditions in the Central Workforce Development Area (WDA), which includes Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties. In January 2024, the labor force grew, while the employed population increased and the unemployed population decreased, resulting in a lower unemployment rate over the last month.

Civilian Labor Force	
<b>301,800</b>	
Monthly Change	Annual Change
↑ +3,400	↑ +3,600

Employed Population	
<b>293,500</b>	
Monthly Change	Annual Change
↑ +5,000	↑ +7,100

Unemployed Population	
<b>8,300</b>	
Monthly Change	Annual Change
↓ -1,600	↓ -3,500

Unemployment Rates			
Region	January 2024	Monthly Change	Annual Change
Centre	2.6%	↓	↓
Clinton	3.3%	↓	↓
Columbia	3.1%	↓	↓
Lycoming	3.5%	↓	↓
Mifflin	3.1%	↓	↓
Montour	2.2%	↓	↓
Northumberland	3.1%	↓	↓
Snyder	2.8%	↓	↓
Union	2.3%	↓	↓
<b>Central WDA</b>	<b>2.7%</b>	↓	↓
<b>Pennsylvania</b>	<b>3.4%</b>	↔	↓
<b>United States</b>	<b>3.7%</b>	↔	↑



**January 2024 Preliminary Seasonally Adjusted Data** (Downloaded March 2024)

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.

# Central WDA County Labor Market Report January 2024

This report provides a detailed overview of the labor market conditions for the nine counties that comprise the Central Workforce Development Area (WDA).

Civilian Labor Force				
Region	January 2024	Monthly Change		Annual Change
Centre	79,700	↑	600	↑ 800
Clinton	17,500	↑	600	↑ 400
Columbia	34,400	↓	-200	↑ 200
Lycoming	55,400	↑	100	↔ 0
Mifflin	21,300	↑	500	↑ 200
Montour	9,300	↓	-100	↔ 0
Northumberland	42,400	↑	900	↑ 300
Snyder	19,600	↑	300	↓ -300
Union	20,100	↑	900	↑ 500
<b>Central WDA</b>	<b>301,800</b>	<b>↑</b>	<b>3,400</b>	<b>↑ 3,600</b>
Pennsylvania	6,544,000	↑	6,000	↑ 52,000
United States	167,276,000	↓	-175,000	↑ 1,405,000

Region	Employed Population			Unemployed Population		
	January 2024	Monthly Change	Annual Change	January 2024	Monthly Change	Annual Change
Centre	77,600	↑ 600	↑ 1,500	2,100	↔ 0	↓ -700
Clinton	16,900	↑ 700	↑ 600	600	↓ -100	↓ -200
Columbia	33,300	↔ 0	↑ 500	1,100	↓ -100	↓ -300
Lycoming	53,400	↑ 100	↑ 500	1,900	↓ -100	↓ -600
Mifflin	20,600	↑ 400	↑ 500	700	↔ 0	↓ -200
Montour	9,100	↔ 0	↑ 100	200	↔ 0	↓ -100
Northumberland	41,100	↑ 1,300	↑ 800	1,300	↓ -400	↓ -500
Snyder	19,100	↑ 500	↑ 100	500	↓ -200	↓ -400
Union	19,600	↑ 1,000	↑ 600	500	↓ -100	↓ -200
<b>Central WDA</b>	<b>293,500</b>	<b>↑ 5,000</b>	<b>↑ 7,100</b>	<b>8,300</b>	<b>↓ -1,600</b>	<b>↓ -3,500</b>
Pennsylvania	6,324,000	↑ 7,000	↑ 77,000	221,000	↔ 0	↓ -24,000
United States	161,152,000	↓ -31,000	↑ 1,000,000	6,124,000	↓ -144,000	↑ 405,000

**January 2024 Preliminary Seasonally Adjusted Data** (Downloaded March 2024)

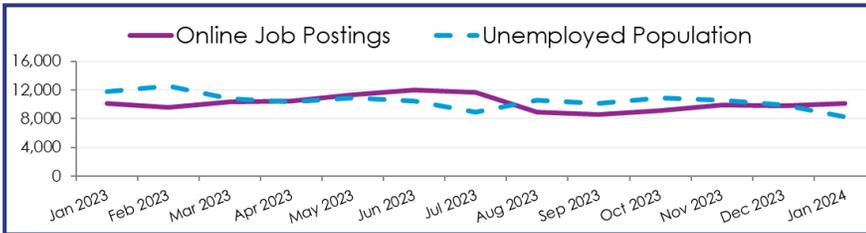
Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry. CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

# Unemployment & Online Job Postings



January 2024

In January 2024 there were 8,300 unemployed jobseekers in the Central WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 1,830 postings would remain unfilled.



Online Job Postings	
<b>10,130</b>	
Monthly Change	Annual Change
↑ <b>+308</b>	↓ <b>-36</b>

Occupational Grouping	Online Job Postings January 2024	Unemployed December 2023
Healthcare Practitioners and Technical Occupations	3,012	191
Sales and Related Occupations	883	491
Management Occupations	747	678
Healthcare Support Occupations	698	346
Transportation and Material Moving Occupations	596	960
Office and Administrative Support Occupations	476	820
Educational Instruction and Library Occupations	405	129
Computer and Mathematical Occupations	386	177
Unclassified Occupation	357	0
Food Preparation and Serving Related Occupations	352	397
Installation, Maintenance, and Repair Occupations	347	371
Business and Financial Operations Occupations	321	253
Architecture and Engineering Occupations	286	137
Production Occupations	241	977
Life, Physical, and Social Science Occupations	206	90
Community and Social Service Occupations	203	93
Arts, Design, Entertainment, Sports, and Media Occupations	155	121
Building and Grounds Cleaning and Maintenance Occupations	123	573
Construction and Extraction Occupations	113	1,648
Protective Service Occupations	108	123
Personal Care and Service Occupations	89	157
Legal Occupations	12	17
Farming, Fishing, and Forestry Occupations	12	143
Military-only occupations	0	2

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.



## Top Occupations

Unique Job Postings - Advertised Wage

Registered Nurses	1,178	\$52.55
Retail Salespersons	400	\$15.94
Licensed Practical and Licensed Vocational Nurses	321	\$25.97
Heavy and Tractor-Trailer Truck Drivers	276	\$36.86
Home Health and Personal Care Aides	250	\$14.95
Postsecondary Teachers	203	\$32.12
First-Line Supervisors of Retail Sales Workers	190	\$22.71
Nursing Assistants	173	\$19.26
Medical Assistants	160	\$21.97
Fast Food and Counter Workers	138	\$15.69

## Top Industries

Unique Job Postings

Health Care and Social Assistance	2,164
Educational Services	1,302
Administrative and Support and Waste Management and Remediation Services	1,288
Retail Trade	810
Public Administration	534
Manufacturing	495
Professional, Scientific, and Technical Services	410
Transportation and Warehousing	298
Accommodation and Food Services	297
Finance and Insurance	231

## Top Employers

Unique Job Postings

Pennsylvania State University	1,027
Geisinger Health System	797
University of Pittsburgh Medical Center	213
Commonwealth of Pennsylvania	205
BAYADA Home Health Care	153
Encompass Health	95
Weis Markets	92
Dollar General	89
CVS Health	84
Bucknell University	71

## Top Skills

Communication  
 Management  
 Customer Service  
 Operations  
 Sales  
 Leadership  
 Research  
 Writing  
 Planning  
 Problem Solving

## Top Qualifications

Registered Nurse (RN)  
 Valid Driver's License  
 Basic Life Support (BLS) Certification  
 Licensed Practical Nurse (LPN)  
 Cardiopulmonary Resuscitation (CPR) Certification  
 Advanced Cardiovascular Life Support (ACLS) Certification  
 Certified Nursing Assistant (CNA)  
 Commercial Driver's License (CDL)  
 Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)  
 Board Certified/Board Eligible

Source: Lightcast, 2024.1 • Updated: March 2024

Advertised wage is the median hourly wage associated with the online job posting occupation.

# Pennsylvania Unemployment Rates



January 2024

County	
Fulton County	2.0%
<b>Montour County</b>	<b>2.2%</b>
Chester County	2.3%
Cumberland County	2.3%
<b>Union County</b>	<b>2.3%</b>
Butler County	2.4%
Perry County	2.5%
Sullivan County	2.5%
Susquehanna County	2.5%
Adams County	2.6%
<b>Centre County</b>	<b>2.6%</b>
Montgomery County	2.6%
Bradford County	2.7%
Bucks County	2.7%
Lancaster County	2.7%
Bedford County	2.8%
Lebanon County	2.8%
<b>Snyder County</b>	<b>2.8%</b>
Franklin County	2.9%
Tioga County	2.9%
Allegheny County	3.0%
Carbon County	3.0%
Clearfield County	3.0%
Delaware County	3.0%
Juniata County	3.0%
Mercer County	3.0%
Somerset County	3.0%
Warren County	3.0%
Westmoreland County	3.0%
York County	3.0%
Beaver County	3.1%
Clarion County	3.1%
<b>Columbia County</b>	<b>3.1%</b>
Dauphin County	3.1%
Elk County	3.1%
Greene County	3.1%
<b>Mifflin County</b>	<b>3.1%</b>
<b>Northumberland County</b>	<b>3.1%</b>
Washington County	3.1%
Wyoming County	3.1%
Armstrong County	3.2%
Blair County	3.2%
Huntingdon County	3.2%
<b>Clinton County</b>	<b>3.3%</b>
Crawford County	3.3%
Jefferson County	3.3%
Northampton County	3.3%
Schuylkill County	3.3%
Venango County	3.3%
Wayne County	3.3%
Potter County	3.4%
Berks County	3.5%
Fayette County	3.5%
Indiana County	3.5%
Lawrence County	3.5%
<b>Lycoming County</b>	<b>3.5%</b>
Lackawanna County	3.6%
McKean County	3.6%
Erie County	3.7%
Lehigh County	3.7%
Cambria County	4.0%
Luzerne County	4.0%
Cameron County	4.3%
Forest County	4.3%
Philadelphia County	4.3%
Pike County	4.3%
Monroe County	4.4%

Workforce Development Area (WDA)	
Chester County WDA	2.3%
Montgomery County WDA	2.6%
South Central WDA	2.6%
Bucks County WDA	2.7%
<b>Central WDA</b>	<b>2.7%</b>
Lancaster County WDA	2.7%
Northern Tier WDA	2.7%
Southern Alleghenies WDA	2.8%
Tri-County WDA	2.8%
Delaware County WDA	3.0%
North Central WDA	3.0%
Three Rivers WDA	3.0%
Westmoreland-Fayette WDA	3.0%
Southwest Corner WDA	3.3%
Berks County WDA	3.5%
Lehigh Valley WDA	3.5%
West Central WDA	3.5%
Lackawanna County WDA	3.6%
Northwest WDA	3.6%
Luzerne-Schuylkill WDA	3.8%
Pocono Counties WDA	3.9%
Philadelphia County WDA	4.3%

For Comparison Purposes	
Pennsylvania	3.4%
United States	3.7%

Seasonally adjusted, preliminary data provided by the Center for Workforce Information and Analysis (CWIA), PA Department of Labor and Industry (March 2024). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

SHARE:

[Join Our Email List](#)



## New WIOA Reauthorization Talking Points

Dear NAWB Member,

As you are aware, late last year the House Education and Workforce (E&W) Committee, on a bipartisan basis, marked up and advanced **H.R. 6655, The Stronger Workforce for America Act (ASWA)**—legislation that would make significant updates to the Workforce Innovation and Opportunity Act (WIOA). NAWB **responded to this proposal** as the E&W was considering it and has been continuing to engage extensively with partners in both the House and Senate on the wider WIOA reauthorization process.

As the legislation continues to be considered by Congress, we strongly encourage NAWB members to reach out to their Representatives and Senators to continue to highlight three primary areas of concern regarding this legislation:

### **H.R. 6655, A Stronger Workforce for America Act: Primary Areas of Concern and Related Impact on Local Decision-Making and Solutions**

#### **Mandates New 50% Training Requirement for Adult and Dislocated Worker Formula Funds**

- Creates a federal, one size fits all requirement for local workforce boards to spend at least 50% of their funds on training (narrowly defined, mainly for tuition costs for training)
  - Does not allow local workforce boards to tailor funded activities and services to meet local needs and wider conditions
  - Does not count supportive or wraparound supports that help job seekers enroll in, and successfully complete, training towards the mandate
  - Will lead to significant reductions in other critical services delivered to job seekers and employers

#### **Increases State-level Set-Asides to 25% of Total WIOA Allocations**

- In addition to the existing Governor's Reserve fund (15%), ASWA allows for the creation of a new 'Critical Industries Fund' (up to 10%)
- This increased state-level set-aside allowance further reduces local resources available to deliver the same training services newly mandated by ASWA

- Allows other federal funding, including the Governor's existing 15% reserve funding, to be used to meet the state's matching requirement for the creation of the Critical Industry Skills Fund
  - This provision further erodes the ability of WIOA to leverage additional state funding for training and employment opportunities for workers and employers

### LWDA Redesignation Requirements

- ASWA directs State Governors to commence a redesignation process for local workforce development areas (LWDAs) mid-way through the legislation's authorization period
- Governors can propose to maintain existing LWDAs or propose new LWDA designations which must be presented to local workforce boards for consideration
- As structured, even if a majority of local workforce development boards (LWDBs) vote against a Governor's redesignation proposal, the two alternative "fallback" options outlined in the law will still result in changes to the existing geography of LWDAs in the state
  - This provision circumvents the voice of local job seekers and employers, leading to an option of reducing local workforce areas into single statewide areas
- A third fallback option must be included in future WIOA legislation if any redesignation provision is to be maintained
  - Should a majority of LWDBs vote against a Governor's proposed redesignation process, LWDBs should have the ability to vote for an additional fallback option which maintains the existing LWDA structure in a State
  - Such a change is aligned with the spirit and intent of the federal investment in workforce development which has historically emphasized local autonomy to best meet community needs

We welcome and encourage each of you to make use of these talking points as part of your wider engagement efforts with federal lawmakers this year.

Should you have any questions, please [reach out to NAWB via email](#).

Sincerely,

NAWB

NAWB | 1155 15th Street NW, Suite 725, Washington, DC 20005

[Unsubscribe nawb@nawb.org](mailto:unsubscribe_nawb@nawb.org)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by [communications@nawb.ccsend.com](mailto:communications@nawb.ccsend.com) powered by



Try email marketing for free today!

## 2024 MEETING SCHEDULE

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

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

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

Vice Chairperson  
*Vacant*

**Jim Stopper, Treasurer**  
*Evangelical Community Hospital*

**Dave Zartman, Immediate Past Chairperson**  
*Zartman Construction*

**Jay Alexander**  
*Wayne Township Landfill*

**Lynn Kuhns**  
*Apex Homes of PA, LLC*

**Sue Auman**  
*Union-Snyder Community Action Agency*

**Zollie Rayner**  
*AFSCME Labor Union*

**Jamie Aurand**  
*Lock Haven Rehabilitation & Senior Living*

**Jonathan Ritter**  
*Playworld*

**Jim Beamer**  
*IBEW, Local #812*

**Stephanie Servose**  
*Geisinger*

**Talia Beatty**  
*UPMC*

**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*

## Local Elected Official Board (LEO) Membership

Commissioner Robert Postal, Chairperson  
*Mifflin County*

Commissioner David Kovach, Vice Chairperson  
*Columbia County*

Commissioner Steven Dershem  
*Centre County*

Commissioner Mark Mussina  
*Lycoming County*

Commissioner Angela Harding  
*Clinton County*

Commissioner Chuck Steininger  
*Snyder County*

Commissioner Rebecca Dressler  
*Montour County*

Commissioner Stacy Richards  
*Union County*

Commissioner Joe Klebon  
*Northumberland County*

## Standing Committees of the Workforce Development Board

### Executive Committee

Michele Foust, Chair  
 Dave Zartman, Immediate Past Chair  
 Jay Alexander  
 Jamie Aurand  
 Jim Beamer  
 Kenneth Chappell  
 Dean Girton  
 Rob Postal \*  
 Jim Stopper  
 Suzanne White

*Staff Contact: Erica Mulberger*

### Audit/Finance Committee

Jim Stopper, Chair  
 Jamie Aurand  
 Dean Girton  
 Susan Swartz  
 Todd Taylor  
 Vacant\*  
 Vacant\*

*Staff Contact: Brooke Gessner*

### Governance Committee

Dean Girton, Chair  
 Angela Harding\*  
 Rob Postal\*

*Staff Contact: Erica Mulberger*

\* LEO Board Member

^ Non-WDB/LEO Board Member

### 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

Dave Zartman, Chair  
 Jamie Aurand  
 Jay Alexander  
 Michele Foust

*Staff Contact: Erica Mulberger*

### Policy & Performance Committee

Jim Beamer, Chair  
 Talia Beatty  
 Zollie Rayner  
 Todd Taylor  
 Suzanne White

*Staff Contact: Marca O'Hargan*

### Youth Committee

Suzanne White, Chair  
 Jon Ritter  
 Stephanie Servose  
 Jenna Witherite

*Staff Contact: Allison Grose*

## 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](mailto: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](mailto: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](mailto: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](mailto:creish@AdvanceCentralPA.org)

**Amy Keefer, 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. [akeefer@AdvanceCentralPA.org](mailto:akeefer@AdvanceCentralPA.org)

### Operations Department

Supporting the Executive Committee, Employer Strategies Committee, Local Elected Official Board, EARN Committee, Policy & Performance Committee and Youth Committee

**Korrie Lucas, Assistant Director:** Responsible for policy and program management and oversight for EARN, WIOA, and other workforce programs in the PA CareerLink® sites. Reports to the Executive Director. [klucas@AdvanceCentralPA.org](mailto:klucas@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](mailto:pginther@AdvanceCentralPA.org)

**Allison Grose, 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. [agrose@AdvanceCentralPA.org](mailto:agrose@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](mailto: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](mailto: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](mailto:grandall@AdvanceCentralPA.org)

**Kristie Swetts, 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. [kswetts@AdvanceCentralPA.org](mailto:kswetts@AdvanceCentralPA.org)

**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.

## 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](mailto: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](mailto:rulmer@AdvanceCentralPA.org)