



**Advance
Central PA**
Linking People & Business

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

September 18, 2024

Union County Government Center
Lewisburg, Pennsylvania

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

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

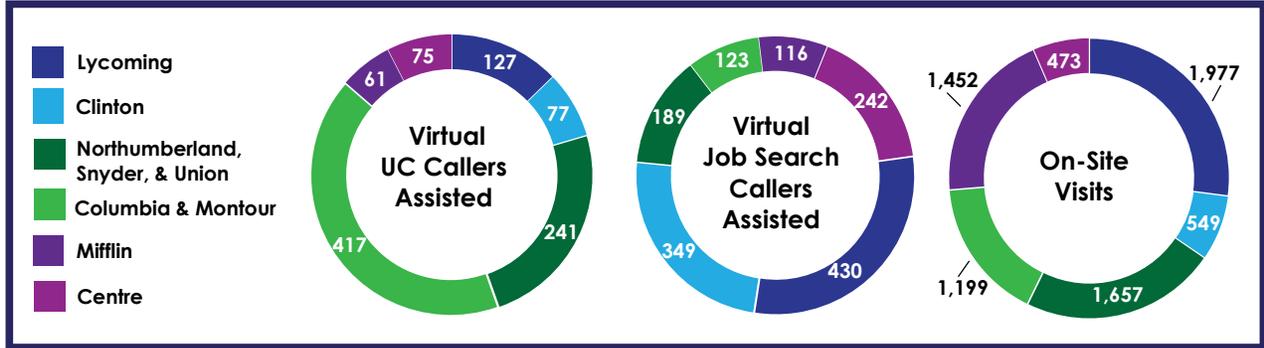
Agenda

Union County Government Center, Lewisburg
Wednesday, September 18, 2024 10:00 a.m.

10:00 – 10:10	Call to Order, Welcome, and Introduction of Guests	Shelly Foust & Rob Postal
10:10 – 10:15	Public Comment	
10:15 – 10:25	PA CareerLink® Operator Update	Cheryl Johnson
10:25 – 11:40	WDB and LEO Board Action Items	Shelly Foust & Rob Postal
	<ul style="list-style-type: none"> • WDB Non-Consent Agenda & Committee Reports <ul style="list-style-type: none"> – Action Needed: Approval of Consent Agenda ○ Audit/Finance <ul style="list-style-type: none"> – Action Needed: Budget Modification for Business Solutions Contract ○ EARN ○ Governance ○ Personnel ○ Policy & Performance <ul style="list-style-type: none"> – Action Needed: Approval of WIOA Performance Measures ○ Youth • LEO Board Action Items <ul style="list-style-type: none"> – Action Needed: Approval of June 19, 2024 Meeting Notes 	
11:40 – 11:50	Executive Director’s Update	Erica Mulberger
11:50 – 11:55	Open Discussion	
11:55	Date of Next Meeting <ul style="list-style-type: none"> • Executive Committee – October 11, 2024 10:00 a.m. - 12:00 p.m. • LEO Board Meeting – December 18, 2024 9:00 a.m. - 9:30 a.m. • WDB Board Meeting – December 18, 2024 10:00 a.m. - 12:00 p.m. 	Shelly Foust
12:00	Adjournment	Shelly Foust & Rob Postal

PA CareerLink® Jobseeker Services

April-June 2024 Q2



Includes on-site and virtual services

Total Workshops Offered: 220

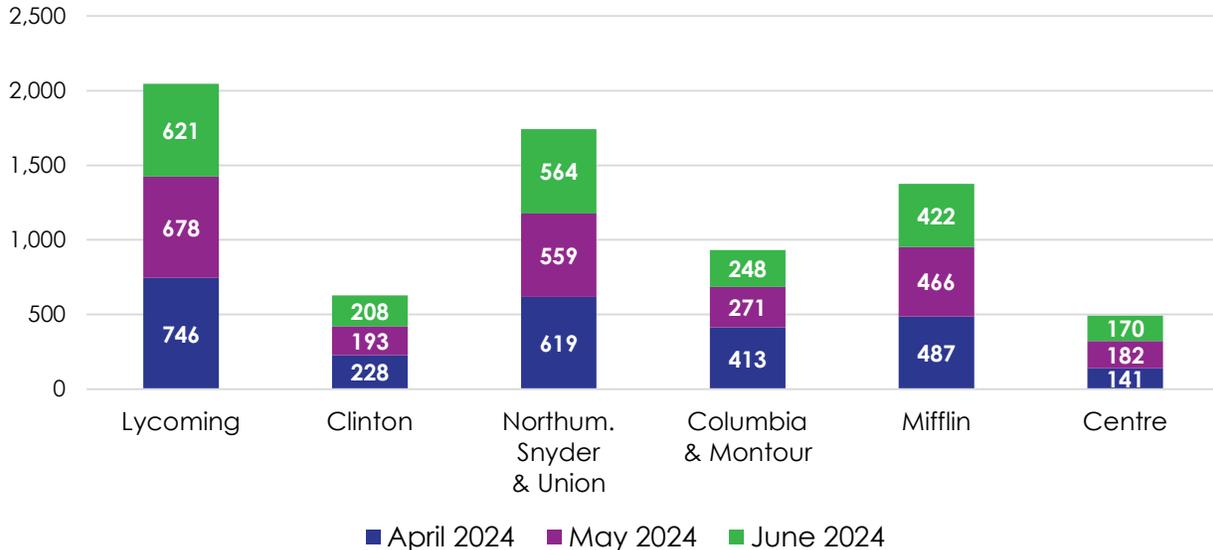
Total Workshop Attendance: 927

Total Services Provided: 29,486

Unique Quarterly Participants: 5,388

Includes on-site and virtual services

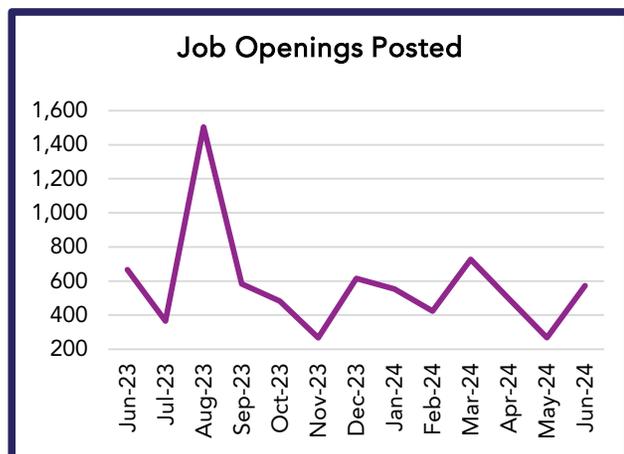
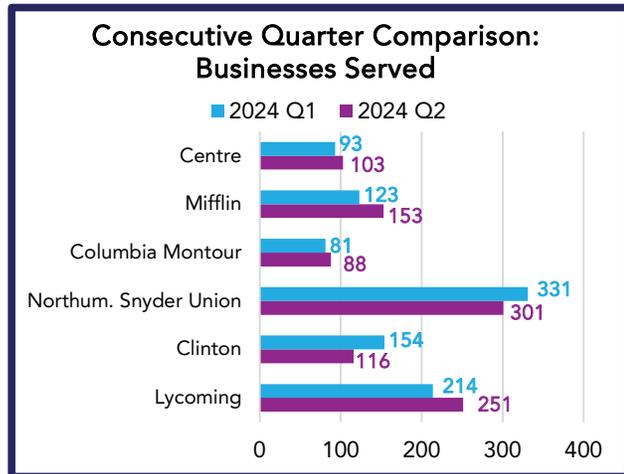
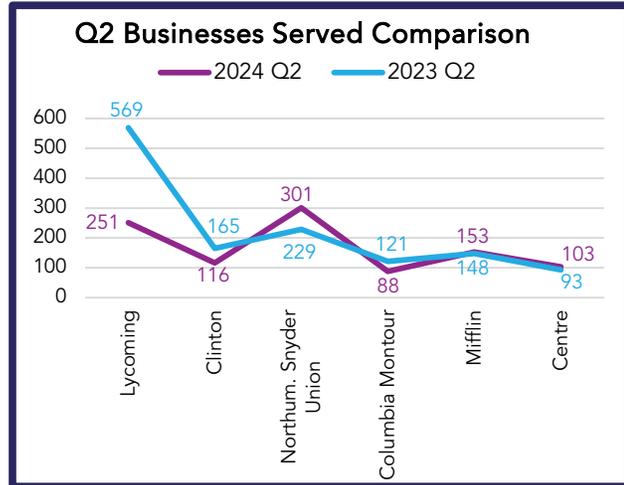
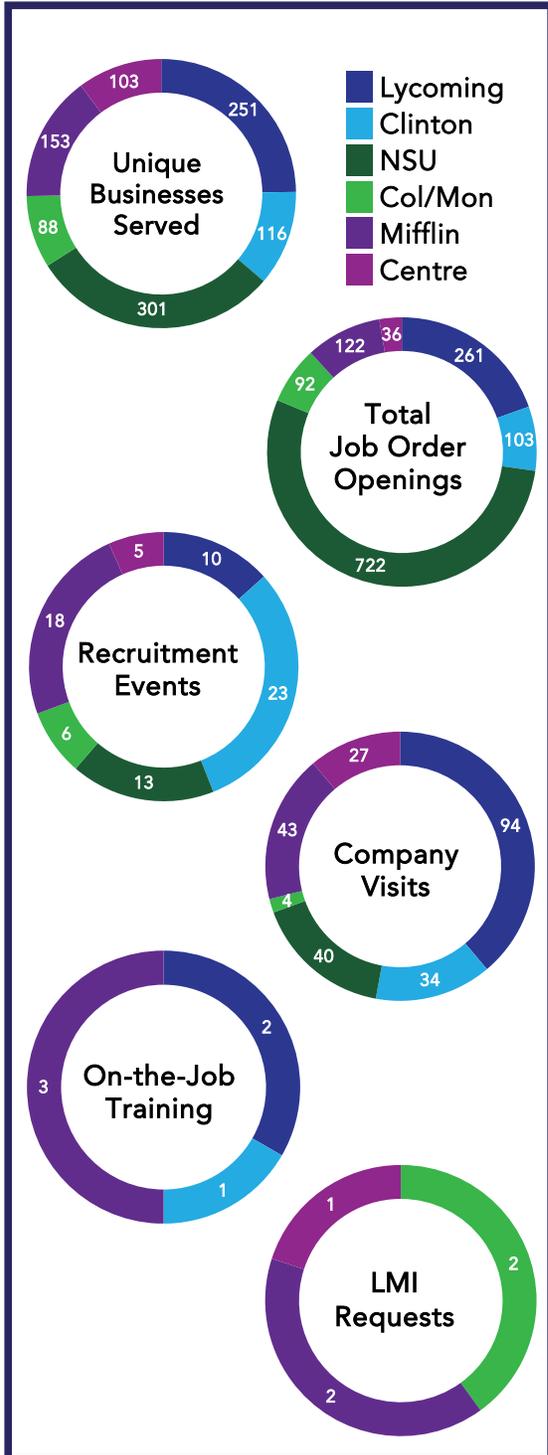
Total Unique Participants Served By Month



PA CareerLink® Business Solutions

April - June 2024 Q2

Employer Services Overview

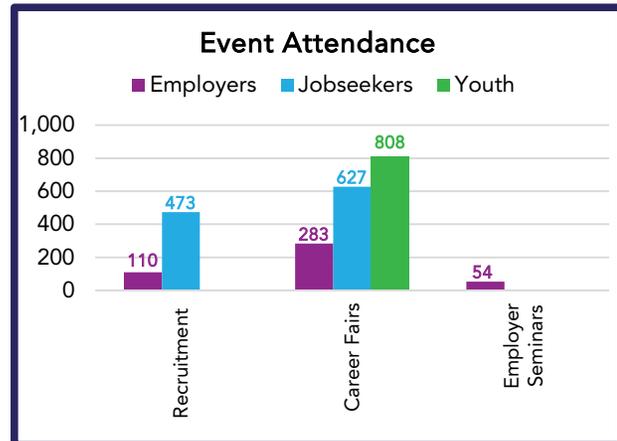


PA CareerLink® Business Solutions

April - June 2024 Q2

Employer Event Highlights

- **Career Fair:**
NSU Spring Career Fair at Shikellamy HS (50 employers, 51 jobseekers, 760 youth)
- **Career Fair:**
Clinton County Spring Career Fair (48 employers, 76 jobseekers, 48 youth)
- **Job Fair:**
Centre County Spring Job Fair (45 employers, 175 jobseekers)
- **Employer Seminar:**
Workers Compensation Seminar hosted by PA CareerLink® Mifflin County (27 employers)
- **Employer Seminar:**
The Stress Solution: Empowering Strategies for a Healthier Mindset in partnership with Evangelical Community Hospital (9 employers)
- **Recruitment Event:**
Lycoming County Walk-in Recruitment Event (3 employers, 30 jobseekers)
- **Recruitment Event:**
Col/Mon Third Thursday Recruitment Event (3 employers, 15 jobseekers)



Rapid Response Events

Company	Cheetah Chassis	BioLife
PA CareerLink® County	Col/Mon	Centre
Rapid Response Date	4/23/2024	5/28/2024
Workers Affected	28 now, possibly another 84	14
Workers at RR Event	112	9
Layoff/Closure	Layoff	Closure
Status	Temporary	Permanent

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

**Joint Meeting
June 19, 2024**

Advance Central PA's Workforce Development Board (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, June 19, 2024, at the Union County Government Center in Lewisburg, PA.

WDB Members Attending

Jay Alexander
Jamie Aurand
Jim Beamer
Talia Beatty
Kenneth Chappell
Michele Foust
Beth Gilmore
Dean Girton
Jonah Howe
Bruce Jones
Keith Koppenhaver
Zollie Rayner
Jonathan Ritter
Stephanie Servose
Jim Stopper
Steve Stumbris
Jenna Witherite
Dave Zartman

LEO Board Members Attending

Steven Dershem
Angela Harding
Rebecca Dressler
David Kovach
Mark Mussina
Robert Postal
Stacy Richards
Chuck Steininger

WDB Staff Attending

Brooke Gessner
Allison Grose
Amy Keefer
Korrie Lucas
Jamie Mercaldo
Erica Mulberger
Patrick O'Connor
Marca O'Hargan
Gabi Randall
Kristie Swetts
Rachael Ulmer
Kelly Walter

WDB Members Excused

Sue Auman
Misty Dion
Lynn Kuhns
Susan Swartz
Todd Taylor

LEO Board Members Excused

Joe Klebon

Guests Attending

Lenair Ahlum
Megan Bair
Hank Baylor
Sue Green
Cheryl Johnson
Karin Knode
Noah Roux - Solicitor
Jill Walter

Call to Order and Welcome

Shelly Foust, Workforce Development Board Chairperson, called the meeting to order at 10:05 am with a quorum. She welcomed Beth Gilmore, HR director at Kish Bank and Jonah Howe from PPL Electric Utilities to their first WDB meeting offering them a few minutes to introduce themselves.

Shelly 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 Rob Postal, LEO Chairperson, welcomed his fellow Commissioners to the meeting, confirming a quorum.

Invitation for Public Comments

Hank Baylor spoke on behalf of Susquehanna Valley Community Education Project (SVCEP) about efforts to organize a four-county regional community college. Costs of the proposed project would be divided to include one-third from counties. He requested the WDB and LEO Board consider the community college proposal as a solution to closing skills gaps.

Lenair Ahlum, also representing the Susquehanna Valley Community Education Project (SVCEP), spoke about the the desire to partner with the WDB to bring a community college to Montour, Northumberland, Snyder and Union counties.

PA CareerLink® Operator Update

Operator Report to the WDB June 19, 2024

Representing the PA CareerLink® Operator, Cheryl Johnson provided the quarterly update. She shared that staff continue planning and implementing innovative regional outreach tailoring events to appeal to a broad range of job seekers and employers. Cheryl also reported on professional development that has taken place to keep staff skills sharp. The three PA CareerLink® site administrators presented a workshop at the Pennsylvania Workforce Development Association (PWDA) conference in May focusing on how collaboration leads to results.

Budget Presentation

Brooke Gessner, Advance Central PA Finance Manager, provided a detailed presentation of the proposed fiscal year 2025 (FY25) budget, including the Advance Central PA FY25 Operating Budget and the overall FY25 Central Region Budget. Brooke explained how Workforce Innovation and Opportunity Act (WIOA) funds are allocated to the local WDBs. She showed the change in allocations at the federal, state, and local levels describing that while Adult and Youth funds were decreased from the prior year, that loss is offset by an increase in Dislocated Worker funding leading to an overall increase of approximately \$71,000 for FY25 from FY24.

Brooke explained the philosophy upon which the proposed FY25 Budget is built: planning for the future to operate beyond the current FY while maximizing resources for direct service delivery now, maintaining current operations while allowing flexibility to adjust the budget based on changing service delivery needs, and assuring compliance with state and federal requirements.

Erica Mulberger, Advance Central PA Executive Director, explained proposed changes to reauthorize WIOA require that 50% of Adult and Dislocated Worker allocations be spent on training activities. The budget presented by Brooke shows that 13% of funds are currently set-aside from Adult and Dislocated Worker to cover anticipated participant demand. The proposed change would remove \$1.4 million from other areas that allow PA CareerLink® to provide comprehensive workforce services.

Brooke then presented Advance Central PA's operating budget with \$1,502,463 and another \$49,525 anticipated with approval of a request for statewide funds.

Resource Sharing Agreement Budget details including the breakdown of costs for all partners was reviewed next. Staffing costs increased in all sites, and in Clinton County, an additional Career Resource Area Specialist position was added. Rent increased in Mifflin and Northumberland/Snyder/Union Counties. While several items increased, Advance Central PA received less Dept. of Community & Economic Development (DCED) and Re-employment funds in all sites. These budgets were reviewed with all partners and were submitted to the state and approved.

Brooke reviewed the budgets for each subcontractor for Adult & Dislocated Worker Job Seeker Services, Business Solutions, In-School Youth, Out-of-School Youth, EARN, and The Link. Finally, regional budget items including technology and evaluation were presented.

Brooke reviewed the distribution of training obligations, service delivery, and regional technology.

Commissioner Postal questioned why the PA CareerLink® Resource Sharing Agreement Budget shows a large increase from 2022 to 2025. Brooke responded that shared staff previously charged to Title I as well as additional shared staff were added into this budget as agreed upon by partners.

WDB Updates and Action Items

Action Items

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

- ▲ **Dave Zartman made a motion to approve the June 19, 2024, Consent Agenda Action Items. Dean Girton seconded the motion. The motion was unanimously approved with no abstentions.**

Audit/Finance Committee

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

Jim reported the Audit/Finance Committee met on June 11, 2024, and reviewed the FY25 budgets presented by Brooke. The Committee approved the Advance Central PA FY25 Operating Budget at that time.

- ▲ **Jim Stopper made a motion to approve Advance Central PA's Fiscal Year 2025 Operating Budget. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.**

The Committee also approved Advance Central PA's FY25 Central Region Budget at the meeting.

- ▲ **Jim Stopper made a motion to approve Advance Central PA's Fiscal Year 2025 Central Region Budget. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.**

Jim referenced the Financial Reports through March 31, 2024 and the Fiscal Year 24 Budget Update Report included in the full packet.

The Audit/Finance Committee will meet as needed.

EARN Committee

Ken Chappell, EARN Committee Chair, provided the update.

Program Update

The Dept. of Human Services Bureau of Employment Programs (BEP) conducted a technical assistance review and discussion of the current program year on April 17. The review showed several performance metrics under target. Advance Central PA has addressed the concerns and solicited feedback from Central

Susquehanna Opportunities (CSO), who have shored up the enrollment processes, improved data collection, and increased communication.

Advance Central PA staff have also requested raw data from BEP to take an in-depth look at programmatic challenges and areas for improvement. While inspecting the data regarding performance with maintenance of the Individualized Employment Plan (IEP), an error was realized. The error was reported, and BEP made corrections to their report. While there is always room for improvement, the metric that was worrisome is much improved according to the revised report from BEP.

Advance Central PA staff are investigating the use of SkillUp® trainings to count toward Credentialing metrics to help improve outcomes. Utilizing SkillUp® towards this metric requires approval from BEP; more to come.

Coaching Collaborative

Advance Central PA staff and EARN staff continue to participate in the Coaching Collaborative with a technical assistance provider for the US Dept. of Health & Human Services Office of Family Assistance. A revised Family & Household Needs Assessment is currently being piloted. This tool has been condensed to help shorten the enrollment process for EARN participants while creating a more approachable format using Likert scale ratings that promote discussion and reflection. The tool and implementation will be assessed as part of the Coaching Collaborative project.

Success Story

Also included in the packet is Madeline Calderon's EARN success story. Madeline was honored with the Governor's Achievement Award this May. Her story highlights Madeline's perseverance and the EARN program staff's excellence in holistic service delivery.

Erica proudly noted that Advance Central PA has had a winner in this category since 2017 extending gratitude to staff and the EARN program for this accomplishment.

The EARN Committee will meet as needed.

Governance Committee

Dean Girton, Governance Committee Chair, provided the update.

Recruitment

The WDB is currently in compliance with membership requirements. However, Dean reminded members that it is important to have interested candidates in the pipeline and asked members to continue to recruit and send referrals to Erica.

Workforce Development Leadership

The role of Workforce Development Board Vice-Chair remains vacant. Dean explained serving in the role is impactful, yet perhaps not as time-consuming as might be implied because the staff does a great job keeping leadership informed and things moving forward. This position is open to private-sector members only and the Governance Committee welcomes interested parties to speak to Erica.

The Governance Committee will meet as needed.

Personnel Committee

Dave Zartman, Personnel Committee Chair, gave the update.

Staff Updates

Dave reported there is currently an open position at Advance Central PA for Outreach Coordinator. Staff has been in conversations with the PA Dept. of Labor & Industry and is working on a grant modification to potentially pay for this position for a portion of the upcoming fiscal year. The person hired in this role will develop outreach strategy and implement plans to increase awareness and use of the PA CareerLink®.

The Personnel Committee will meet as needed.

Policy & Performance Committee

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

Staff Monitoring Update (March 2024 – May 2024)

Advance Central PA staff monitored the On the Job Training (OJT) contracts throughout the quarter including two in-person visits, with no compliance issues. PY2023 monitoring is underway for four PA CareerLink® sites, the Operator Consortium, and Out-of-School Youth. Equal opportunity monitoring is occurring in conjunction with Title I program operations and PA CareerLink® site monitoring.

State Monitoring Status Update

Staff submitted all requested documents for the Dept. of Labor & Industry Bureau of Workforce Development Administration (BWDA) PY2023 Case File Monitoring.

As requested, staff continue to submit quarterly progress reports to the Dept. of Labor & Industry Bureau of Workforce Program Operations (BWPO) in response to their analysis of data validation. Third quarter progress was submitted in March. Closeout with all corrective actions in place is anticipated to be complete July 1.

Comparison Adult/Dislocated Worker Exit Reports

Jim explained the exit outcome report for Adult/Dislocated Worker programming, comparing the third quarter of program year 2022 with the third quarter of program year 2023. The goal is to exit participants with employment. In total, 57% of exiters were employed at the time of exit, this was a slight increase compared to the same quarter last year. A significant year-over-year improvement was achieved in the training group of exiters. Of the 53 exits this quarter, 48 were CSO participants. Though Tuscarora Intermediate Unit (TIU) only exited 5 participants this quarter, 100% were exited with employment.

Common Measures PY2023 Quarter 3 Reports

These are official measures for Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth Programs. Jim explained the report format was updated to include a chart with the local numerator and denominator for each metric. The Average Program Score used by the Dept. of Labor & Industry to measure the strength of each overall program across measures is also shown.

Adult and Youth programs each achieved an Average Program Score greater than 100% though neither program reached all 5 targets. Dislocated Worker earned an average program score of 94.9%; while performance in three of the five metrics exceeded targets, Measurable Skill Gains and Employment Rate 4th Quarter After Exit were below target.

Staff's analysis and collaboration with Out-of-School Youth in the last quarter led to the discovery of a technical issue that was reported to the state regarding the Measurable Skills Gain metric. The state is adjusting the system of record, which will result in more accurately reported and improved performance.

The Policy and Performance Committee will meet as needed.

Youth Committee

Jon Ritter, Youth Committee Chair, provided the report.

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

Advance Central PA's goal to support 27 Pre-Apprentices with up to \$679 in support service funds through the Apprenticeship Building America grant has led to partnership with Keystone Central School District. Five Industrial Maintenance Technician Pre-Apprentices and three CNC Machining Pre-Apprentices are co-enrolled in ISY and this grant. The grant manager for the state finds our local co-enrollment strategy with WIOA and TANF programs to be a best practice.

Bridges to the Future is partnering with other program providers to purchase staff professional development training and courses through Workforce 180. Topics include case management best practices, such as motivational interviewing.

Jon reported two Camp STEAM sessions being scheduled for this summer, with enrollment numbers to be determined. One camp is being planned virtually to serve students across the region. The other will be hybrid and feature in-person tours of local businesses.

Jon provided an update on CSO's attainment of specific goals outlined in their contract for enrollments, paid internships and job shadows. All goals were met with the exception of job shadows.

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

As ISY programs shift to being fully TANF Youth Development funded rather than WIOA funded, it is critical that the full YES budget is expended and that 20% is spent on allowable paid work experience activities. YES is fulfilling expenditure demands by incorporating the following expenses:

- A partnership with In-School Youth for staff professional development through Workforce 180.
- Utilizing motivational speaker and strategist, Coach D, who will focus on preparing young adult participants for work and providing staff with professional development.
- Purchase of Virtual Reality equipment for young adults to participate in career exploration activities and skills training leading to paid internships.

ISY Success Story

Jon shared Jackson Reed's ISY success story. Jackson received the Governor's Achievement Award for excellence. His story highlights his perseverance when faced with adversity and the outstanding service delivery from Bridges to Future staff. Jackson is currently serving active duty in Pensacola Florida, where he works and trains in the communications field.

Business Education Partnership

Erica shared that Advance Central PA's project to support an Aviation STEM Camp utilizing Business Education Partnership funding was published in the Daily Item. See the article here: <https://bit.ly/3yTJ1dq>

The Youth Committee will meet as needed.

LEO Board Action Items

Commissioner Postal announced that at the Annual Meeting of the Members that morning, the LEO board members reappointed: Jay Alexander, Misty Dion, Dean Girton, Lynn Kuhns and Dave Zartman to the WDB for a three-year term. He thanked them for their service.

- ▲ **Commissioner Kovach made a motion to approve the minutes from the March 20, 2024 joint WDB/LEO Board meeting. Commissioner Steininger seconded the motion. The motion was unanimously approved with no abstentions.**

Commissioner Postal noted the 2.5% increase in the 2025 budget as being very responsible.

- ▲ **Commissioner Mussina made a motion to approve Advance Central PA's Fiscal Year 2025 Operating Budget. Commissioner Kovach seconded the motion. The motion was unanimously approved with no abstentions.**
- ▲ **Commissioner Mussina made a motion to approve Advance Central PA's Fiscal Year 2025 Central Region Budget. Commissioner Steininger seconded the motion. The motion was unanimously approved with no abstentions.**

Executive Director's Update

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

Competitive Funding Portfolio

Erica provided highlights from the comprehensive competitive funding portfolio report. In regard to the Business Education Partnership PY21 Grant, Erica shared a lesson learned from the Dinner & Dessert

networking events is to hold them during the academic year, otherwise students are unlikely to attend. Erica hopes activity can resume in Fall 2024 with funds from a modification that has been submitted for state consideration.

Advance Central PA did not apply to the Workforce Opportunity for Rural Communities (WORC) grant opportunity within the "grants being explored" section of the report given time constraints, but Erica will watch for other opportunities in the future.

LMI (Labor Market Information)

Erica reviewed the report noting the annual increase in the civilian labor force of 5,000 over the past year. Even though the labor force grew, there were still 9,200 unemployed jobseekers in the Central WDA who were eligible and actively searching for employment, and if every individual filled an online job posting, 700 postings would remain unfilled.

Great Stream Commons Project

Erica shared that she participated in a project under the purview of Focus Central PA to provide information to a manufacturer interested in locating at Great Stream Commons in Allenwood. Data about the workforce, college/tech/training, livability, entertainment and more was shared. Jim Beamer asked how we compare to other regions on these items and referenced the labor market information in the packet; Erica noted that Central PA is on par even with population decline because workforce challenges exist everywhere at this time.

WIOA Re-Authorization

With WIOA due for reauthorization, Erica and staff have been closely watching proposed changes from the US House and Senate. Erica reviewed a comparison of WIOA to the newly proposed 'A Stronger Workforce for America Act' (ASWA), stepping the Board members through changes. Proposed components of ASWA that Erica deemed positive include changes to the Local Plan process, and a decreased amount of funding that needs to be spent on Out-of-School Youth (OSY) versus In-School Youth (ISY) which would allow more expenditures on students while in high school thereby preventing them from becoming young adults with barriers that would qualify for OSY.

ASWA changes that are negative include a provision that local WDBs who fail to meet performance after a second consecutive year will be sanctioned. Pulling money out of an area that is struggling may make performance worse rather than better. Currently, sanctions are determined by the states. The most detrimental proposal is a requirement that 50% of Adult and Dislocated Worker funding be spent on training. Currently, the amount spent on training is determined locally based on demand; requiring this significant amount means funds will be pulled from infrastructure and staffing; PA CareerLink® locations in the region will need to close.

Further, ASWA includes a Critical Industry Skills Fund, which would allow a Governor to take 10% of the state's allocation and decide how to spend it resulting in less funds for the local WDBs to operate programming.

Another detrimental change in ASWA is an increased spending requirement for youth paid work experience. Currently WIOA requires that 20% of the budget be spent on paid work activities while ASWA requires 40% of the budget be maintained for this while only subsidizing up to 50% of activities like internships where WIOA allows full subsidy.

Outside of ASWA, TANF legislation changes may negatively impact how Pennsylvania uses TANF Youth Development monies to support young people in holistic workforce programming. Combined with the changes in WIOA outlined in ASWA, Erica expressed concern about the ability to provide young people with the services they need to be successful in employment.

In closing, Erica reiterated the biggest concern is the ASWA requirement that 50% of Adult and Dislocated Worker funding be spent on training. Currently, Advance Central PA budgets approximately 13% of the WIOA funds for training and utilizes competitive grants to provide additional training so that there is an adequate number of staff to support all customers and operate the six (6) PA CareerLink® offices and The

Link mobile workforce unit within the 9-county region. With this change, sites will close, and people and businesses will lose access to necessary services; other changes to funding can further damage the current system.

Members discussed that ASWA indeed has significant carveouts that are of grave concern. Long-time members shared that closing PA CareerLink® will limit access to services and make it harder for people to obtain the services they need.

As next steps, Erica will draft a letter to legislators sharing concerns and the impact of the proposed components of ASWA on the region for WDB member consideration.

Open Discussion

None.

Date of Next Meetings

Upcoming meetings are as follow:

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

Adjournment

With no further business to attend to, Commissioner Robert Postal then Shelly Foust adjourned the LEO Board and WDB meetings at 11:56 a.m.

Respectfully submitted,



Kelly Walter, Office/Board Coordinator

Workforce Development Board Consent Agenda Action Items September 18, 2024

1. Motion to approve the minutes from the June 19, 2024 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 August 9, 2024.

2. Motion to appoint Young, Oakes, Brown, and Co. as auditors for Advance Central PA for fiscal year ending June 30, 2024.

Workforce Development Board Non-Consent Agenda Action Items September 18, 2024

1. Motion to approve the September 18, 2024 Consent Agenda Action Items.

Motion:

Second:

Audit/Finance Committee • Jim Stopper, Chair

- Action Needed: Budget Modification for Business Solutions Contract

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

The EARN Committee will meet as necessary.

Governance Committee • Dean Girton, Chair

The Governance Committee will meet as necessary.

Personnel Committee • Dave Zartman, Chair

The Personnel Committee will meet as necessary.

Policy and Performance Committee • Jim Beamer, Chair

- Action Needed: Approval of WIOA Performance Measures

The Policy and Performance Committee will meet as necessary.

Youth Committee • Jon Ritter, Chair

The Youth Committee will meet as necessary.

Advance Central PA
 FY 24 Contract Expense and Obligation Report
 From 7/1/2023 Through 6/30/24

Contract Period	Contract Title	Available Funds	Total Expended	% Expended	Amount Remaining	Obligated Funds ¹	% of Total Oblig. and Exp.	Unoblig. Amount
10/22 - 06/24	PY22 2nd Inc. WIOA Adult	837,346	837,346	100.00%	-	0	100.00%	0
10/22 - 06/24	PY22 DW Transfer to Adult	500,000	500,000	100.00%	-	0	100.00%	0
07/23 - 06/25	PY23 1st Inc. WIOA Adult	268,711	261,563	97.34%	7,148	7,148	100.00%	0
10/23 - 06/25	PY23 2nd Inc. WIOA Adult	1,105,194	0	0.00%	1,105,194	1,105,194	100.00%	0
	Adult Programs	2,711,251	1,598,909	58.97%	1,112,342	1,112,342	100.00%	0
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 - 06/25	PY23 1st Inc. WIOA DW	315,767	315,767	100.00%	-	0	100.00%	0
10/23 - 06/25	PY23 2nd Inc. WIOA DW	1,148,449	551,592	48.03%	596,857	596,857	100.00%	0
	Dislocated Worker Programs	2,141,466	1,544,609	72.13%	596,857	596,857	100.00%	0
01/22 - 06/24	PY21 Rapid Response	53,848	53,848	100.00%	-	0	100.00%	0
02/23 - 10/23	PY22 Rapid Response - Digital Intake	77,295	77,295	100.00%	-	0	100.00%	0
10/23 - 6/25	PY23 Rapid Response	125,000	55,973	44.78%	69,027	69,027	100.00%	0
	Rapid Response Programs	256,143	187,116	73.05%	0	69,027	100.00%	0
04/22 - 06/24	PY22 WIOA Youth	893,597	893,597	100.00%	-	0	100.00%	0
04/23 - 06/25	PY23 WIOA Youth	1,841,332	772,101	41.93%	1,069,231	1,069,231	100.00%	0
07/22 - 06/23	PY22 TANF Youth	533,729	533,729	100.00%	-	0	100.00%	0
07/23 - 06/25	PY23 TANF Youth	712,013	258,038	36.24%	453,975	453,975	100.00%	0
02/22 - 06/24	PY21 Business & Education Partnership	100,859	100,859	100.00%	-	0	100.00%	0
06/23 - 06/25	PY22 Business & Education Partnership	146,838	82,895	56.45%	63,943	63,943	100.00%	0
	Youth Programs	4,228,368	2,641,219	62.46%	1,587,149	1,587,149	100.00%	0
07/22 - 06/24	EARN	2,709,971	1,909,602	70.47%	800,369	669,178	95.16%	131,191
	Welfare Programs	2,709,971	1,909,602	70.47%	800,369	669,178	95.16%	131,191
01/19 - 06/24	Next Gen 18 - Adv. Man.	47,122	55,797	118.41%	(8,675)	0	118.41%	-8,675
01/19 - 06/24	Next Gen 18 - Healthcare	65,042	56,339	86.62%	8,703	0	86.62%	8,703
02/20 - 06/25	Next Gen 19 - Adv. Man.	229,562	2,268	0.99%	227,294	0	0.99%	227,294
02/20 - 06/25	Next Gen 19 - Healthcare	235,332	17,428	7.41%	217,904	0	7.41%	217,904
01/24 - 06/25	Building & Construction	175,000	0	0.00%	175,000	0	0.00%	175,000
01/24 - 06/25	Agriculture	150,000	38	0.03%	149,962	0	0.03%	149,962
NA	IP Sustainability Fund	411,002	0	0.00%	411,002	0	0.00%	411,002
	Industry Partnerships	1,313,060	131,870	10.04%	1,181,190	0	10.04%	1,181,190
01/22 - 06/25	PASmart CPI Apprenticeship	273,379	78,808	28.83%	194,571	194,571	100.00%	0
01/23 - 06/26	Apprenticeship Building America	181,537	21,895	12.06%	159,642	159,642	100.00%	0
	Reemployment Services	454,916	100,703	22.14%	354,213	354,213	100.00%	0
7/22 - 12/23	PREP PFEW	20,755	20,755	100.00%	-	0	100.00%	0
08/22 - 06/25	DCED Videos	41,774	11,963	28.64%	29,811	12,050	57.48%	17,761
10/20 - 09/24	ARC Reboot	531,280	170,216	32.04%	361,064	356,110	99.07%	4,954
04/24 - 06/25	DWG Opioid	386,912	0	0.00%	386,912	0	0.00%	386,912
07/23 - 06/24	Statewide	50,750	50,009			0	98.54%	741
07/23 - 06/24	Statewide	84,644	84,549			0	99.89%	95
07/23 - 06/24	Statewide	210,763	205,631			0	97.57%	5,132
07/23 - 06/24	Statewide	74,230	69,687			0	93.88%	4,543
NA	Research Department	132,163	57,169	43.26%	74,994	0	43.26%	74,994
NA	Gold Standard	61,168	8,023	13.12%	53,145	0	13.12%	53,145
NA	Highmark Initiative	777	0	0.00%	777	0	0.00%	777
NA	Engage	32,941	4,113	12.49%	28,828	0	12.49%	28,828
NA	Fit4Construction	42,500	409	0	42,091	0	0.96%	42,091
NA	ELIC	1,000	568			0	56.80%	432
	Other Programs	1,671,657	683,092	40.86%	977,622	368,160	62.89%	620,405
	Grand Total	15,486,832	8,797,120	56.80%	6,689,712	4,756,926	87.52%	1,932,786

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 6/30/24

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	1,010,385	975,225	35,159.96	96.52%
Staff Travel & Development	30,034	15,284	14,750.01	50.89%
Board Expenses	8,903	6,531	2,372.14	73.36%
General Office Supplies	5,116	3,085	2,030.86	60.30%
Leases - Copiers/Equipment	2,500	2,138	361.85	85.53%
Outreach	2,050	2,217	(166.85)	108.14%
Subscriptions	23,237	16,662	6,574.66	71.71%
Memberships	10,510	10,859	(348.91)	103.32%
Vehicles	6,350	3,553	2,797.00	55.95%
Equipment And Furnishings	8,760	4,069	4,691.02	46.45%
Professional Fees	15,825	13,457	2,368.32	85.03%
Business Services	14,760	15,738	(978.08)	106.63%
Computer Services	35,164	23,082	12,082.10	65.64%
Facility Costs	<u>76,565</u>	<u>75,993</u>	<u>571.62</u>	<u>99.25%</u>
Total Operational Expenses	1,250,159.00	1,167,893.30	82,265.70	93.42%
Total Expenditures	<u>1,250,159.00</u>	<u>1,167,893.30</u>	<u>82,265.70</u>	<u>93.42%</u>

Notes:

* Anticipated expenditure rate of 100%.

Advance Central PA
 FY24 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2023 Through 6/30/24

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
REVENUE:					
WIOA Adult	229,344	188,241	41,103	82.08%	17.92%
WIOA Dislocated	229,344	188,241	41,103	82.08%	17.92%
WIOA Out of School	132,881	109,926	22,955	82.73%	17.27%
EARN	256,245	205,463	50,782	80.18%	19.82%
Advance Central PA Total: ¹	<u>847,814</u>	<u>691,872</u>	<u>155,942</u>	<u>81.61%</u>	<u>18.39%</u>
WAGNER PEYSER	433,835	379,675	54,160	87.52%	12.48%
WP REGIONAL	15,314	12,674	2,640	82.76%	17.24%
VETS	98,751	82,428	16,323	83.47%	16.53%
RAPID RESPONSE	10,056	8,901	1,155	88.51%	11.49%
OVR	111,923	93,254	18,669	83.32%	16.68%
OVERSIGHT	15,314	12,674	2,640	82.76%	17.24%
TRADE	15,314	6,574	8,740	42.93%	57.07%
State Partner Total:	<u>700,508</u>	<u>596,180</u>	<u>104,328</u>	<u>85.11%</u>	<u>14.89%</u>
Total REVENUE	<u>1,548,322</u>	<u>1,288,052</u>	<u>260,271</u>	<u>83.19%</u>	<u>16.81%</u>
EXPENSES:					
PERSONNEL					
Total PERSONNEL	<u>775,201</u>	<u>698,346</u>	<u>76,855.50</u>	<u>90.09%</u>	<u>9.91%</u>
FACILITY					
Total FACILITY	<u>671,613</u>	<u>658,303</u>	<u>13,309.96</u>	<u>98.02%</u>	<u>1.98%</u>
OPERATIONAL					
Total OPERATIONAL	<u>292,906</u>	<u>190,728</u>	<u>102,178</u>	<u>65.12%</u>	<u>34.88%</u>
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	<u>259,325</u>	<u>259,325</u>	<u>0</u>	<u>100.00%</u>	<u>0.00%</u>
TOTAL EXPENDITURES	<u>1,480,395</u>	<u>1,288,052</u>	<u>192,343</u>	<u>87.01%</u>	<u>12.99%</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 100%.

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

Advance Central PA
 Subcontractor Budget and Actual Comparison
 From 7/1/2023 Through 6/30/24

Tuscarora Intermediate Unit 11(TIU)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	507,218	453,719	53,499	89.45%	10.55%
Dislocated Worker Pool	507,911	502,964	4,947	99.03%	0.97%
OS Youth Pool ³	100,000	86,061	13,939	86.06%	13.94%
Statewide CareerLink	49,593	49,593	0	100.00%	0.00%
Upgrades ⁷					
Statewide ARC	74,230	64,779	9,451	87.27%	12.73%
TANF	30,000	25,814	4,186	86.05%	13.95%
Engage	10,400	3,605	6,795	34.66%	65.34%
ARC Reboot ⁵	92,670	52,787	39,883	56.96%	43.04%
EARN Pool ³	100,000	86,065	13,935	86.07%	13.94%
Total OPERATIONAL EXPENSES	1,472,021	1,325,387	146,634	90.04%	9.96%
DIRECT CUSTOMER SERVICES ⁴					
ARC Reboot	3,659	-	3,659	0.00%	100.00%
Total DIRECT CUSTOMER SERVICES	3,659	-	3,659	0.00%	100.00%
TOTAL EXPENDITURES	1,475,680	1,325,387	150,293	89.82%	10.18%

Central Susquehanna Opportunities, Inc. (CSO)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	573,171	470,730	102,441	82.13%	17.87%
IS Youth Pool	151,152	112,952	38,200	74.73%	25.27%
TANF Youth	334,615	308,055	26,560	92.06%	7.94%
Dislocated Worker Pool	578,171	569,441	8,730	98.49%	1.51%
Business Edu. Partnership 21	50,000	50,000	-	100.00%	0.00%
Business Edu. Partnership 22	58,656	57,082	1,574	97.32%	2.68%
Rapid Response ⁵	130,916	107,991	22,925	82.49%	17.51%
Statewide ⁷	24,000	24,000	-	100.00%	0.00%
ARC Statewide	49,640	48,544	1,096	97.79%	2.21%
ARC Reboot	101,723	85,799	15,924	84.35%	15.65%
EARN Pool	1,364,165	1,304,202	59,963	95.60%	4.40%
Digital Intake	56	56	-	100.00%	0.00%
EARN SNAP	46,714	46,714	-	100.00%	0.00%
Total OPERATIONAL EXPENSES	3,462,979	3,185,566	277,413	91.99%	8.01%

DIRECT CUSTOMER SERVICES ⁴						
Adult Pool	10,000	7,930	2,070	79.30%	20.70%	
IS Youth Pool	9,071	1,758	7,313	19.38%	80.62%	
TANF Youth	193,950	156,253	37,697	80.56%	19.44%	
Dislocated Worker Pool	5,000	1,212	3,788	24.24%	75.76%	
Apprenticeship Building America ⁶	6,608	6,608	0	100.00%	0.00%	
ARC Reboot	7,102	1,378	5,724	19.40%	80.60%	
EARN Pool	58,000	22,535	35,465	38.85%	61.15%	
Total DIRECT CUSTOMER SERVICES	289,731	197,674	92,057	68.23%	31.77%	
TOTAL EXPENDITURES	3,752,710	3,383,239	369,470	90.15%	9.85%	

Central Susquehanna Intermediate Unit

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
TANF Youth	191,857	98,550	93,307	51.37%	48.63%
Statewide ⁷	8,000	8,000	-	100.00%	0.00%
OS Youth Pool	846,732	846,732	-	100.00%	0.00%
Total OPERATIONAL EXPENSES	1,046,589	953,282	93,307	91.08%	8.92%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	59,937	50,066	9,871	83.53%	16.47%
ABA	675	675	-	100.00%	0.00%
OS Youth Pool	173,641	167,512	6,129	96.47%	3.53%
Total DIRECT CUSTOMER SERVICES	234,253	218,253	16,000	93.17%	6.83%
TOTAL EXPENDITURES	1,280,842	1,171,535	109,307	91.47%	8.53%

NOTES:

1 Anticipated expenditure rate of 100% for operating expenses.

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

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

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

5 CSO Rapid Response budget includes The Link.

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

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY24 ITA	
Adult	\$10,380	\$2,315	\$6,970	\$9,285	\$1,095	1	89.45%
Adult POS	\$195,320	\$10,981	\$179,276	\$190,257	\$5,063	60	97.41%
Dislocated Worker	\$105,424	\$3,500	\$43,141	\$46,641	\$58,783	15	44.24%
TOTAL ITA	\$311,123	\$16,796	\$229,387	\$246,183	\$64,941	76	79.13%

ON THE JOB TRAININGS (OJTs)						FY24 OJT	
Adult	\$33,587	\$4,280	\$27,669	\$31,949	\$1,637	5	95.13%
Adult POS	\$76,880	\$7,876	\$56,975	\$64,851	\$12,029	11	84.35%
Dislocated Worker	\$70,282	\$315	\$32,245	\$32,560	\$37,723	5	46.33%
Out of School Youth	\$92,067	\$13,776	\$40,967	\$54,743	\$37,324	12	59.46%
TOTAL OJT	\$272,816	\$26,247	\$157,856	\$184,103	\$88,713	33	67.48%
TOTAL ITA/OJT	\$583,939	\$43,043	\$387,243	\$430,286	\$153,653	109	73.69%

INCUMBENT WORKER TRAINING							Number of Participants	Percentage of Total Budget Obligated
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance			
Next Gen Adv. Manuf. 2019	2021	\$93,627	\$0	\$27,900	\$102,303	-\$8,676	106	109%
	2023			\$18,940				
	2024			\$55,463				
Next Gen. Healthcare 2019	2024	\$64,792	\$0	\$56,089	\$56,089	\$8,703	1156	87%
Next Gen Adv. Manuf. 2020	\$210,000	\$17,016	\$17,016	\$17,016	\$192,984		21	8%
Next Gen. Healthcare 2020	\$193,800	\$0	\$0	\$0	\$193,800		0	0%
Total	\$562,220	\$17,016	\$175,408	\$175,408	\$386,811		1283	31%

FY25 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS
As of **8/30/2024**

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY25 ITA	
Adult	\$61,554	\$0	\$0	\$0	\$61,554	0	0.00%
Adult POS	\$92,332	\$65,730	\$10,390	\$76,120	\$16,212	31	82.44%
Dislocated Worker	\$91,546	\$13,990	\$3,500	\$17,490	\$74,056	5	19.11%
TOTAL ITA	\$245,432	\$79,720	\$13,890	\$93,610	\$151,822	36	38.14%

ON THE JOB TRAININGS (OJTs)						FY25 OJT	
Adult	\$41,036	\$7,280	\$0	\$7,280	\$33,756	2	17.74%
Adult POS	\$61,554	\$27,406	\$2,754	\$30,160	\$31,394	5	49.00%
Dislocated Worker	\$61,031	\$18,792	\$0	\$18,792	\$42,239	2	30.79%
Out of School Youth	\$80,622	\$0	\$0	\$0	\$80,622	5	0.00%
TOTAL OJT	\$244,244	\$53,478	\$2,754	\$56,232	\$188,012	14	23.02%
TOTAL ITA/OJT	\$489,676	\$133,198	\$16,644	\$149,842	\$339,834	50	30.60%

INCUMBENT WORKER TRAINING						Number of Participants	Percentage of Total Budget Obligated
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
Adv. Manufacturing	\$192,984	\$0	\$0	\$0	\$192,984	0	0%
Healthcare	\$193,800	\$0	\$0	\$0	\$193,800	0	0%
Agriculture	\$102,052	\$0	\$0	\$0	\$102,052	0	0%
Construction	\$134,170	\$0	\$0	\$0	\$134,170	0	0%
Total	\$623,006	\$0	\$0	\$0	\$623,006	0	0%

FY25 Central Region Budget Updates As of September 20, 2024

The Central Region has increased revenues of \$70,071 from the budget presented at the June 19, 2024 meeting for a revised available revenue total of \$14,083,939. This includes the newly awarded PA CareerLink® Awareness funds as well as carryover adjustments from estimated to actual.

Advance Central PA's budget increased by \$14,913 to a total of \$1,517,376 due to the carryover adjustments.

The training budget decreased by \$70,026 to \$1,283,805 due to carryover adjustments, as more funds than anticipated were spent in the Next Gen Manufacturing 2020 and PASmart Apprenticeship during June 2024.

The Service Delivery budgets for CSO, TIU, and Other Service Delivery increased, while CSIU remained the same. CSO had an increase in Business and Education Partnership 2022 funds of \$2,774 due to carryover adjustments, as well as an equal swap in funding between Dislocated Worker and Rapid Response based on carryover adjustments. TIU had an increase in funding of \$65,908, due to an error in their submitted budget. Other Service Delivery included adjustments in the following grants based on carryover adjustments: Business and Education Partnership 2022, Next Generation Manufacturing 2020, PASmart Apprenticeship, DCED Videos, Appalachian Regional Commission (ARC) Opioid Grant, and Apprenticeship Building America (ABA). CSIU had an equal swap of funds between WIOA Youth and TANF (no change in total funding).

The Regional budget increased by \$15,925 due to the addition of the PA CareerLink® Awareness funds.

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

**Advance Central PA
FY 25 Central Region Budget Updates
As of September 20, 2024**

Following is the net change to the FY25 Revenues that were presented on June 19, 2024. This includes the newly awarded PA CareerLink® Awareness funds as well as carryover adjustments from estimated to actual.

Total Revenues presented 6/19/24	\$ 14,013,868
Adjustments:	
Adult	50,491
Dislocated Worker	21,090
Youth	(56,427)
EARN Performance Funds	8,670
TANF Youth	(5,190)
Rapid Response	3,914
Unrestricted	(8,023)
Industry Partnership Sustainability	64,390
DWG Opioid	1,912
Next Gen Healthcare 2020	(406)
Next Gen Manufacturing 2020	(17,096)
PASmart Apprenticeship	(25,429)
Industry Partnership Agriculture	1,962
Industry Partnership Construction	2,000
Statewide CareerLink Awareness	20,000
DCED Videos	12,120
ARC	(7,079)
Business & Education Partnership	3,805
ABA	(633)
Net Increase	70,071
Revised Available Revenues	<u>\$ 14,083,939</u>

Below is a summary of adjustments to the FY25 expense budgets along with explanations for the changes. The budgets represent all funding sources.

Total Budget presented 6/19/24	\$ 14,013,868
Net Increase in Allocated Funds	55,034
Net Decrease in Unallocated Funds	15,036
Revised Total Budget	<u>\$ 14,083,939</u>

Advance Central PA's available budget had a net increase due to the carryover adjustments.

Advance Central PA Budget presented 6/19/24	\$ 1,502,463
Adjustments:	
Net Increase	14,913
Revised Advance Central PA Budget	<u>\$ 1,517,376</u>

The training budget decreased due to carryover adjustments, as more funds than anticipated were spent in the Next Gen Manufacturing 2020 and PASmart Apprenticeship during June 2024.

Training Budget presented 6/19/24	\$ 1,353,831
Net Decrease	(70,026)
Revised Training Budget	<u>\$ 1,283,805</u>

The Service Delivery budgets for CSO, TIU, and Other Service Delivery increased, while CSIU remained the same. CSO had an increase in Business and Education Partnership 2022 funds due to carryover adjustments, as well as an equal swap in funding between Dislocated Worker and Rapid Response based on carryover adjustments. TIU had an increase in Adult and Dislocated Worker funds, due to an error in their submitted budget. Other Service Delivery included adjustments in the following grants based on carryover adjustments: Business and Education Partnership 2022, Next Generation Manufacturing 2020, PASmart Apprenticeship, DCED Videos, ARC and ABA. CSIU had an equal swap of funds between WIOA Youth and TANF (no change in total funding).

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 6/19/24	\$ 3,901,055	\$ 1,306,445	\$ 1,272,168	\$ 830,771
Net Increase	2,774	65,908	-	25,540
Revised Service Delivery Budgets	<u>\$ 3,903,829</u>	<u>\$ 1,372,353</u>	<u>\$ 1,272,168</u>	<u>\$ 856,311</u>

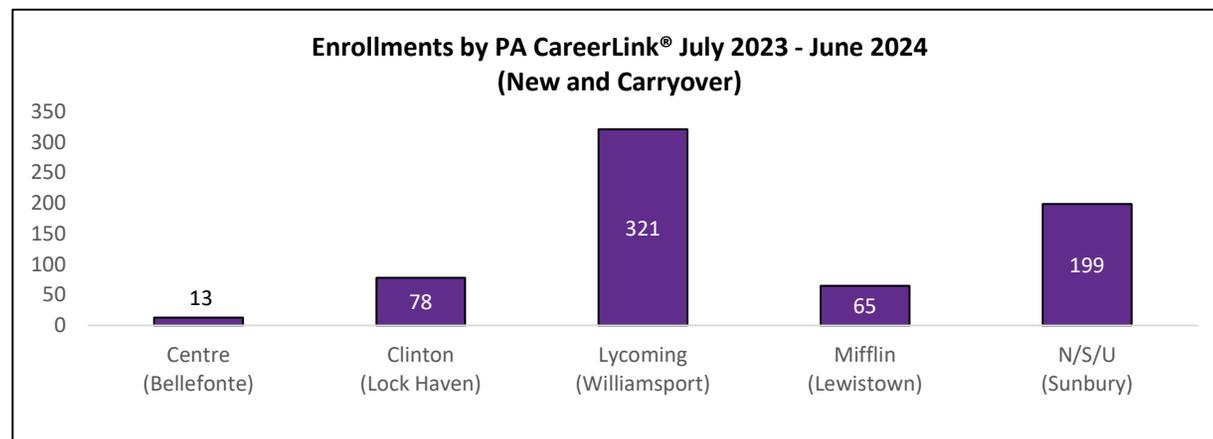
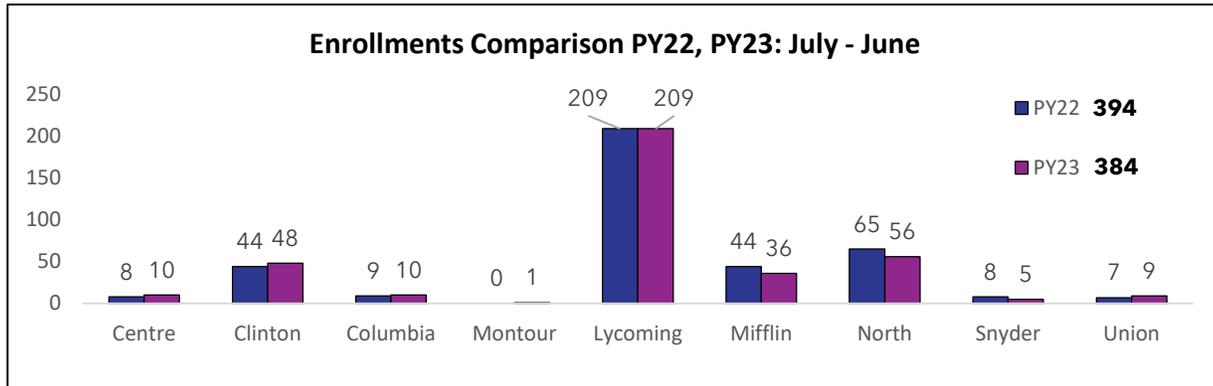
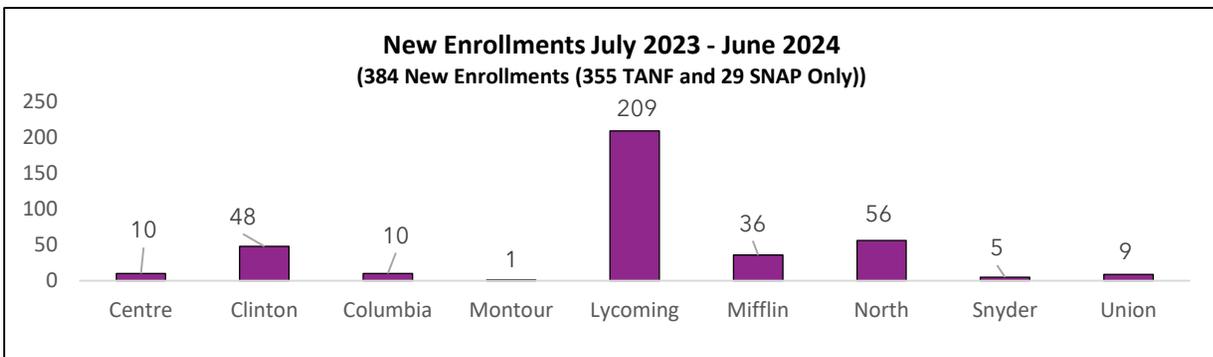
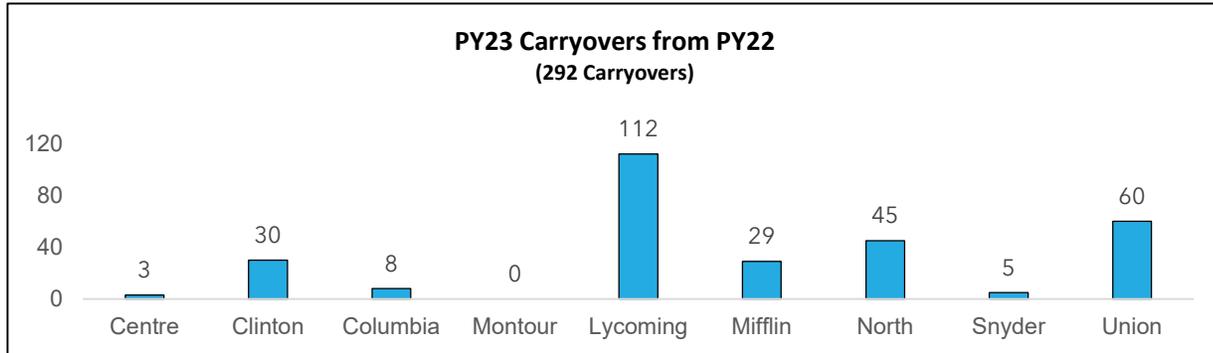
The Regional Budget increased due to the addition of the PA CareerLink® awareness funds. Regional technology decreased due to carryover adjustments for the Business and Education Partnership 2022 grant.

Regional and Other Budget presented 6/19/24	\$ 33,419
Net Increase	15,925
Revised Regional and Other Budget	<u>\$ 49,344</u>

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

Unallocated Budget presented 6/19/24	\$ 2,371,674
Adjustments:	
Net Increase	15,036
Revised Unallocated Budget	<u>\$ 2,386,710</u>

EARN Program Year 2023-2024 Enrollment Report



Monitoring Update

June 2024 through August 2024

LOCAL MONITORING

Advance Central PA staff conducts regular monitoring of subrecipients, overall PA CareerLink® operations, accessibility and equal opportunity. All contacts and reports are documented. Equal Opportunity monitoring is completed at the time of subrecipient and PA CareerLink® operations monitoring unless otherwise noted. Complete monitoring reports are available to the appropriate WDB member or WDB Committee for review.

Subrecipients and core programs that are regularly monitored include:

Central Susquehanna Intermediate Unit (CSIU)	WIOA Out-of-School Youth (OSY) TANF Youth Development Program (YDP)
Central Susquehanna Opportunities (CSO)	WIOA Adult (Adult) WIOA Dislocated Worker (DW) EARN WIOA In-School Youth (ISY) TANF Youth Development Program (YDP)
Tuscarora Intermediate Unit (TIU)	WIOA Adult (Adult) WIOA Dislocated Worker (DW) WIOA Business Solutions PA CareerLink® Operator

LOCAL MONITORING ACTIVITY

ELIGIBLE TRAINING PROVIDER LIST (ETPL)

Classroom training providers and courses must be approved by Advance Central PA and then the PA Department of Labor and Industry to be on the ETPL before a customer can receive funding assistance. Applications for approval can be submitted at any time, and all programs must reapply each year ensuring PA CareerLink® customers have reliable course and outcome information and prudent use of WIOA funds. Further, staff review ITA progress and outcomes, monitoring providers throughout the year.

Training Programs Currently Approved for PY24 Funding: 38

ON-THE-JOB TRAINING CONTRACTS

Monitored for risks, quality of services, adherence to the training plan, and fiscal requirements.

Desk Reviews

New Contracts Reviewed: 7

Open Contracts Reviewed: 6

Onsite Monitoring

Jobseeker Program	BST Subrecipient	Employer	County	Visit	Findings
OSY-CSIU	TIU	Williamsport Dialysis Clinic	Lycoming	06/17/2024	None
OSY-CSIU	TIU	Pine Creek Veterinary Associates	Clinton	07/10/2024	None
Adult-CSO	TIU	HuckansLabs	Columbia	08/23/2024	None
OSY-CSIU	TIU	Lewistown Pharmacy	Mifflin	08/26/2024	None

SUBRECIPIENT FISCAL PRACTICES

Monitored for overall compliance with federal, state, and local requirements.

Desk Reviews

FY23-FY24 monitoring of CSIU, CSO, and TIU is currently underway.

PA CAREERLINK® OPERATIONS

Monitored for quality, compliance, and performance.

Onsite Monitoring/Desk Reviews/Self-Monitoring Surveys

Site	Visit/ Begin	Report	Findings	CAP (Initial)	Closed
Northumberland/ Snyder/Union	01/25/2024	04/15/2024	4 Required Actions 3 Recommendations	05/15/2024	07/10/2024
Operator	04/05/2024	06/11/2024	5 Self-Monitoring Responses Revisions	06/25/2024	07/02/2024
Columbia/Montour	01/18/2024	08/02/2024	3 Required Actions 2 Recommendations	09/02/2024	Pending
Mifflin	04/22/2024	07/11/2024	3 Required Actions 3 Recommendations	08/06/2024	Pending
Centre	04/25/2024	08/16/2024	5 Required Actions	09/16/2024	Pending

SUBRECIPIENT PROGRAM OPERATIONS

Monitored for quality, compliance, and performance.

File & Desk Reviews; Onsite Visits; Remote Observations

Program- Subrecipient	Files	Begin	Report	Findings	CAP (Initial)	Closed
OSY/YDP- CSIU	26	04/05/2024	07/12/2024	6 Required Actions 1 Recommendation	07/18/2024	Pending
ISY/YDP (Summer Activities)- CSO	N/A	06/17/2024	Pending	Pending	Pending	Pending
Adult/DW- CSO	45	07/16/2024	Pending	Pending	Pending	Pending
Adult/DW- TIU	5	07/16/2024	Pending	Pending	Pending	Pending

STATE MONITORING

The local area is monitored for compliance, performance, and quality by agencies within the Pennsylvania Department of Labor & Industry and Pennsylvania Department of Human Services. Advance Central PA provides requested materials, submits reports, and implements any corrective action plans required.

STATE MONITORING ACTIVITY

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

Monitoring of the local workforce development area's fiscal and procurement systems and the local workforce development board's (LWDB) compliance and oversight functions

- Staff submitted all outstanding PY23 oversight documentation to BWDA as requested on July 10, 2024. BWDA is expected to soon issue their preliminary PY23 report.

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

Monitoring of the local workforce development area's services to applicants, participants, and registrants for compliance with the equal opportunity and nondiscrimination requirements of WIOA

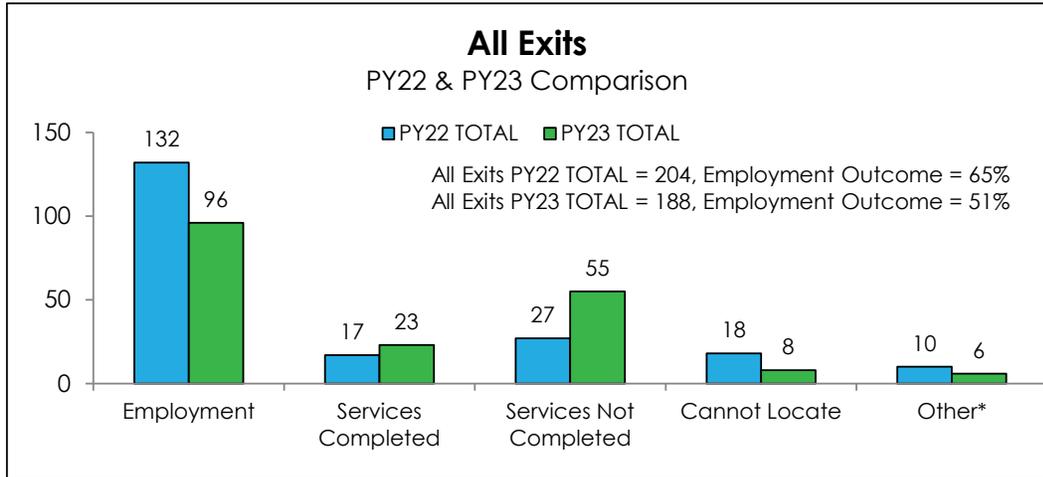
- OEO provided final notice (dated August 22, 2024) of Advance Central PA's PY23 compliance with EO/ ADA Accessibility requirements.

Adult/Dislocated Worker Outcomes Report

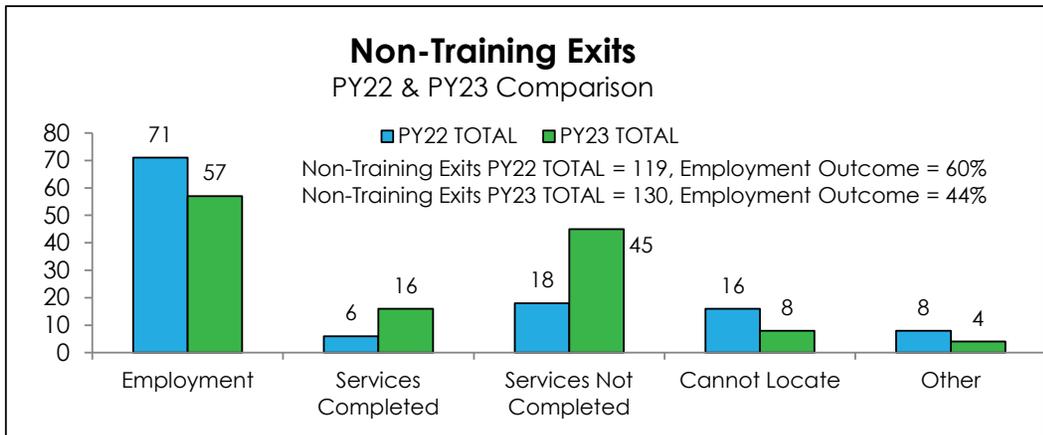
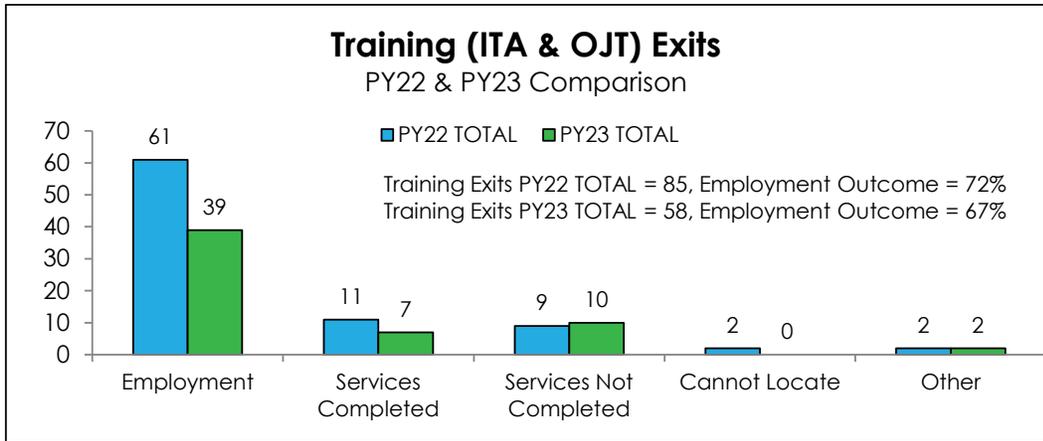
PY22 and PY23 Comparison

July 1, 2022 - June 30, 2023 & July 1, 2023 - June 30, 2024

Central Pennsylvania



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



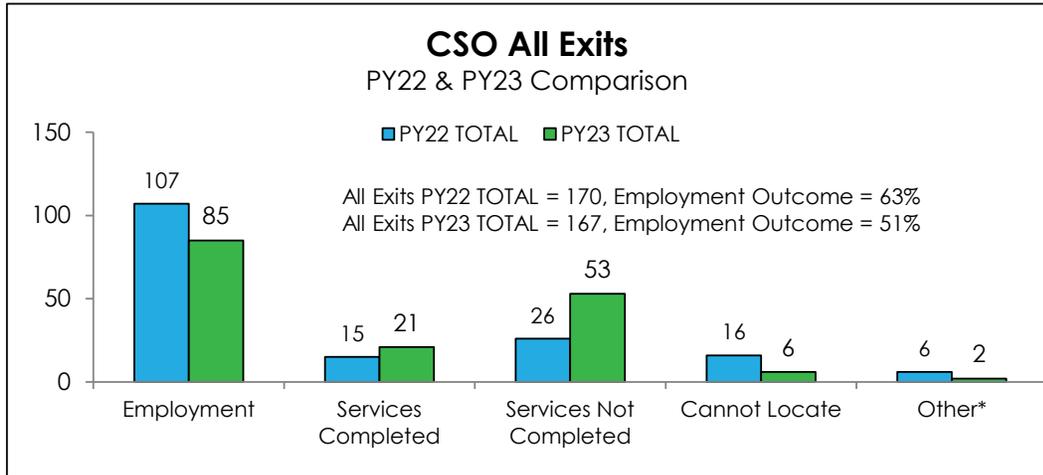
Other* PY22 TOTAL: Health, Medical (7), Institutionalized (1), Retirement (2)
(applies to All Exits) PY23 TOTAL: Health, Medical (5), Institutionalized (1)

Adult/Dislocated Worker Outcomes Report

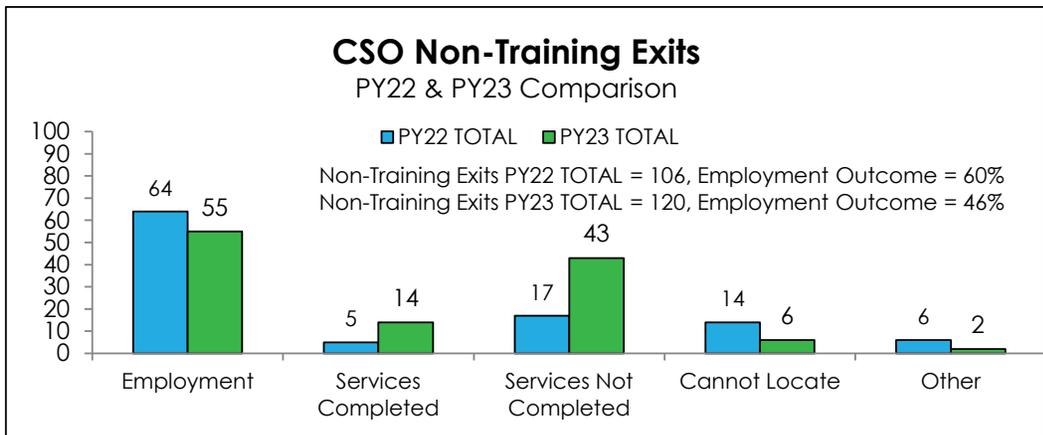
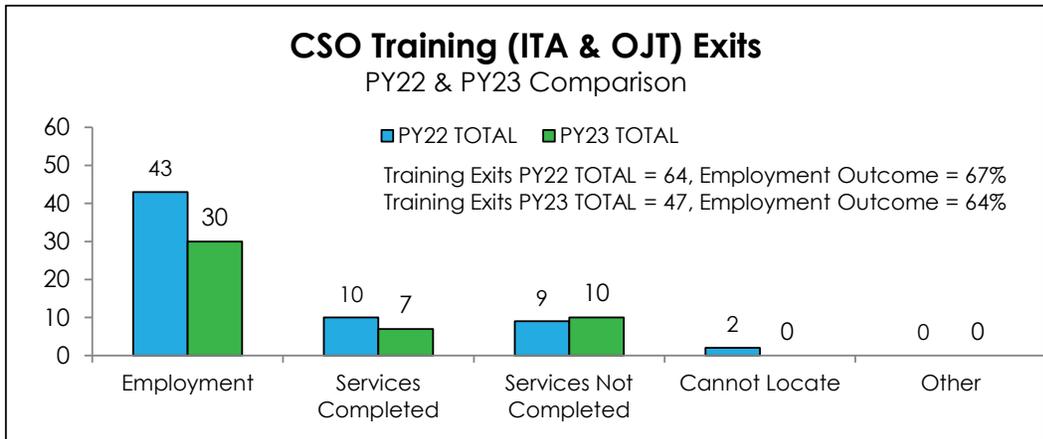
PY22 and PY23 Comparison

July 1, 2022 - June 30, 2023 & July 1, 2023 - June 30, 2024

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.



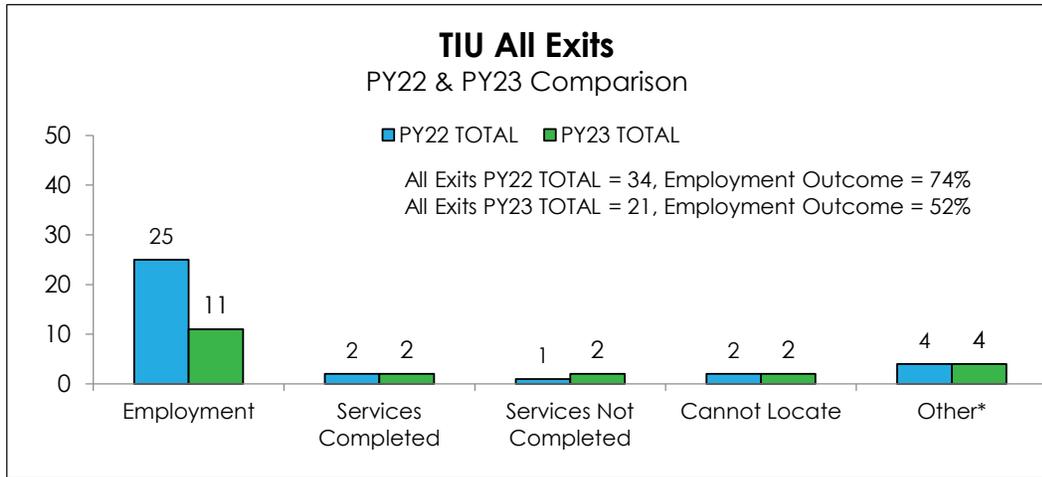
Other* PY22 TOTAL: Health, Medical (4), Institutionalized (1) Retirement (1)
(applies to All Exits) PY23 TOTAL: Health, Medical (1), Institutionalized (1)

Adult/Dislocated Worker Outcomes Report

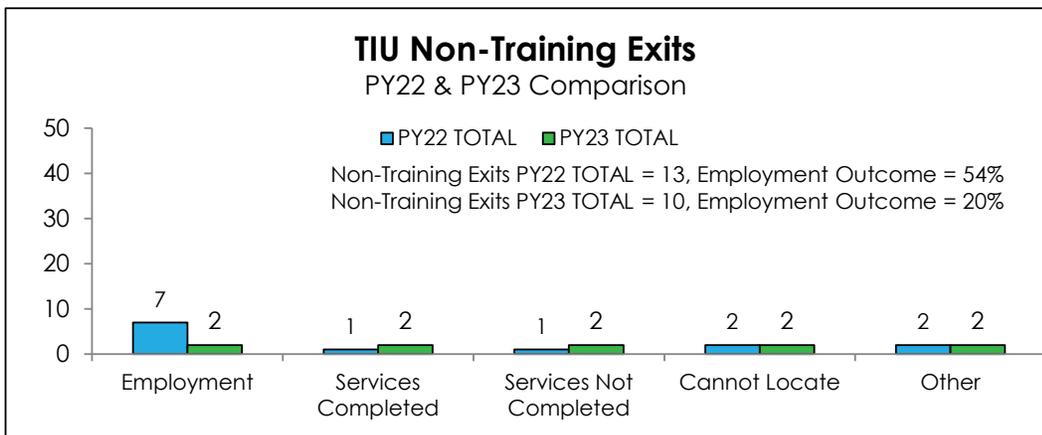
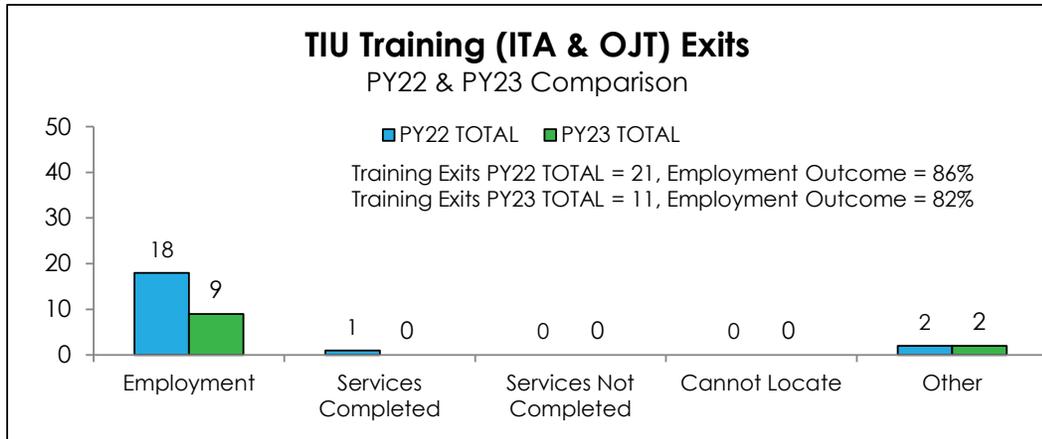
PY22 and PY23 Comparison

July 1, 2022 - June 30, 2023 & July 1, 2023 - June 30, 2024

Tuscarora Intermediate Unit 11



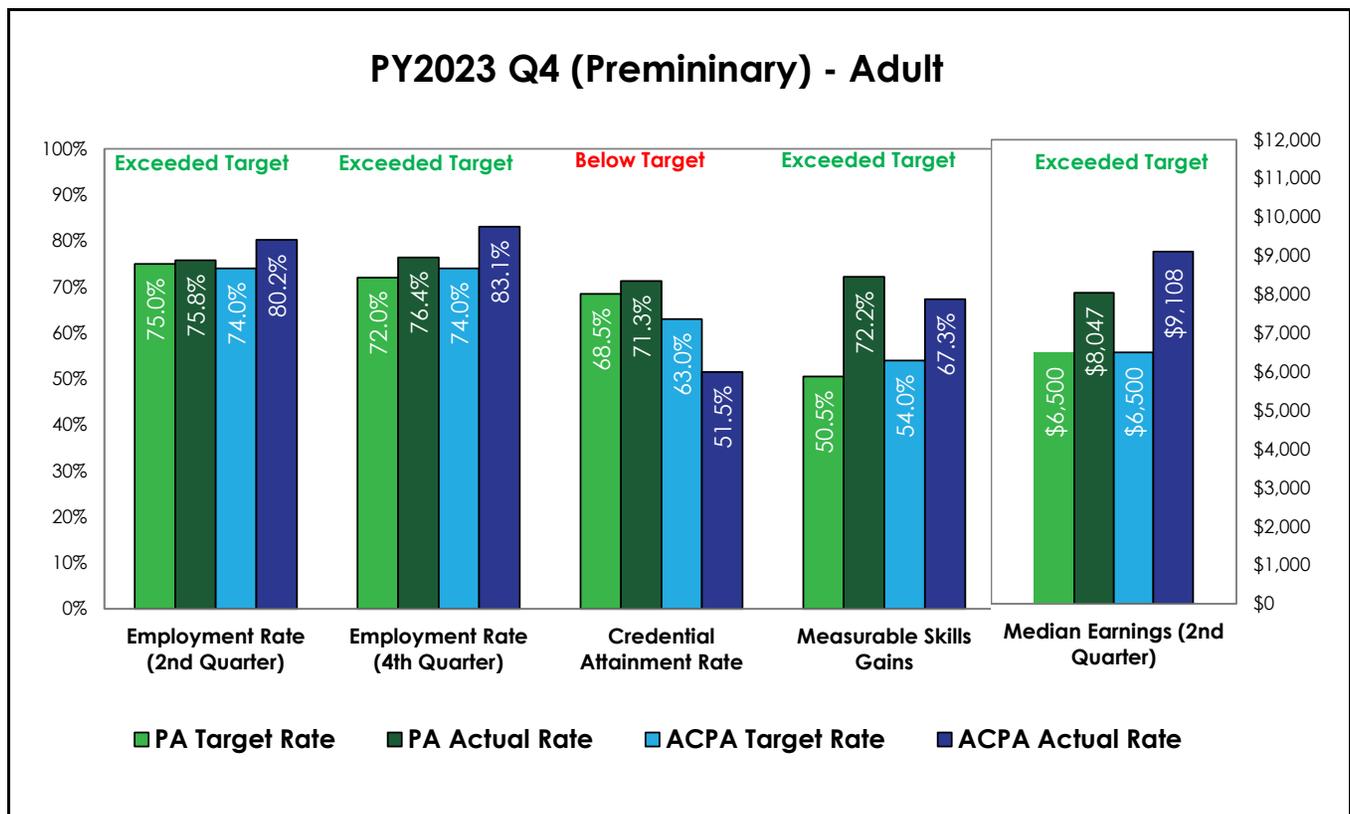
Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.



Other* PY22 TOTAL: Health, Medical (3), Retirement (1)
(applies to All Exits) PY23 TOTAL: Health, Medical (4)

Common Measure Performance - Adult Program Year 2023 Q4 (Preliminary)

Performance Metric	Adult			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	146 182	80.2%	74.0%	108.4%
Employment Rate (4th Quarter)	148 178	83.1%	74.0%	112.3%
Median Earnings (2nd Quarter)	- -	\$9,108	\$6,500	140.1%
Credential Attainment Rate	34 66	51.5%	63.0%	81.7%
Measurable Skill Gains	70 104	67.3%	54.0%	124.6%
Average Program Score				✓ 113.4%



Common Measure Definitions

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

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

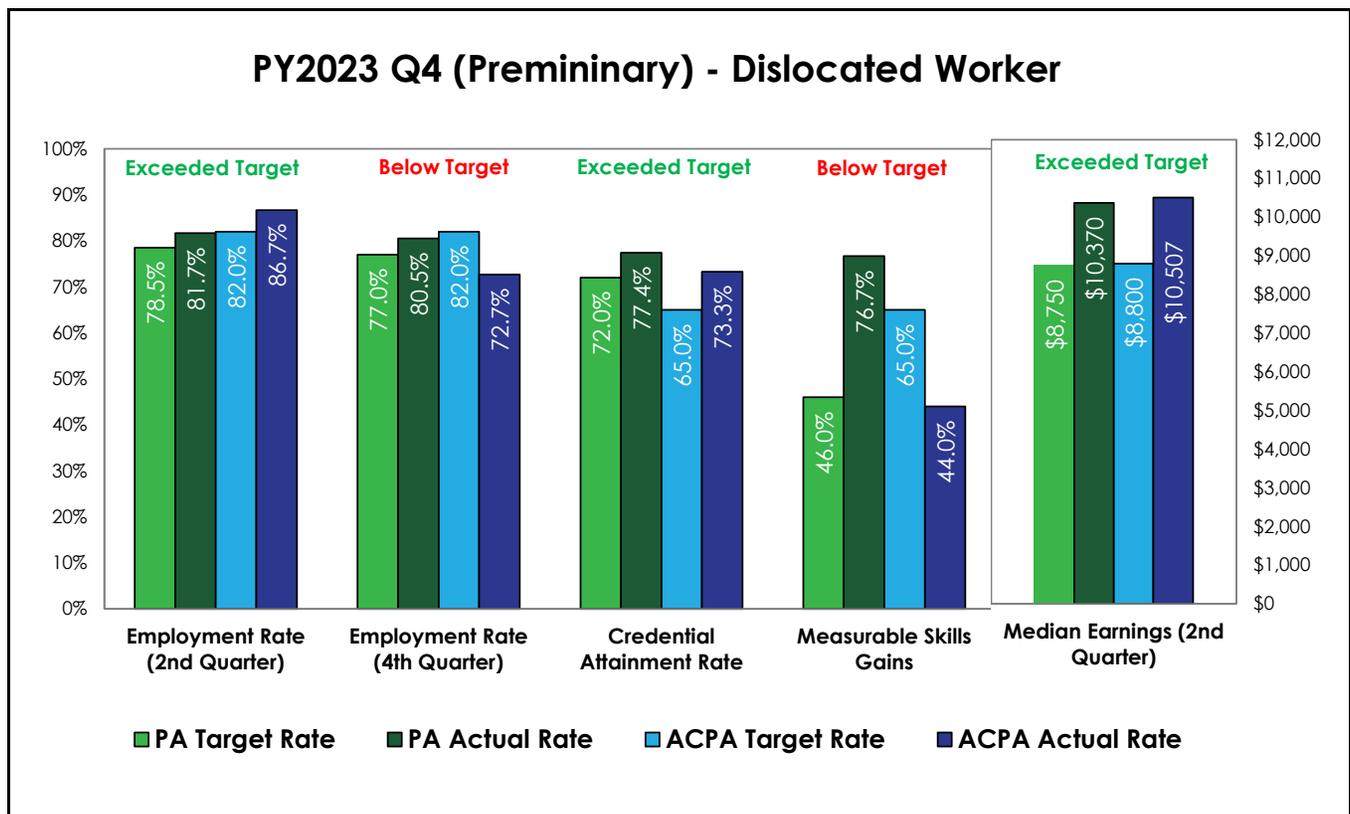
Credential Attainment Rate - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

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

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

Common Measure Performance - Dislocated Worker Program Year 2023 Q4 (Preliminary)

Performance Metric	Dislocated Worker			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	26 30	86.7%	82.0%	105.7%
Employment Rate (4th Quarter)	48 66	72.7%	82.0%	88.7%
Median Earnings (2nd Quarter)	- -	\$10,507	\$8,800	119.4%
Credential Attainment Rate	22 30	73.3%	65.0%	112.8%
Measurable Skill Gains	11 25	44.0%	65.0%	67.7%
Average Program Score			✓	98.8%



Common Measure Definitions

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

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

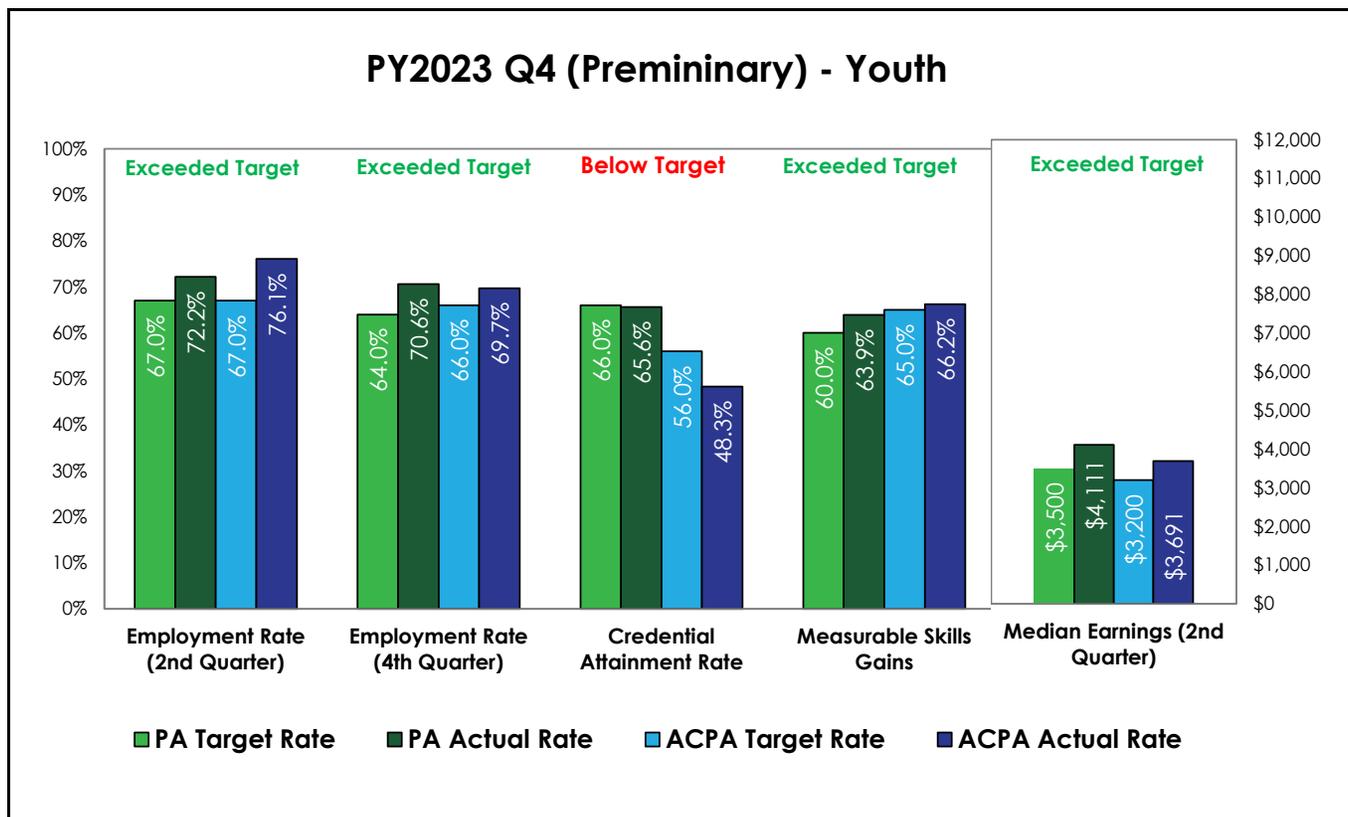
Credential Attainment Rate - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

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

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

Common Measure Performance - Youth Program Year 2023 Q4 (Preliminary)

Performance Metric	Youth			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	143 188	76.1%	67.0%	113.6%
Employment Rate (4th Quarter)	163 234	69.7%	66.0%	105.6%
Median Earnings (2nd Quarter)	- -	\$3,691	\$3,200	115.4%
Credential Attainment Rate	69 143	48.3%	56.0%	86.3%
Measurable Skill Gains	94 142	66.2%	65.0%	101.8%
Average Program Score				✓ 104.5%



Common Measure Definitions

Employment Rate (2nd Quarter) - % of participants in unsubsidized employment or education/training in the 2nd quarter after exit

Employment Rate (4th Quarter) - % of participants in unsubsidized employment or education/training in the 4th quarter after exit

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

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

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

WIOA Performance Negotiations Worksheet

PY 2024 & PY 2025

	Pennsylvania				Central WDA						
	PY 2022 Actual	PY 2023 Actual*	PY 2024 Negotiated	PY 2025 Negotiated	PY 2022 Actual	PY 2023 Actual	PY 2024 Negotiated	PY 2025 Negotiated	PY 2024 Counter Proposal	PY 2025 Counter Proposal	
Adult					Adult						
Employment Second Quarter after Exit	77.6%	76.5%	77.0%	77.5%	Employment Second Quarter after Exit	77.4%	80.2%	77.4%	77.4%	77.0%	78.0%
Employment Fourth Quarter after Exit	75.0%	76.3%	75.0%	76.0%	Employment Fourth Quarter after Exit	77.8%	83.1%	77.8%	77.8%	77.0%	78.0%
Median Earnings Second Quarter after Exit	\$7,820	\$8,069	\$8,000	\$8,100	Median Earnings Second Quarter after Exit	\$7,972	\$9,108	\$8,000	\$8,000	\$8,000	\$8,000
Credential Attainment Rate	72.8%	71.2%	71.0%	72.0%	Credential Attainment Rate	67.1%	51.5%	60.0%	60.0%	60.0%	60.0%
Measurable Skill Gains	71.0%	66.2%	64.0%	65.0%	Measurable Skill Gains	59.6%	67.3%	60.0%	60.0%	60.0%	60.0%
Dislocated Workers					Dislocated Workers						
Employment Second Quarter after Exit	81.5%	81.8%	80.5%	81.0%	Employment Second Quarter after Exit	80.7%	86.7%	81.0%	81.0%	81.0%	81.0%
Employment Fourth Quarter after Exit	81.0%	79.6%	80.5%	81.0%	Employment Fourth Quarter after Exit	84.1%	72.7%	81.0%	81.0%	81.0%	81.0%
Median Earnings Second Quarter after Exit	\$10,022	\$10,564	\$10,000	\$10,100	Median Earnings Second Quarter after Exit	\$8,737	\$10,507	\$8,800	\$8,800	\$9,000	\$9,250
Credential Attainment Rate	78.3%	76.6%	74.0%	75.0%	Credential Attainment Rate	69.1%	73.3%	65.0%	65.0%	66.0%	67.0%
Measurable Skill Gains	70.2%	70.3%	59.0%	60.0%	Measurable Skill Gains	38.5%	44.0%	60.0%	60.0%	60.0%	60.0%
Youth					Youth						
Employment Second Quarter after Exit	72.5%	72.3%	70.0%	71.0%	Employment Second Quarter after Exit	67.6%	76.1%	68.0%	68.0%	69.0%	70.0%
Employment Fourth Quarter after Exit	72.4%	70.5%	68.0%	68.5%	Employment Fourth Quarter after Exit	72.7%	69.7%	73.0%	73.0%	69.0%	70.0%
Median Earnings Second Quarter after Exit	\$4,130	\$4,142	\$4,200	\$4,500	Median Earnings Second Quarter after Exit	\$4,625	\$3,691	\$4,000	\$4,000	\$4,000	\$4,000
Credential Attainment Rate	64.9%	65.0%	66.0%	66.5%	Credential Attainment Rate	55.8%	48.3%	56.0%	56.0%	56.0%	56.0%
Measurable Skill Gains	73.6%	57.9%	63.0%	65.0%	Measurable Skill Gains	68.5%	66.2%	68.5%	68.5%	68.5%	68.5%

Note: Highlights in chart indicate the participants have already exited the program and a portion of the period of measurement has already passed, so we can't necessarily change the outcomes for PY 24.

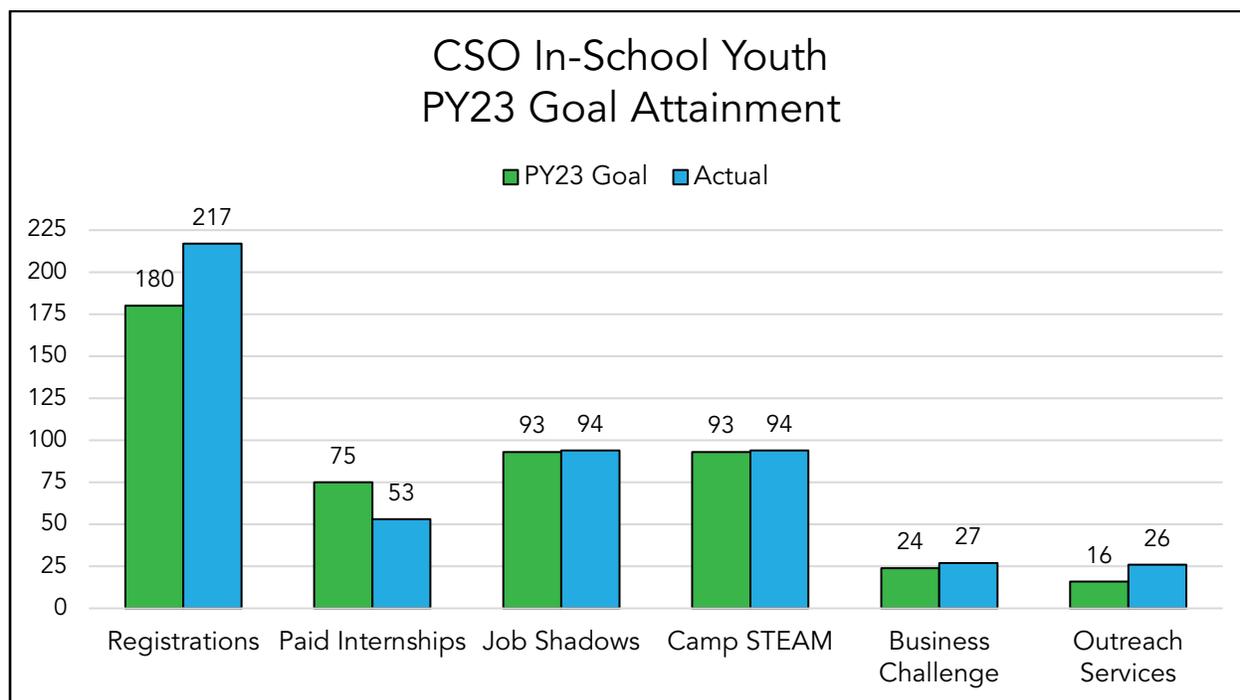
Bridges to the Future In-School Youth Program

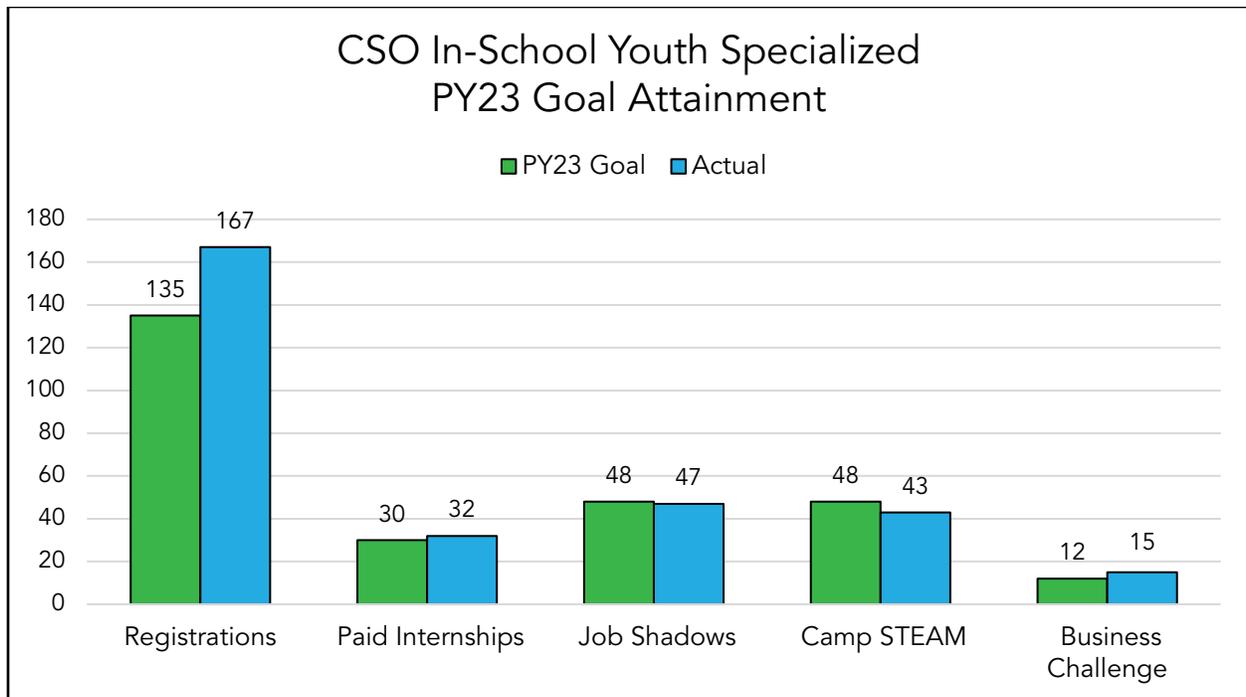
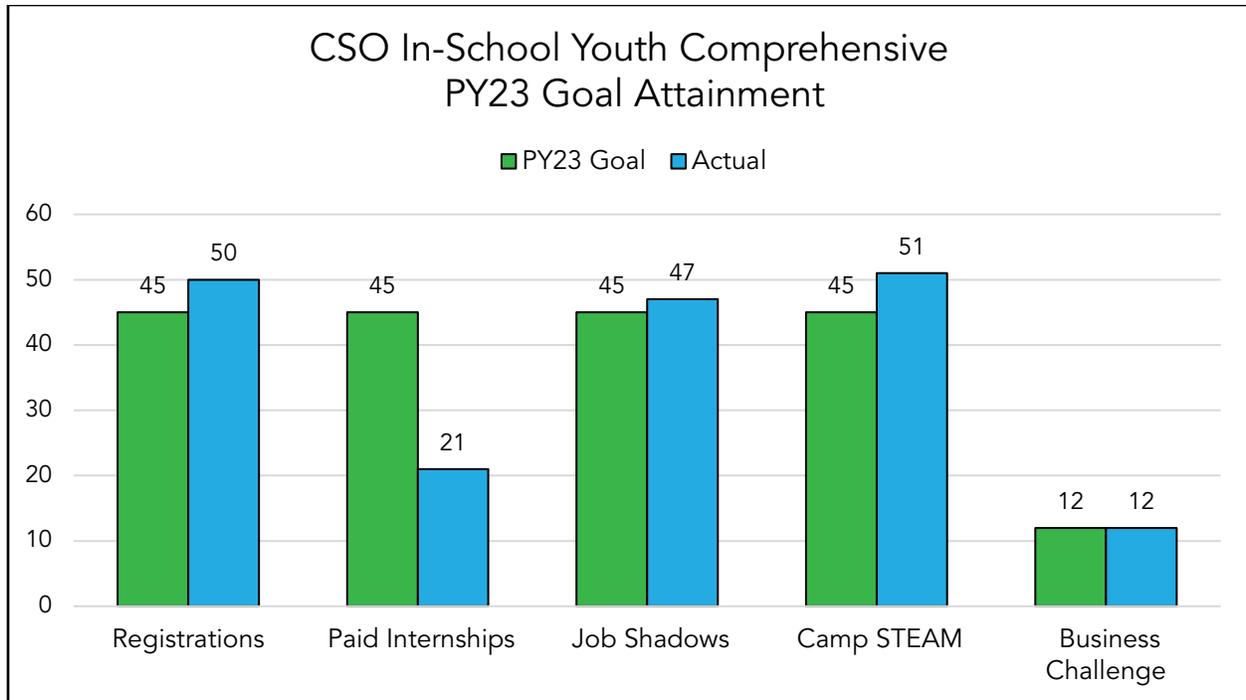
Goal Attainment

PY23: July 1, 2023- June 30, 2024

Program Provider: CSO

Program Element	Program Year Goal	Actual	% of goal reached
Comprehensive Registrations	45	50	111%
Comprehensive Paid Internships	45	21	47%
Comprehensive Job Shadows	45	47	104%
Comprehensive Camp STEAM	45	51	113%
Comprehensive Business Challenge	12	12	100%
Specialized Registrations	135	167	124%
Specialized Paid Internships	30	32	107%
Specialized Job Shadows	48	47	98%
Specialized Camp STEAM	48	43	90%
Specialized Business Challenge	12	15	125%
School Districts Receiving Outreach Services (BEP Grant)	16	26	163%



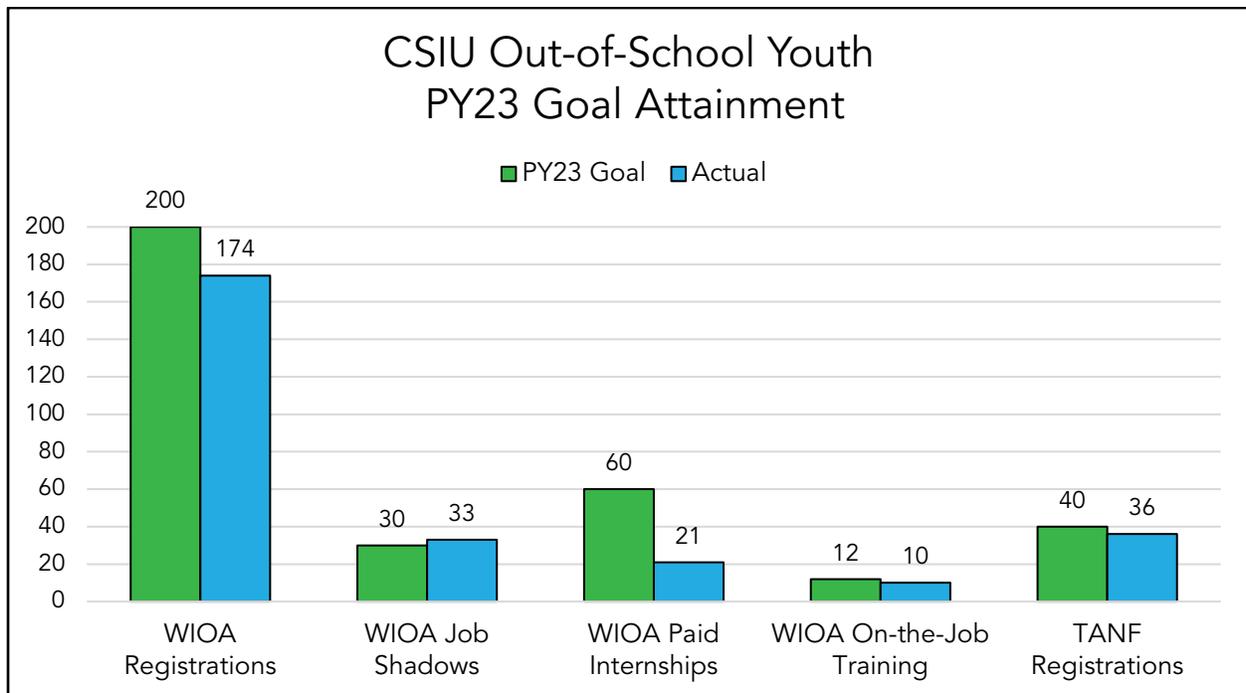


CSIU YES to the Future Out-of-School Youth Program Goal Attainment

PY23: July 1, 2023- June 30, 2024

Program Element	Program Year Goal	Actual	% of goal reached
WIOA Registrations	200	174	87%
WIOA Paid Pre-Work Experience	60	11	18%*
WIOA Job Shadows	30	33	110%
WIOA Paid Internships	60	21	35%
WIOA On-the-Job Training	12	10	83%
TANF Registrations	40	36	90%

*Paid Pre-Work Experiences were not available to program participants until March 20, 2024



Local Elected Official Board Joint Meeting Action Items September 18, 2024

1. Motion to approve the minutes from the September 18, 2024 joint WDB/LEO Board meeting.

Motion:

Second:

2. Motion to approve an additional \$65,858 in funds to TIU's Business Solutions contract, with an updated total of \$931,719.

Motion:

Second:

Fiscal Year 2025 Competitive Funding Portfolio As of September 9, 2024

GRANTS CARRIED OVER FROM FY24

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<p>Appalachian Regional Commission Partnership for Opportunity and Workforce and Economic Revitalization (POWER) Initiative</p> <p>Appalachian Regional Commission</p> <p>October 2020- September 2023 (Extended through September 30, 2024)</p>	<p>\$531,280</p>	<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"> • Expand access to treatment services by connecting individuals impacted by opioid using telemedicine. • Referral of patients to CPWDC’s Reboot program initiated via the National Dislocated Worker Grant to Address the Opioid Crisis. • Connect individuals in recovery to businesses who are “Recovery Friendly” as identified by the PA CareerLink® Business Service Team and SEDA-COG. • Educate businesses and increase “Recovery Friendly” statuses.
<p>Apprenticeship Building America</p> <p>PA Dept. of Labor & Industry Apprenticeship & Training Office</p> <p>January 1 2023 – March 31, 2026</p>	<p>\$181,537</p>	<ul style="list-style-type: none"> • Develop actionable Registered Apprenticeship (RA) and Pre-Apprenticeship (Pre-RA) strategies for incorporation within the Local and Regional Plan. • Engage career & technical education to develop and successfully register 1 new Pre-RA program and 1 new RA program. • Serve 27 Pre-Apprentices and 27 Apprentices, half of whom will be underserved. • Provide comprehensive support services to participants. • Supplement the cost of RA Related Technical Instruction.
<p>Apprenticeship Grant- PAsmart</p> <p>PA Dept. of Labor & Industry</p> <p>January 1, 2022 – June 30, 2024 (Extended through June 30, 2025)</p>	<p>\$273,379</p>	<ul style="list-style-type: none"> • Supports Central Pennsylvania Institute of Science and Technology (CPI), development of non-traditional Registered Apprenticeship (RA) programs: Water Operator, Wastewater Operator, and Solar Photovoltaic (PV) Installer. (Note: Effective 11/9/23 per guidance from the PA Dept. of Labor & Industry, Solar PV Installer may not be pursued.) • Enroll 25 Apprentices, including 7 Veterans or underserved/non-traditional populations. • Expand Water Operator and Wastewater Registered Apprenticeship programs to 3 new businesses and Solar PV Installer to 2 new businesses.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<p>Business Education Partnership (PY22)</p> <p>PA Dept. of Labor & Industry, Bureau of Workforce Development Administration</p> <p>June 1, 2023 - August 31, 2024</p>	<p>\$146,837</p>	<ul style="list-style-type: none"> • Provide outreach services to students across the 31 public school districts in the region to increase career awareness and readiness. • Support the 2024 <i>What's So Cool About Manufacturing?</i> challenge in partnership with Innovative Manufacturers' Center, Central Susquehanna Intermediate Unit, BLaST Intermediate Unit, and the Foundation of the Columbia Montour Chamber. • Facilitate 6 Educator in the Workplace Events and support school participation in Manufacturing Month, October 2023. • Path to Careers enhancements and outreach material development and printing. • Purchase Virtual Reality simulated career awareness hardware. • Support two STEM Aviation Camps in partnership with Susquehanna STEM to the Skies increasing career awareness in aviation-related occupations.
<p>Disaster Recovery National Dislocated Worker Grant to Address the Opioid Crisis</p> <p>US Dept. of Labor Employment & Training Administration</p> <p>April 8, 2024 – April 7, 2026</p>	<p>\$1,211,675 (as part of larger grant submitted by PA Dept. of Labor & Industry)</p>	<ul style="list-style-type: none"> • Supports provision of workforce employment and training services to dislocated workers impacted by opioid use, addiction, and overdose. • ITAs that lead to eligible HPO's that can positively impact the opioid epidemic with scholarships up to \$20,000 each; in addition to above targeted population, these ITAs are open to any dislocated worker. • Funds four (4) Title I Career Coach staff (1 new hire) and two (2) Wellness Coaches (both new hires.)
<p>Industry Partnerships</p> <p>PA Dept. of Labor & Industry</p> <p>January 1, 2024 – June 30, 2025</p>	<p>\$150,000</p>	<ul style="list-style-type: none"> • Supports the development/launch of an Industry Partnership for Agriculture. • Includes funds for incumbent worker training. • Goals include: improved worker retention, increased prosperity, increased job quality, and expansion of the partnership members' employee base to include marginalized populations with barriers.
<p>Industry Partnerships</p> <p>PA Dept. of Labor & Industry</p> <p>January 1, 2024 – June 30, 2025</p>	<p>\$175,000</p>	<ul style="list-style-type: none"> • Supports the development/launch of an Industry Partnership for the Building & Construction sector. • Includes funds for incumbent worker training. • Goals include: improved worker retention, increased prosperity, increased job quality, and expansion of the partnership members' employee base to include marginalized populations with barriers.
<p>Industry Partnerships- PAsmart Next Generation (2020/2021)</p> <p>PA Dept. of Labor & Industry</p> <p>July 1, 2019 – June 30, 2022 (Extended through June 30, 2025)</p>	<p>\$235,332</p>	<ul style="list-style-type: none"> • Supports the Central Region's Next Generation Healthcare Partnership. • Requires a 1:1 match; incumbent worker training requires a 35% cash match from employers with additional match met through employer and partner participation in partnership activities.

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<p>Industry Partnerships- PAsmart Next Generation (2020/2021)</p> <p>PA Dept. of Labor & Industry July 1, 2019 – June 30, 2022 (Extended through June 30, 2025)</p>	<p>\$229,562</p>	<ul style="list-style-type: none"> • Supports the Central Region's Next Generation MADE in Central PA manufacturing partnership. • Requires a 1:1 match; incumbent worker training requires a 35% cash match from employers with additional match met through employer and partner participation in partnership activities.
<p>Manufacturing-to-Career Grant Program</p> <p>PA Dept. of Community and Economic Development August 1, 2022 – December 30, 2024</p>	<p>\$14,550</p>	<ul style="list-style-type: none"> • Increase awareness of advanced manufacturing careers and CTE programs that prepare students for them, including: Jersey Shore Area School District, Keystone Central School District, SUN Technical Institute, and Williamsport Area High School. • Produce 5 professional videos promoting employment with a local manufacturer and the associated CTE program. • Develop supporting print materials. • Coordinate educator tours of the CTE facilities followed by tours at local manufacturers, showing counselors and educators the available career opportunities.

NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<p>WIOA Statewide Activity Projects – Outreach Coordinator</p> <p>PA Dept. of Labor & Industry July 1, 2023 – June 30, 2024</p>	<p>\$49,525</p>	<ul style="list-style-type: none"> • Pilot a portion of the cost to 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.

GRANTS SUBMITTED

Program/Project Name & Funding Information	Funding Requested	Grant Objectives
<p>Business Education Partnership (PY24)</p> <p>PA Dept. of Labor & Industry, Bureau of Workforce Development Administration</p> <p>September 1, 2024 – June 30, 2026</p>	\$150,000	<ul style="list-style-type: none"> • Provide outreach services to students across the 31 public school districts in the region to increase career awareness and readiness. • Support the <i>What's So Cool About Manufacturing?</i> challenge in partnership with Innovative Manufacturers' Center, Central Susquehanna Intermediate Unit, BLaST Intermediate Unit, and the Foundation of the Columbia Montour Chamber. • Facilitate Student/Educator in the Workplace Events • Continue license for Virtual Reality career awareness. • Support two STEM Aviation Camps in partnership with Susquehanna STEM to the Skies. • Provide scholarships for Pennsylvania Free Enterprise Week.
<p>Engage!</p> <p>PA Dept. of Community and Economic Development</p> <p>July 1, 2024 – June 30, 2025</p>	\$12,350 (as part of larger grant submitted by SEDA-COG)	<ul style="list-style-type: none"> • As a partner in the grant, Advance Central PA and TIU business services staff will conduct interviews of C-Suite executives from a minimum of 13 companies to discuss each company's needs and match them with solutions for economic stability and/or growth.

GRANTS BEING EXPLORED

Funding Source/Grant Name	Funding to be Requested	Grant Details
<p>Digital Equity Grant Program</p> <p>National Telecommunications and Information Administration</p> <p>Applications due September 23, 2024</p>	\$3,028,000 (as part of a larger grant submitted by CSIU)	\$1.25 billion available for grants ranging from \$5-\$10 million authorized by the Infrastructure Investment and Jobs Act of 2021 to address digital equity and inclusion. The Competitive Funds can be used to support efforts to achieve digital equity, promote digital inclusion activities, and spur greater adoption and use of broadband.

GRANTS NOT FUNDED

Funding Source/Grant Name	Funding to be Requested	Grant Details
N/A		



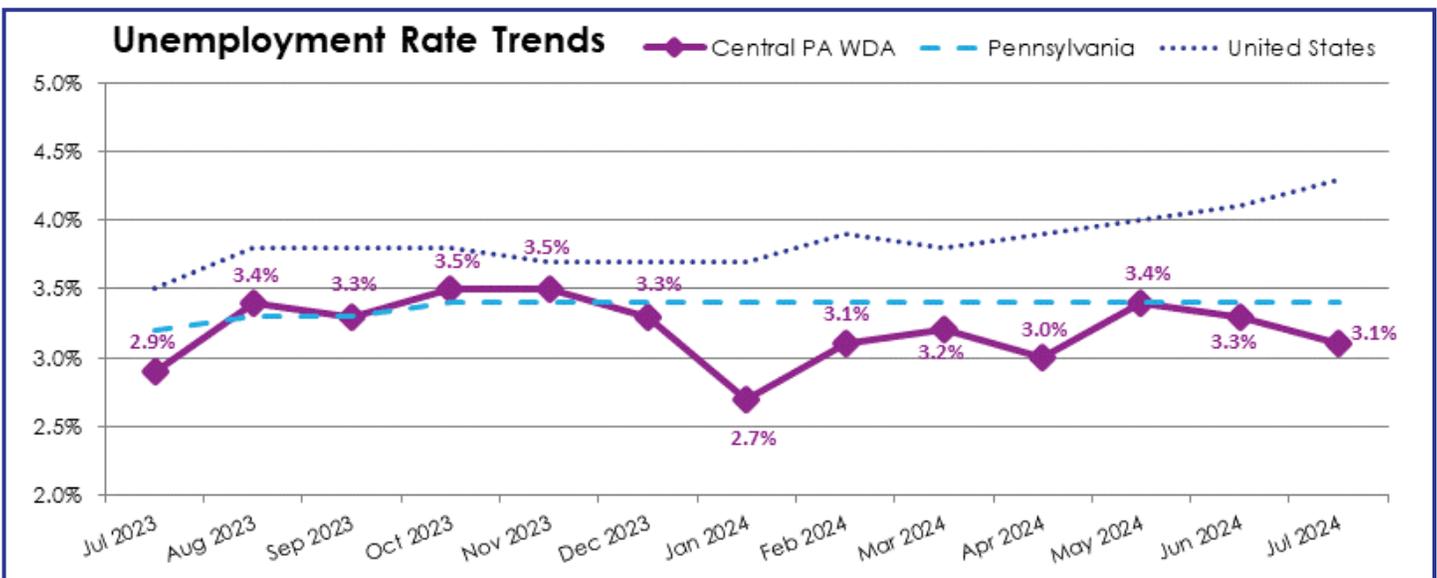
This report provides an overview of the labor market conditions in the Central Workforce Development Area (WDA), which includes Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties. In July 2024, the labor force grew, while the employed population increased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

Civilian Labor Force	
301,100	
Monthly Change	Annual Change
↑ 600	↑ 2,000

Employed Population	
291,800	
Monthly Change	Annual Change
↑ 1,300	↑ 1,300

Unemployed Population	
9,300	
Monthly Change	Annual Change
↓ -600	↑ 700

Unemployment Rates			
Region	July 2024	Monthly Change	Annual Change
Centre County	2.6%	↔	↔
Clinton County	3.8%	↓	↑
Columbia County	3.4%	↓	↑
Lycoming County	3.5%	↑	↔
Mifflin County	3.5%	↑	↑
Montour County	2.5%	↓	↑
Northumberland County	3.8%	↓	↑
Snyder County	3.1%	↓	↔
Union County	2.4%	↓	↓
Central WDA	3.1%	↓	↑
Pennsylvania	3.4%	↔	↑
United States	4.3%	↑	↑



July 2024 Preliminary Seasonally Adjusted Data (Downloaded September 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.

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	July 2024	Monthly Change		Annual Change	
Centre County	81,600	↓	-300	↑	1,700
Clinton County	17,400	↑	100	↑	100
Columbia County	34,700	↑	200	↑	400
Lycoming County	56,100	↔	0	↑	700
Mifflin County	21,300	↑	200	↔	0
Montour County	9,500	↑	100	↑	100
Northumberland County	42,800	↑	200	↑	100
Snyder County	19,700	↑	200	↔	0
Union County	19,700	↔	0	↓	-300
Central WDA	301,100	↑	600	↑	2,000
Pennsylvania	6,602,000	↓	-1,000	↑	93,000
United States	168,429,000	↑	420,000	↑	1,316,000

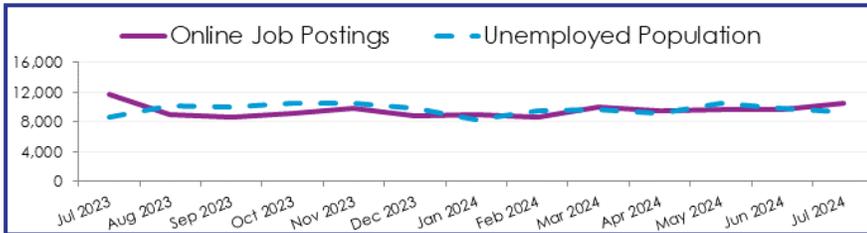
Region	Employed Population				Unemployed Population					
	July 2024	Monthly Change		Annual Change		July 2024	Monthly Change		Annual Change	
Centre County	79,500	↓	-300	↑	1,700	2,100	↔	0	↔	0
Clinton County	16,800	↑	200	↑	100	700	↔	0	↑	100
Columbia County	33,500	↑	200	↑	200	1,200	↔	0	↑	100
Lycoming County	54,100	↓	-100	↑	600	1,900	↔	0	↔	0
Mifflin County	20,600	↑	200	↔	0	700	↔	0	↑	100
Montour County	9,200	↔	0	↑	100	200	↔	0	↔	0
Northumberland County	41,200	↑	200	↑	100	1,600	↓	-100	↔	0
Snyder County	19,100	↑	200	↔	0	600	↔	0	↔	0
Union County	19,200	↔	0	↓	-200	500	↔	0	↔	0
Central WDA	291,800	↑	1,300	↑	1,300	9,300	↓	-600	↑	700
Pennsylvania	6,378,000	↓	-1,000	↑	78,000	224,000	↑	1,000	↑	15,000
United States	161,266,000	↑	67,000	↑	57,000	7,163,000	↑	352,000	↑	1,259,000

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In July 2024, there were 9,300 unemployed jobseekers in the Central WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 1,280 postings would remain unfilled.



Online Job Postings	
10,580	
Monthly Change	Annual Change
↑ 982	↓ -1,072

Occupational Grouping	Online Job Postings July 2024	Unemployed June 2024
Healthcare Practitioners and Technical Occupations	2,557	255
Management Occupations	803	774
Sales and Related Occupations	774	623
Office and Administrative Support Occupations	674	1,074
Healthcare Support Occupations	662	419
Transportation and Material Moving Occupations	573	1,995
Unclassified Occupation	500	0
Educational Instruction and Library Occupations	484	469
Food Preparation and Serving Related Occupations	471	1,050
Installation, Maintenance, and Repair Occupations	415	376
Business and Financial Operations Occupations	332	315
Life, Physical, and Social Science Occupations	330	121
Architecture and Engineering Occupations	304	161
Community and Social Service Occupations	292	150
Production Occupations	280	1,118
Arts, Design, Entertainment, Sports, and Media Occupations	265	171
Computer and Mathematical Occupations	264	249
Building and Grounds Cleaning and Maintenance Occupations	178	226
Construction and Extraction Occupations	160	965
Personal Care and Service Occupations	131	204
Protective Service Occupations	88	179
Farming, Fishing, and Forestry Occupations	24	60
Legal Occupations	16	22
Military-only occupations	3	1

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	615	\$46.40
Retail Salespersons	318	\$16.06
Nurse Practitioners	291	\$62.28
Licensed Practical and Licensed Vocational Nurses	271	\$28.92
Home Health and Personal Care Aides	250	\$12.55
Heavy and Tractor-Trailer Truck Drivers	207	\$35.63
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	180	\$22.58
First-Line Supervisors of Retail Sales Workers	161	\$22.95
Postsecondary Teachers	149	\$25.11

Top Industries

Unique Job Postings

Health Care and Social Assistance	2,845
Educational Services	2,208
Retail Trade	919
Administrative and Support and Waste Management and Remediation Services	780
Manufacturing	472
Public Administration	433
Accommodation and Food Services	318
Professional, Scientific, and Technical Services	273
Wholesale Trade	193
Transportation and Warehousing	180

Top Employers

Unique Job Postings

Pennsylvania State University	1,790
Geisinger Health System	1,564
Commonwealth Of Pennsylvania	357
University of Pittsburgh Medical Center	201
Weis Markets	175
Walmart	118
BAYADA Home Health Care	104
The Giant Company	100
Georgia College	86
Washington County Public Schools	78

Top Skills

Communication
 Management
 Customer Service
 Operations
 Research
 Leadership
 Sales
 Cooperation
 Planning
 Detail Oriented

Top Qualifications

Valid Driver's License
 Registered Nurse (RN)
 Basic Life Support (BLS) Certification
 Licensed Practical Nurse (LPN)
 Nurse Practitioner (APRN-CNP)
 Cardiopulmonary Resuscitation (CPR) Certification
 Commercial Driver's License (CDL)
 American Society For Clinical Pathology (ASCP) Certification
 Certified Nursing Assistant (CNA)
 Physician Assistant - Certified (PA-C)

Source: Lightcast, 2024.3 • Updated: September 2024

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

Pennsylvania Unemployment Rates



MONTH 2024

County	
Chester County	2.4%
Union County	2.4%
Montour County	2.5%
Adams County	2.6%
Centre County	2.6%
Cumberland County	2.6%
Lancaster County	2.7%
Montgomery County	2.7%
Perry County	2.7%
Butler County	2.8%
Lebanon County	2.8%
Bucks County	2.9%
Franklin County	2.9%
Fulton County	2.9%
Bradford County	3.1%
Juniata County	3.1%
Snyder County	3.1%
Susquehanna County	3.1%
York County	3.1%
Allegheny County	3.2%
Blair County	3.2%
Dauphin County	3.2%
Delaware County	3.2%
Washington County	3.2%
Bedford County	3.3%
Carbon County	3.3%
Northampton County	3.3%
Westmoreland County	3.3%
Columbia County	3.4%
Crawford County	3.4%
Elk County	3.4%
Warren County	3.4%
Beaver County	3.5%
Berks County	3.5%
Erie County	3.5%
Lehigh County	3.5%
Lycoming County	3.5%
Mifflin County	3.5%
Wyoming County	3.5%
Indiana County	3.6%
Lackawanna County	3.6%
Mercer County	3.6%
Tioga County	3.6%
Wayne County	3.6%
McKean County	3.7%
Armstrong County	3.8%
Clinton County	3.8%
Greene County	3.8%
Northumberland County	3.8%
Schuylkill County	3.8%
Venango County	3.8%
Jefferson County	3.9%
Cambria County	4.0%
Clarion County	4.0%
Clearfield County	4.0%
Lawrence County	4.0%
Pike County	4.0%
Potter County	4.0%
Somerset County	4.0%
Sullivan County	4.0%
Luzerne County	4.1%
Monroe County	4.1%
Huntingdon County	4.2%
Cameron County	4.5%
Philadelphia County	4.5%
Fayette County	4.6%
Forest County	5.0%

Workforce Development Area (WDA)	
Chester County WDA	2.4%
Lancaster County WDA	2.7%
Montgomery County WDA	2.7%
Bucks County WDA	2.9%
South Central WDA	2.9%
Central WDA	3.1%
Tri-County WDA	3.1%
Delaware County WDA	3.2%
Northern Tier WDA	3.2%
Three Rivers WDA	3.2%
Lehigh Valley WDA	3.4%
Northwest WDA	3.4%
Southwest Corner WDA	3.4%
Berks County WDA	3.5%
Southern Alleghenies WDA	3.5%
Lackawanna County WDA	3.6%
Westmoreland - Fayette WDA	3.7%
North Central WDA	3.8%
Pocono Counties WDA	3.8%
West Central WDA	3.9%
Luzerne-Schuylkill WDA	4.1%
Philadelphia County WDA	4.5%

For Comparison Purposes	
Pennsylvania	3.4%
United States	4.3%

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

Training Gap Analysis Study (Excerpt)



SWOT Analysis

The following analysis is based on the previously mentioned interviews with training providers and the training inventory. It highlights current strengths and identifies areas for improvement to enhance the overall training landscape.

Addressing enrollment challenges, recruiting instructors, and enhancing industry partnerships will provide for a system that contributes successfully to the region's economic growth.



Strengths:

- Diverse range of programs catering to various skill levels and industry needs.
- Programs are directly influenced by the High Priority Occupation List to meet the needs of business and industries.
- Willingness to work more directly with business and industry for student experiences and success.
- Collaboration with stakeholders to address workforce development challenges effectively.



Opportunities:

- Expansion of partnerships with local businesses and industries to enhance program relevance and meet evolving workforce needs.
- Leveraging technology and innovative teaching methods to improve program delivery and accessibility, especially in remote areas.
- Collaborating with community organizations and stakeholders to address barriers to access and promote the value of trades related programs.
- Exploring new funding sources and grant opportunities to support program expansion and sustainability.



Weaknesses:

- Challenges in program enrollment due to perceptions and lack of excitement during recruitment.
- Barriers related to funding and marketing hinder inclusivity and diversity in workforce training initiatives.
- Limited resources and staffing issues may affect the capacity to meet the demand for workforce training programs.
- Persistent stigma associated with skilled labor programs affects recruitment efforts and student perceptions about career prospects.
- Employers' lack of involvement with training providers and their students.



Threats:

- Economic downturns and budget constraints may lead to funding cuts for workforce development programs, affecting program sustainability.
- Rapid technological advancements may require continuous updates to training programs to remain relevant, posing challenges for resource allocation and curriculum development.
- Competition from other training providers and educational institutions may limit the reach and impact of existing programs, necessitating differentiation strategies.
- Lack of employer engagement could influence secondary and postsecondary graduates to leave the region to gain employment.

Conclusion

The training gap analysis for Central Pennsylvania reveals a landscape of strengths, challenges, and opportunities within the region's workforce development framework. The region has a diverse range of programs and uses the HPOL to influence its offerings. However, there are barriers to program enrollment, persistent stigmas associated with trades occupations, and challenges related to funding and marketing. Addressing these issues is crucial for aligning training programs with local workforce needs and ensuring that all job seekers have access to the necessary skills and education to succeed.

Key Takeaways

Diverse Training Offerings:

- Central Pennsylvania offers a wide range of programs that cater to various skill levels and industry needs, including healthcare, technical trades, and advanced manufacturing.
- Community organizations, CTEs, technical colleges, and universities play vital roles in providing these programs.

Strong Partnerships and Industry Engagement:

- Effective collaboration with local businesses and industries helps in designing relevant training programs.
- Advisory committees and industry feedback are integral to curriculum development.

Enrollment and Perception Challenges:

- Enrollment issues persist, particularly in technical trades like machining, due to negative perceptions and lack of excitement during recruitment.
- The stigma associated with trade programs as being for lower-level students needs to be addressed to improve enrollment.

Barriers to Access:

- Funding and marketing barriers hinder the inclusivity and diversity of workforce training initiatives.

Emphasis on Soft Skills and Career Readiness:

- Programs emphasize the development of soft skills, such as teamwork, problem-solving, and work ethic, which are crucial for career readiness.
- Career counseling and pathways are essential to guide students in exploring various career opportunities.

Mixed Satisfaction with Local Training Offerings:

- Businesses express varied satisfaction with local training programs, noting areas for improvement, especially in comprehensive trade programs and leadership skills.

Demand for Additional Training Needs:

- There is a significant demand for additional training in areas such as IT, renewable energy, and advanced healthcare certifications.

Economic and Technological Threats:

- Economic downturns and budget constraints pose risks to program funding and sustainability.
- Rapid technological advancements require continuous updates to training programs to stay relevant.

Recommendations

Expand Training Outreach:

- Develop and promote training programs in underrepresented rural counties to ensure equitable access for all job seekers for increased enrollment efforts.

Diversify Training Sectors:

- Introduce programs targeting growing sectors such as information technology and renewable energy to align with future job market trends and economic growth areas.

Leverage Online Training:

- Enhance the delivery of online training programs to bridge geographic barriers, making it easier for individuals in remote areas to access quality education.

Improve Marketing and Perception:

- Launch targeted marketing campaigns to change the perception of occupations in skilled trades and highlight their value.
- Address stigma of skilled trades by showcasing successful graduates and promoting the diverse career opportunities available through these programs.
- English language proficiency was mentioned as a barrier, but the PA CareerLink® system includes partners who offer English as a Second Language (ESL) courses. This shows a need to raise awareness of these available resources.

Increase Funding and Resource Allocation:

- Explore new funding sources and grant opportunities to support the expansion and sustainability of training programs.
- Ensure adequate resources and staffing to meet the growing demand for workforce training.

Enhance Partnerships and Industry Collaboration:

- Strengthen partnerships with local businesses and industries to provide more internships, apprenticeships, and job placements.
- Collaborate with community organizations and stakeholders to address barriers to access and promote the value of training programs.

Focus on Soft Skills and Career Counseling:

- Continue to embed soft skill development into training programs to prepare students for the workforce.
- Expand career counseling services to help students navigate their career pathways and make informed decisions about their future.

Adopt Innovative Teaching Methods:

- Utilize innovative teaching methods and technology to improve program delivery and engagement.

By implementing these recommendations, Central Pennsylvania can enhance its workforce development strategy, ensuring that all job seekers have access to the training they need to succeed in a dynamic job market. This approach will support the region's economic growth and ensure continued alignment with the demands of the regional labor market.

2024 MEETING SCHEDULE

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

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

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

Workforce Development Board (WDB) Membership

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

Keith Koppenhaver
IUOE, Local #66

Jamie Aurand
Lock Haven Rehabilitation & Senior Living

Lynn Kuhns
Apex Homes of PA, LLC

Jim Beamer
IBEW, Local #812

Zollie Rayner
AFSCME Labor Union

Talia Beatty
UPMC

Jonathan Ritter
Playworld

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Stephanie Servose
Geisinger

Misty Dion
Roads to Freedom Center for Independent Living of NCPA

Steve Stumbris
Bucknell University Small Business Development Center

Beth Gilmore
Kish Bank

Susan Swartz
Office of Vocational Rehabilitation

Dean Girton
Girton Manufacturing Company

Todd Taylor
Central PA Institute of Science & Technology

Jonah Howe
PPL Electric Utilities

Jenna Witherite
Central Intermediate Unit 10

Bruce Jones
Bureau of Workforce Partnership & Operations

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 *
 Jon Ritter
 Jim Stopper

Staff Contact: Erica Mulberger

Audit/Finance Committee

Jim Stopper, Chair
 Jamie Aurand
 Dean Girton
 Susan Swartz
 Todd Taylor
 Angela Harding*
 Stacy Richards*

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
 Beth Gilmore
 Zollie Rayner
 Todd Taylor

Staff Contact: Marca O'Hargan

Youth Committee

Jon Ritter, Chair
 Jonah Howe
 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

Kelly Walter, Office/Board Coordinator: Responsible for administrative support for Advance Central PA and all committees; assists with accounts payable and receivable. Reports to the Executive Director. kwalter@AdvanceCentralPA.org

Finance Department

Supporting the Executive Committee, Audit/Finance Committee and Local Elected Official Board

Brooke Gessner, Finance Manager: Responsible for management, supervision and reporting of financial resources for Advance Central PA; budgeting, fiscal related policy and procedure, oversight of contracts and subcontractors and property management. Reports to the Executive Director. bgessner@AdvanceCentralPA.org

Cheryl Reish, Senior Accounting Coordinator: Responsible for bookkeeping and accounting activity, payroll, accounts payable and receivable and electronic fund management. Reports to the Finance Manager. creish@AdvanceCentralPA.org

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

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

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 Assistant Director. 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 Assistant Director. poconnor@AdvanceCentralPA.org

Marca O'Hargan, Compliance Monitor: Responsible for monitoring PA CareerLink® sites and programs including but not limited to Title I Adult, Dislocated Worker and Youth and EARN programs. Reports to the Assistant Director. mohargan@AdvanceCentralPA.org

Gabrielle Randall, Research & Grants Coordinator: Responsible for performing industry cluster and labor market research for Advance Central PA and supporting project partners and utilizing this information to help write and coordinate grant implementation. Reports to the Assistant Director. grandall@AdvanceCentralPA.org

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

Vacant, 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 Assistant Director.

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

PA CareerLink®

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

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

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