

# Youth Committee

## Agenda

130 Kelly Square, Ste. 1, Lewisburg, PA 17837  
Thursday, December 5, 2024 10:00 a.m.

Welcome & Call to Order	J. Ritter
Public Comment	
Review & Approval of Meeting Minutes	J. Ritter
Advance Central PA Updates <ul style="list-style-type: none"><li>• PY23 Common Measures Review</li><li>• Youth Program Goals Report</li><li>• Business Education Partnership Grant</li></ul>	A. Grose
In-School Youth Provider Presentation <ul style="list-style-type: none"><li>• Bridges to the Future – Program Update</li></ul>	J. Walter/ D. Reber/ M. Hauck
Out-of-School Youth Provider Presentation <ul style="list-style-type: none"><li>• YES to the Future – Program Update</li></ul>	K. Vastine/ P. Dickey
Path to Careers Presentation	A. Grose
Committee Priorities	J. Ritter
Open Discussion	J. Ritter
Date of Next Meeting <ul style="list-style-type: none"><li>• To be determined</li></ul>	J. Ritter
Adjournment	J. Ritter

# Youth Committee

## Meeting Notes

March 6, 2024

The Youth Committee of Advance Central PA held an in-person meeting on Wednesday, March 6, 2024, at the Advance Central PA office, 130 Kelly Square Suite 1, Lewisburg, PA.

### The following members attended:

Jon Ritter  
Stephanie Servose  
Suzanne White  
Jenna Witherite

### The following members were excused:

N/A

### The following guests attended:

Megan Bair  
Jamie Dolan  
Jill Walter

### The following staff attended:

Allison Grose  
Korrie Lucas  
Kelly Walter

## Welcome & Call to Order

The meeting was called to order at 12:59 p.m. by Suzanne White, Youth Committee Chair.

Suzanne provided welcoming remarks and thanked guests from Central Susquehanna Opportunities Inc. (CSO) for attending. She welcomed Allison Grose, Advance Central PA's new Youth Coordinator to her new position and new Youth Committee member Stephanie Servose to her first meeting.

## Public Comment

None.

## Review & Approval of Meeting Minutes



Jenna Witherite made a motion to approve the November 29, 2023, Youth Committee meeting minutes. Jon Ritter seconded the motion. The motion was unanimously approved with no abstentions.

## Advance Central PA Updates

### Business Education Partnership Grant Projects

Korrie Lucas, Assistant Director, presented an overview of Advance Central PA's Business Education Partnership (BEP) grant projects. Highlighting Dinner & Dessert events, she explained they are designed to allow parents and students to explore careers and network directly with industry experts. Korrie invited members who are interested in hosting an event to contact her or Allison. Both Suzanne and Jon shared their positive experiences hosting events at their businesses.

Aviation STEM Camps are being held in partnership with Susquehanna STEM to the Skies (SSS). One camp was completed in the summer of 2023, another is being offered before June 30<sup>th</sup> of this year. The camps introduce students to the vast array of careers in the industry and feature fun, interactive learning.

Virtual reality career exploration headsets/software have been purchased for use at career fairs, in schools, and at PA CareerLink® sites to build excitement and engage students.

Advance Central PA is continuing support of What's So Cool About Manufacturing?, a nationwide competition where middle school student teams are paired with local manufacturers to create a video showing why it's a "cool" place to work. The current contest is underway.

A portion of grant funds are being used to enhance functionality of Path to Careers and develop outreach materials. Members discussed and asked staff to consider providing a presentation on the website at a future meeting.

Some of the key activities within the BEP grants involve partnership with CSO and their In-School Youth (ISY). This includes student & educator in the workplace that allows students to tour local businesses with their teachers. Funds can be used to cover transportation and substitutes. Outreach services allowing ISY staff to provide a level of services to students in all public schools in the region are also covered by the BEP grants; more info about these activities will be included later in the agenda.

### In-School Youth Eligibility Policy

Korrie provided an in-depth review of In-School Youth (ISY) eligibility requirements. She explained the two major funding streams for ISY are WIOA Title I and TANF Youth Development Program (YDP) and described the varying eligibility requirements, noting TANF YDP allows for enrollments of youth in need of services who would not be eligible for WIOA. Regardless of funding stream, the service delivery model is the same. Advance Central PA has been phasing out new WIOA ISY enrollments in favor of TANF YDP enrollments for a number of reasons, including strict WIOA expenditure requirements which focus 75% of funds on out-of-school (OSY) programming, and the fact that more youth are eligible under TANF YDP and can receive the services they need to be on a path to future success in the workforce.

### In-School Youth Program Model/Background

There are three levels of service provided by the ISY staff.

- Comprehensive services are chosen by students who want the highest level of support using either TANF YDP or WIOA title I funding sources starting at grade 10 continuing through graduation including the full menu of available offerings and case management. Enrollments are accepted from schools deemed highest priority according to data such as graduation rates and test scores.
- Specialized Services are funded by TANF YDP and are selected by students who want a stand-alone service such as job shadow, business challenge, and paid internship.
- Outreach services are funded by BEP and provide a specific menu of career exploration opportunities and workshops to students and schools across all 31 public school districts.

### Apprenticeship Building America Grant

Advance Central PA is using an Apprenticeship Building America (ABA) grant to help develop new apprenticeships in the region. Keystone Central School District's Career and Technology Center recently had success in registering an Industrial Manufacturing Technician (IMT) program as a Pre-Apprenticeship program open to seniors who have completed two years in Ag Mechanics programming. The ABA grant is being used to provide support services to the Pre-Apprentices and the ISY program is instrumental in assessing needs and delivering the funding from the grant to help the students persist in their program.

### In-School Youth (ISY) Provider Presentation

#### Bridges to the Future Overview

Megan Bair, CEO for CSO introduced herself and her colleagues, and made opening remarks about partnership and the impact of the ISY programming before turning it over to Jill Walter, CSO Workforce Development Administrator and Jami Dolan, CSO ISY Workforce Specialist. The CSO team spoke directly to the services offered and shared success stories as evidence of the impact of the offerings. Speaking to some of the specific offerings, Jami shared that she encourages students to complete job shadows to learn about various industries and occupations as they develop their plans for the future. Other services were explained including Business Challenges where groups of students work together

to solve a real-world problem provided by a local employer. Students work together under the supervision of the ISY staff and then present their solutions to the employers.

Jill presented performance data and addressed opportunities for improvement with job shadowing placements and the number of students working in paid internships. Committee members inquired as to why these two activities in particular are challenging. Jill shared that youth are sometimes anxious about job shadows, so CSO has worked with Advance Central PA staff to brainstorm and offer them in new ways, such as in groups. With paid internships, the wage offered by the program is often lower than entry-level summer employment opportunities in the area.

### **Committee Priorities**

Jon opened the floor to member discussion regarding topics for upcoming meetings and priorities to tackle going forward.

Stephanie suggested student experiences, including job shadows, as a topic to explore more. Employers have critical needs for staffing therefore career exposure for students is important and must be done intelligently and in departments where the individual business has/projects openings.

Jon further discussed Path to Careers and encouraged members of the Committee and WDB to be participating. He will look forward to a future presentation.

Jon inquired as to whether the evaluative study on training needs is successfully underway which Korrie affirmed. He suggested findings may fuel future meeting topics and Committee work.

Suzanne and Jon both further shared their positive experiences with the BEP grant Dinner & Dessert events. Stephanie expressed interest and will discuss with the team at Geisinger.

### **Executive Session**

Suzanne called for an Executive Session to discuss ISY and OSY contracts at 2:35 p.m. Non-members were excused for this portion of the meeting. At 3:01 p.m. Suzanne called Executive Session closed and re-convened to the public meeting.

### **Out-of-School Youth Contract**

#### **Pre-Work Experience Policy Recommendation**

Korrie introduced an OSY Pre-Work Experience Policy that would allow CSIU to pay OSY participants a stipend for completing allowable activities that will grow and enhance their employability skills. The policy will help increase the number of young people in paid internships as they prepare to be successful in their placements.

- ▲ Jon Ritter made a motion to implement an Out-of-School Youth Pre-Work Experience Policy that allows for Out-of-School Youth who participate in specific allowable pre-work experience activities to earn \$12.00 per hour, up to 100 hours maximum per person, contingent on available funding. Stephanie Servose seconded the motion. The motion was unanimously approved with no abstentions.

#### **OSY Contract Extension Recommendation**

The current OSY contract is awarded to CSIU and covers all nine counties of the Central Region for the term July 1, 2021 – June 30, 2022 with annual extension options possible through June 30, 2025. The most recent extension was approved by the full WDB in March 2023, covering the current program year. Another extension is required for services starting July 1, 2024 – June 30, 2025.

- ▲ Stephanie Servose made a motion to extend the current Title I Out-Of-School Youth and TANF Youth Development contract with Central Susquehanna Intermediate Unit for the

period July 1, 2024 through June 30, 2025 with funding to be negotiated. Jon Ritter seconded the motion. The motion was unanimously approved with no abstentions.

## ISY Contract

### ISY Contract Extension Recommendation

The current contract for ISY services is awarded to CSO and covers all nine counties of the Central Region for the contract term January 1 2022 – June 30, 2023 with annual extension options possible through June 30, 2026. The most recent extension was approved by the full WDB in March 2023, covering the current program year. Another extension is required for services starting July 1, 2024 – June 30, 2025.



Jon Ritter made a motion to extend the current Title I In-School Youth and TANF Youth Development contract with Central Susquehanna Opportunities, Inc. for the period July 1, 2024 through June 30, 2025 with funding to be negotiated. Stephanie Servose seconded the motion. The motion was unanimously approved with no abstentions.

## Open Discussion

Suzanne announced her upcoming retirement from Kish Bank and therefore the WDB. The Youth Committee Chair position will need to be filled and she suggested interested members speak to Korrie.

## Date of Next Meeting

The next meeting is to be determined.

## Adjournment

With no further business to discuss, Suzanne adjourned the meeting at 3:04 p.m.

Respectfully Submitted,

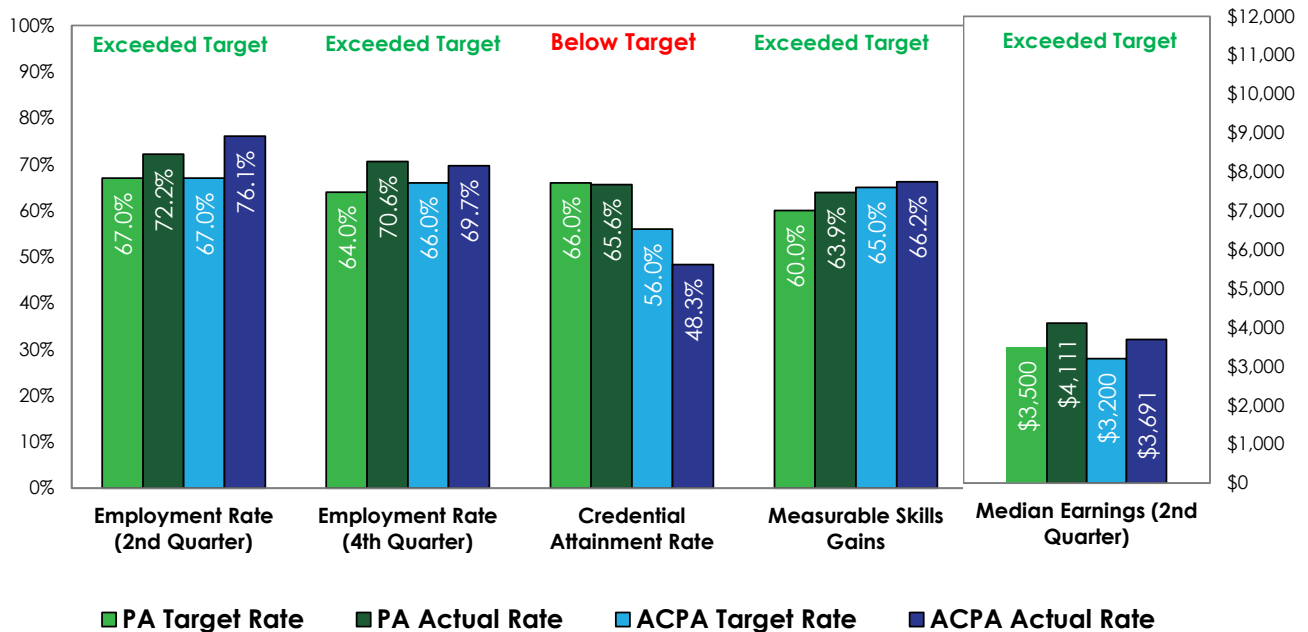


Kelly Walter, Office/Board Coordinator

## 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%
<b>Average Program Score</b>			✓	<b>104.5%</b>

### PY2023 Q4 (Preliminary) - Youth



#### Common Measure Definitions

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

**Employment Rate (4<sup>th</sup> Quarter)** - % of participants in unsubsidized employment or education/training in the 4<sup>th</sup> 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

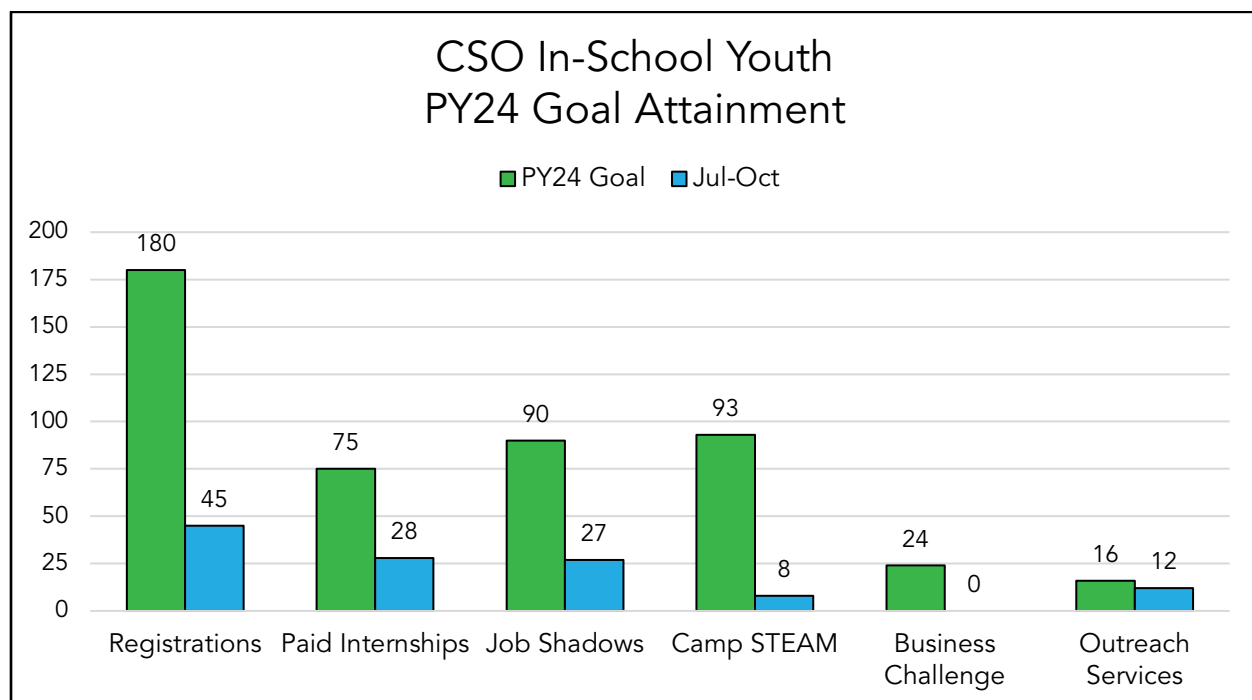
**Median Earnings** - Median earnings of Adults who have unsubsidized employment during the 2<sup>nd</sup> quarter after exit

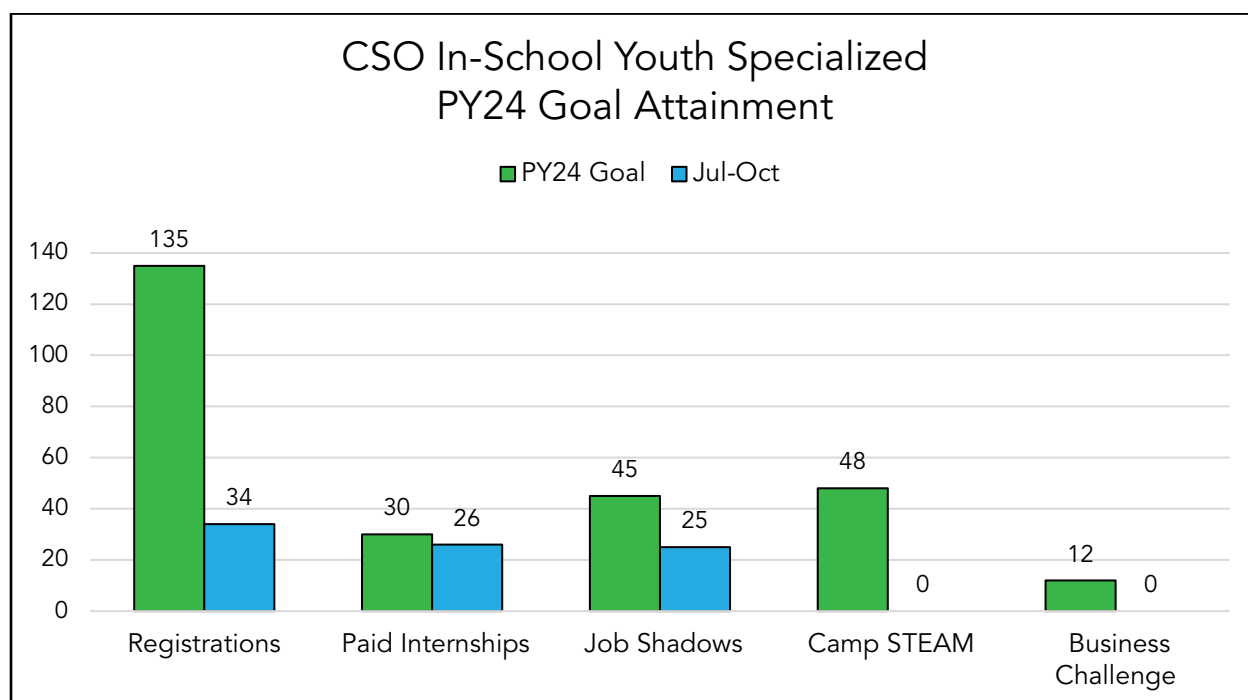
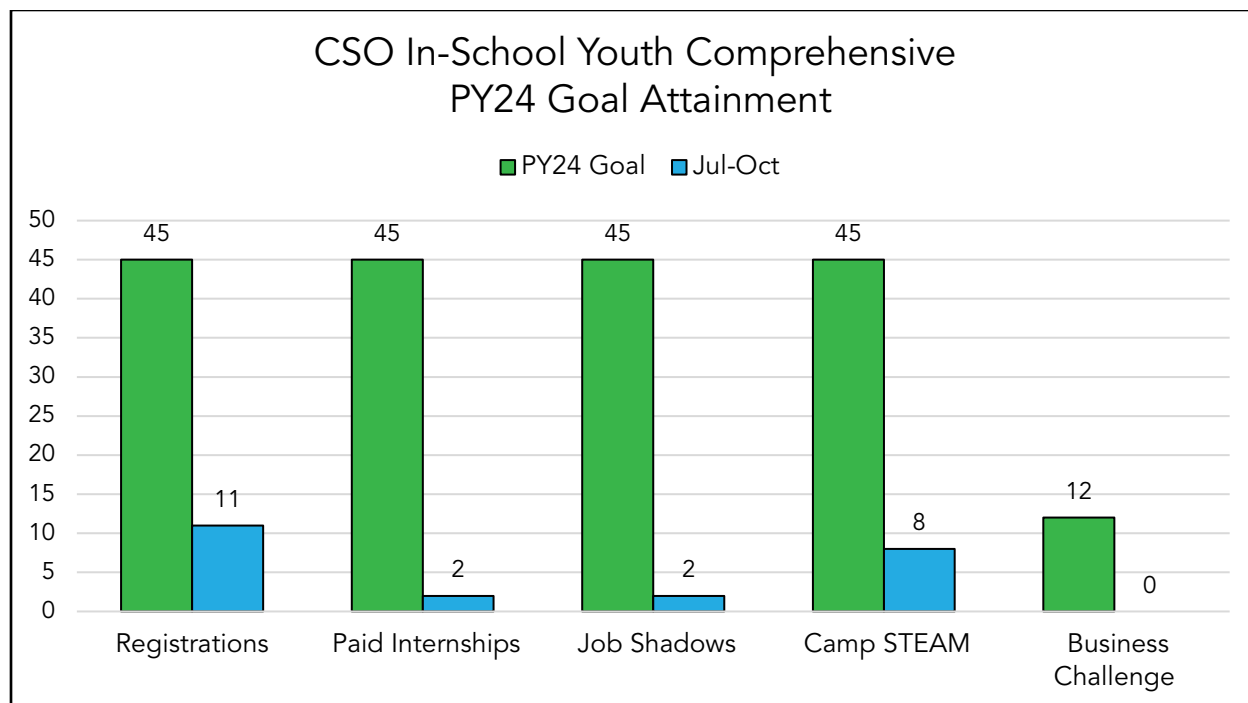
## Bridges to the Future In-School Youth Program Goal Attainment

PY24: July 1, 2024- October 31, 2024

Program Provider: CSO

Program Element	Program Year Goal	Attainment	% of goal reached
Comprehensive Registrations	45	11	24%
Comprehensive Paid Internships	45	2	4%
Comprehensive Job Shadows	45	2	4%
Comprehensive Camp STEAM	45	8	18%
Comprehensive Business Challenge	12	0	0%
Specialized Registrations	135	34	25%
Specialized Paid Internships	30	26	87%
Specialized Job Shadows	45	25	56%
Specialized Camp STEAM	48	0	0%
Specialized Business Challenge	12	0	0%
School Districts Receiving Outreach Services (BEP Grant)	16	12	75%







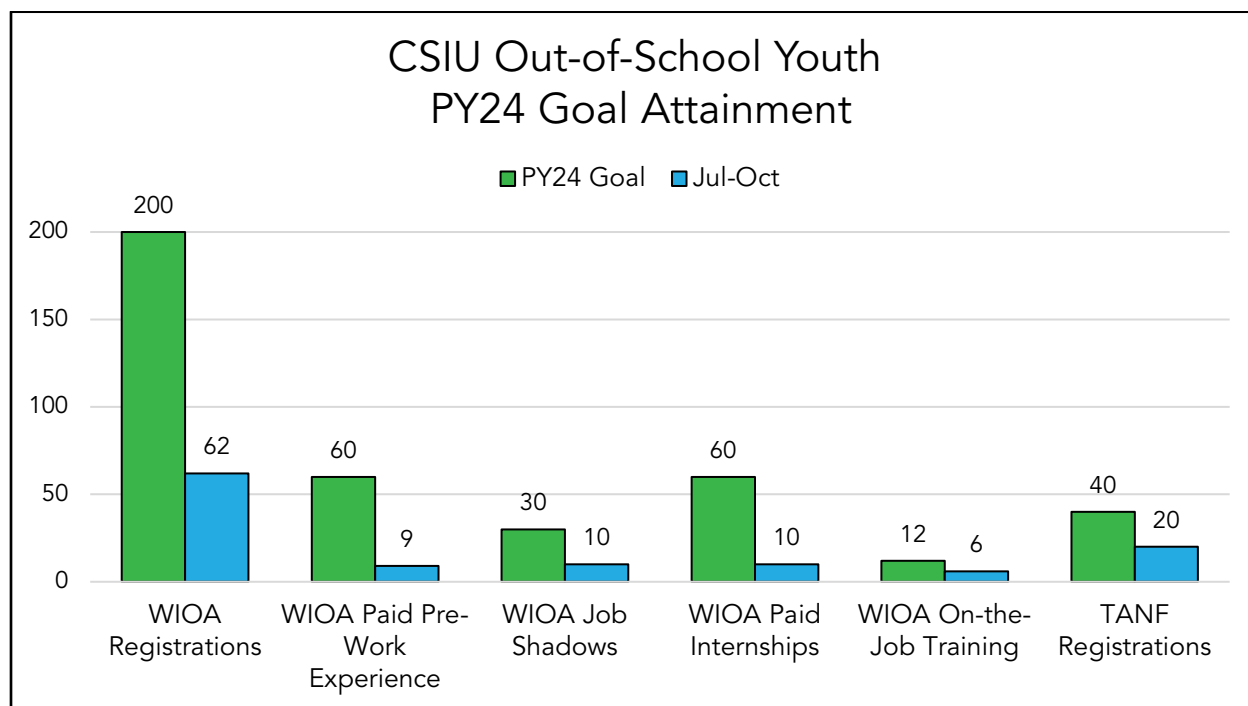
## YES to the Future Out-of-School Youth Program

### Goal Attainment

PY24: July 1, 2024- October 31, 2024

Program Provider: CSIU

Program Element	Program Year Goal	Attainment	% of goal reached
WIOA Registrations	200	62	31%
WIOA Paid Pre-Work Experience	60	9	15%
WIOA Job Shadows	30	10	33%
WIOA Paid Internships	60	10	17%
WIOA On-the-Job Training	12	6	50%
TANF Registrations	40	20	50%





# PATH to CAREERS

## Register your business today!

### Why?

Connecting to high school students is a proven talent pipeline strategy and Path to Careers makes it simple!

1. Create a place for your business to share key information about career experiences **you're willing to offer**, targeted to high school students, parents, and educators
2. Streamline communication between your business and schools to help you connect to tomorrow's workforce **efficiently** and on **your terms**
3. Increase student access to career exploration activities to help them identify career interests while learning about **local businesses like yours**

### How?

Visit PathToCareers.org and follow the steps to get started! The website makes the process of connecting with students easy.

1

#### Register on Path to Careers

Register your business and complete a profile so students and educators can learn what you do and why your business is a great place to work.

2

#### Create career experiences

Post experiences you want to offer, such as job shadows, internships, or industry tours. Include details such as maximum number of students, available dates, and age restrictions.

3

#### Receive requests from schools

Students click to notify their teacher they are interested in your experience, the teacher confirms the experience is right for them, and your selected staff receive an email with the request.

4

#### Coordinate with the school to set up the experience

Your registered staff will finalize details with the teacher outside of Path to Careers via email, etc. Then you facilitate the experience and connect to your future workforce!

# What does PATH to CAREERS offer?

# Career Experiences!

## Cooperative Education

A cooperative education experience, commonly known as a "co-op", provides academic credit for structured job experience. A co-op allows for the teaching of the technical skills and on-the-job learning essential to students.

## Guest Speaker

Business guest speakers are invited into the classroom to speak to students and provide an opportunity for them to learn first-hand from an industry expert. The guest speaker may provide a perspective on their personal career journey, the types of jobs that are available within their field, and the skills, education, and preparation needed to enter and advance within that given career field.

## Industry Tour

An industry tour allows groups of students to visit a worksite and observe work-related activities first-hand. Students have the opportunity to see the work environment, learn about the various types of jobs the company has to offer, and ask questions about the education and training needed to compete for these jobs.

## Internship

An internship places a young person in a temporary position to gain valuable career experience and insight about their career of interest. Internships may be paid or unpaid and are sometimes utilized to satisfy requirements for a class, program, or credits within a field of study.

## Job Shadow

Students gain exposure to careers of interest by working with business professionals and 'shadowing' them. By visiting a workplace, exploring a career field and industry, and experiencing a typical day on the job, students can determine if the career and industry fits their career aspirations and values.

## Mock Interview

In a mock interview, a business professional meets one-on-one with a student and conducts a simulated job interview. Mock interviews help students learn what is expected in a job interview and improves the student's self-presentation in a professional setting.

## Pre-Apprenticeship

A Pre-Apprenticeship expands students' career pathway opportunities with workplace-based on-the-job learning and classroom instruction, preparing them to meet the qualifications needed for entry, and a graceful transition, into a Registered Apprenticeship Program and full-time employment.

## Summer Employment

Summer employment can be part or full-time and allow for students to learn about a particular industry, set workplace expectations, and experience working with others and following directions in a professional setting. One of the best ways to understand if you like an occupation or industry is to experience it first-hand!

## Volunteer Opportunity

Volunteer opportunities provide a pathway for students to support programs and organizations that directly serve the community. Students can gain an understanding of how they can positively impact their community and explore what activities they like and do not like in a professional setting.

## Teacher in the Workplace

Teacher in the Workplace experiences connect the workforce to the classroom by directly engaging teachers, counselors, and administrators with business and industry leaders. Through these experiences, school staff become informed of industry trends, training needs, opportunities for collaboration, and the career paths available within local businesses.