



**Advance  
Central PA**  
Linking People & Business

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

December 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

## Amended Agenda

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

10:00 – 10:10	<b>Call to Order, Welcome, and Introduction of Guests</b>	Michele Foust & Rob Postal
10:10 – 10:15	<b>Public Comment</b>	
10:15 – 10:25	<b>PA CareerLink® Operator Update</b>	Cheryl Johnson
10:25 – 10:40	<b>Title II Adult Basic Education Presentation</b>	Title II Coalition
10:40 – 10:55	<b>Susquehanna Valley Community Education Project Presentation</b>	SVCEP
10:55 – 11:05	<b>Luzerne County Community College Presentation</b>	Maria DeLucca & Susan Spry
11:05 – 11:40	<b>WDB and LEO Board Action Items</b>	Michele Foust & Rob Postal

Motion to amend agenda to add action to approve letter of support for SVCEP.

- Action Requested: Approval of letter of support for SVCEP
- Motion Withdrawn

- **WDB Non-Consent Agenda & Committee Reports**
  - Action Needed: Approval of Consent Agenda
  - Audit/Finance
    - Action Needed: Solicitor appointment
  - EARN
  - Governance
    - Action Needed: Approval of Treasurer
  - Personnel
  - Policy & Performance
    - Action Needed: Approval of jobseeker services contract
  - Youth
- **LEO Board Action Items**
  - Action Needed: Approval of September 18, 2024 Meeting Notes

11:40 – 11:50	<b>Executive Director's Update</b>	Erica Mulberger
11:50 – 11:55	<b>Open Discussion</b>	

11:55

**Date of Next Meeting**

Shelly Foust

- Executive Committee – February 14, 2025  
10:00 a.m. - 12:00 p.m.
- LEO Board Meeting – March 19, 2025  
9:00 a.m. - 9:30 a.m.
- WDB/LEO Board Joint Meeting – March 19, 2025  
10:00 a.m. - 12:00 p.m.

12:00

**Adjournment**

Shelly Foust &  
Rob Postal

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|               | <ul style="list-style-type: none"> <li>• <b>WDB Non-Consent Agenda &amp; Committee Reports</b> <ul style="list-style-type: none"> <li>– Action Needed: Approval of Consent Agenda</li> <li>○ Audit/Finance <ul style="list-style-type: none"> <li>– Action Needed: Solicitor appointment</li> </ul> </li> <li>○ EARN</li> <li>○ Governance <ul style="list-style-type: none"> <li>– Action Needed: Approval of Treasurer</li> </ul> </li> <li>○ Personnel</li> <li>○ Policy &amp; Performance <ul style="list-style-type: none"> <li>– Action Needed: Approval of jobseeker services contract</li> </ul> </li> <li>○ Youth</li> </ul> </li> <li>• <b>LEO Board Action Items</b> <ul style="list-style-type: none"> <li>– Action Needed: Approval of September 18, 2024 Meeting Notes</li> </ul> </li> </ul> |                               |
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| 11:50 – 11:55 | <b>Open Discussion</b>  |                               |
| 11:55         | <b>Date of Next Meeting</b>   | Shelly Foust                  |
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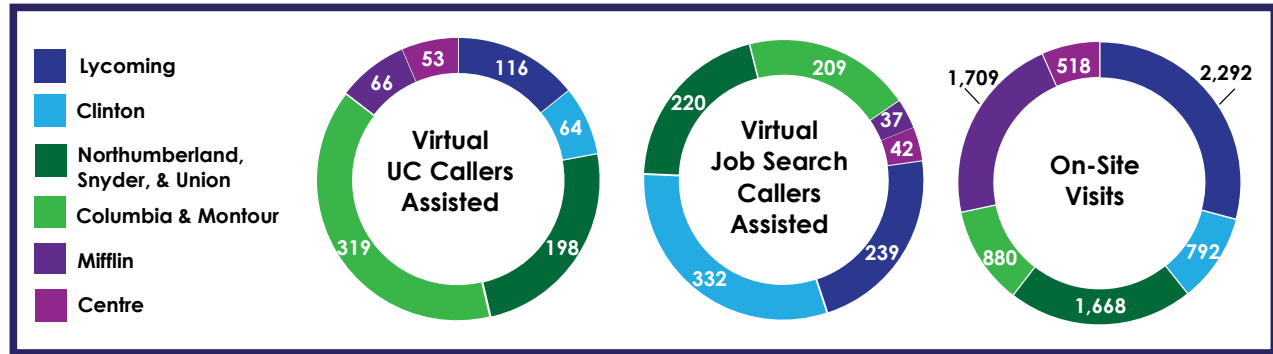
12:00

**Adjournment**

Shelly Foust &  
Rob Postal

# PA CareerLink® Jobseeker Services

July - September 2024 Q3



Includes on-site and virtual services

**Total Workshops Offered: 183**

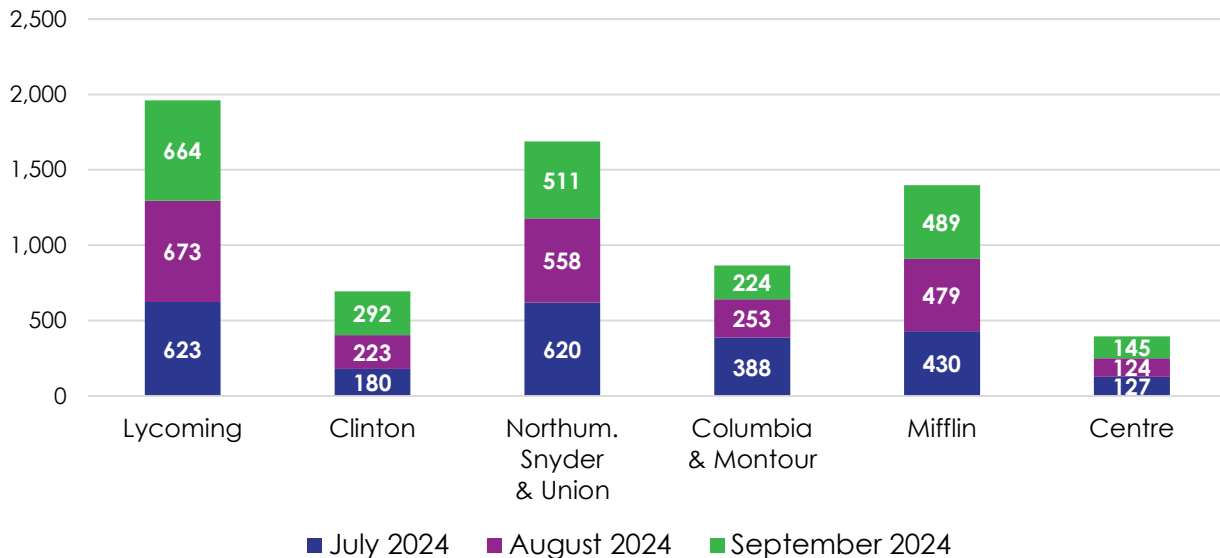
**Total Workshop Attendance: 626**

**Total Services Provided: 27,942**

**Unique Quarterly Participants: 5,184**

Includes on-site and virtual services

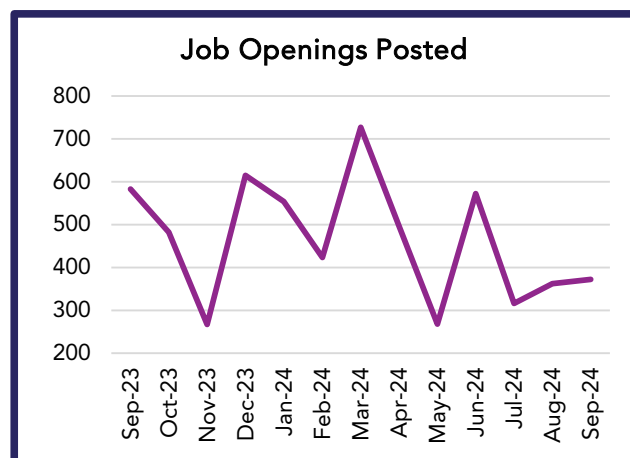
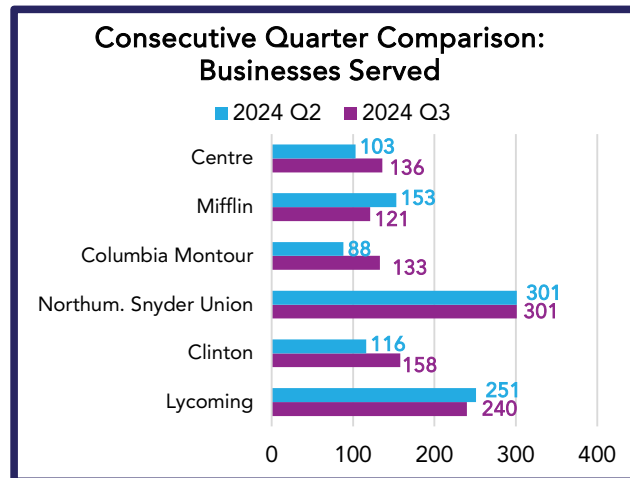
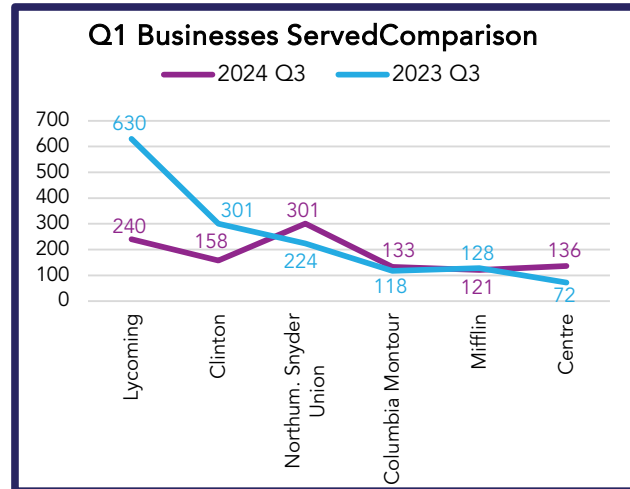
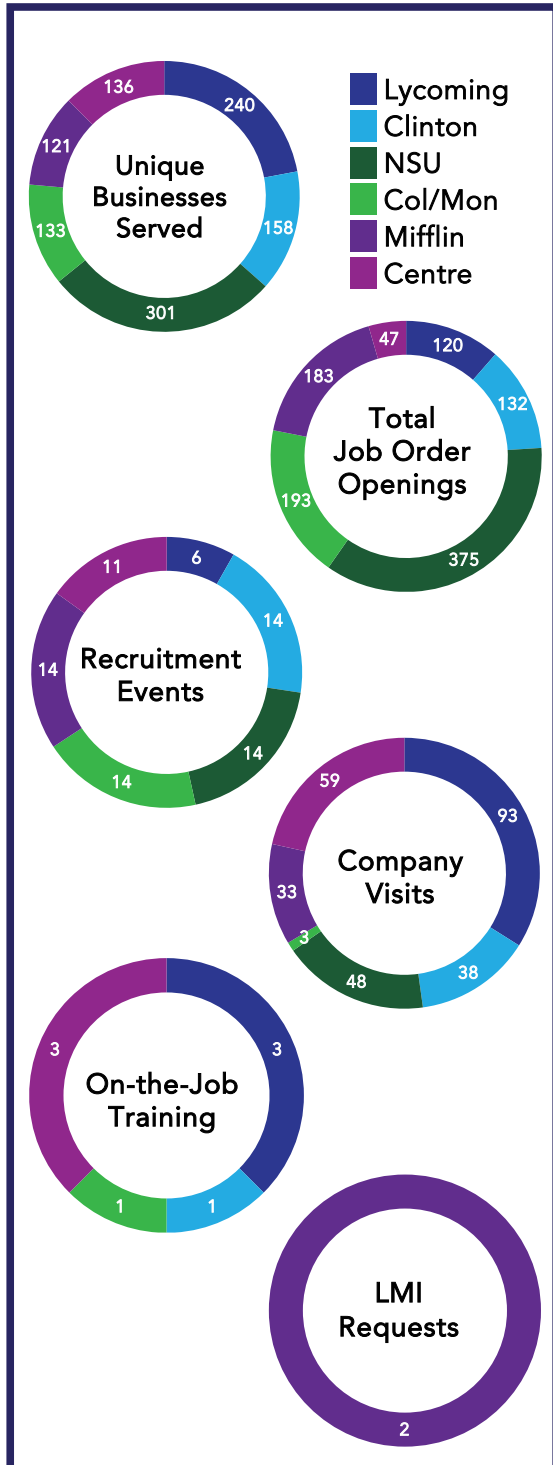
## Total Unique Participants Served By Month



# PA CareerLink® Business Solutions

## July - September 2024 Q3

### Employer Services Overview

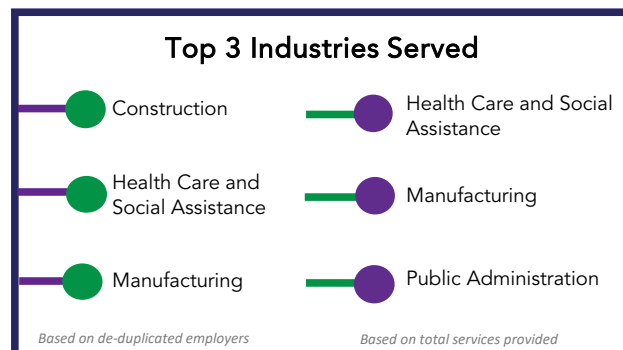
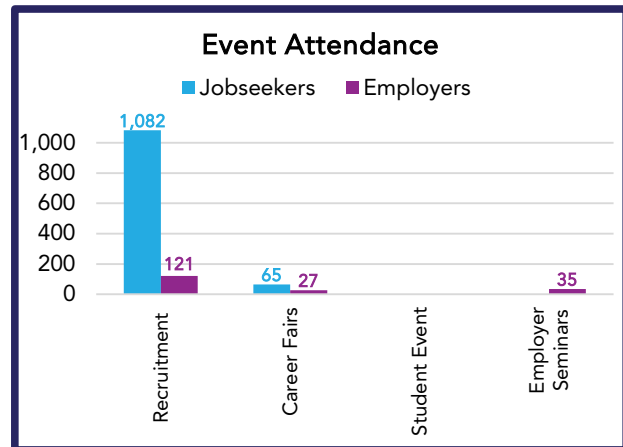


# PA CareerLink® Business Solutions

## July - September 2024 Q3

### Employer Event Highlights

- PA CareerLink® Awareness Day (26 Employers, 568 Jobseekers, 3 Training Providers)
- Regional Employer Seminar: UC 101 (32 employers)
- Regional Employer Seminar: Child Labor Laws (15 employers)
- Onsite Recruitment at PA CareerLink® NSU with the PA Dept. of Corrections (17 jobseekers)
- Onsite Recruitment at PA CareerLink® Mifflin County with Spherion Staffing Services (25 jobseekers)
- Onsite Recruitment at PA CareerLink® Clinton County with UPMC (12 jobseekers)
- Onsite Recruitment at PA CareerLink® Col/Mon Counties (5 employers, 21 jobseekers, 1 training provider)



### Rapid Response Events

Company	No Rapid Response events occurred this quarter.
PA CareerLink® County	
Rapid Response Date	
Workers Affected	
Workers at RR Event	
Layoff/Closure	
Status	



# Central WDA Title II Adult Education Coalition

Annual Presentation  
December 18, 2024

# Adult Education Programs in the Central WDA

## **Central Intermediate Unit 10**

**Jenna Witherite**

CIU10 Development Center for Adults

## **Central Susquehanna Intermediate Unit**

**Mary Mingle**

Adult Education Program

## **Penn State Institute for the Study of Adult Literacy**

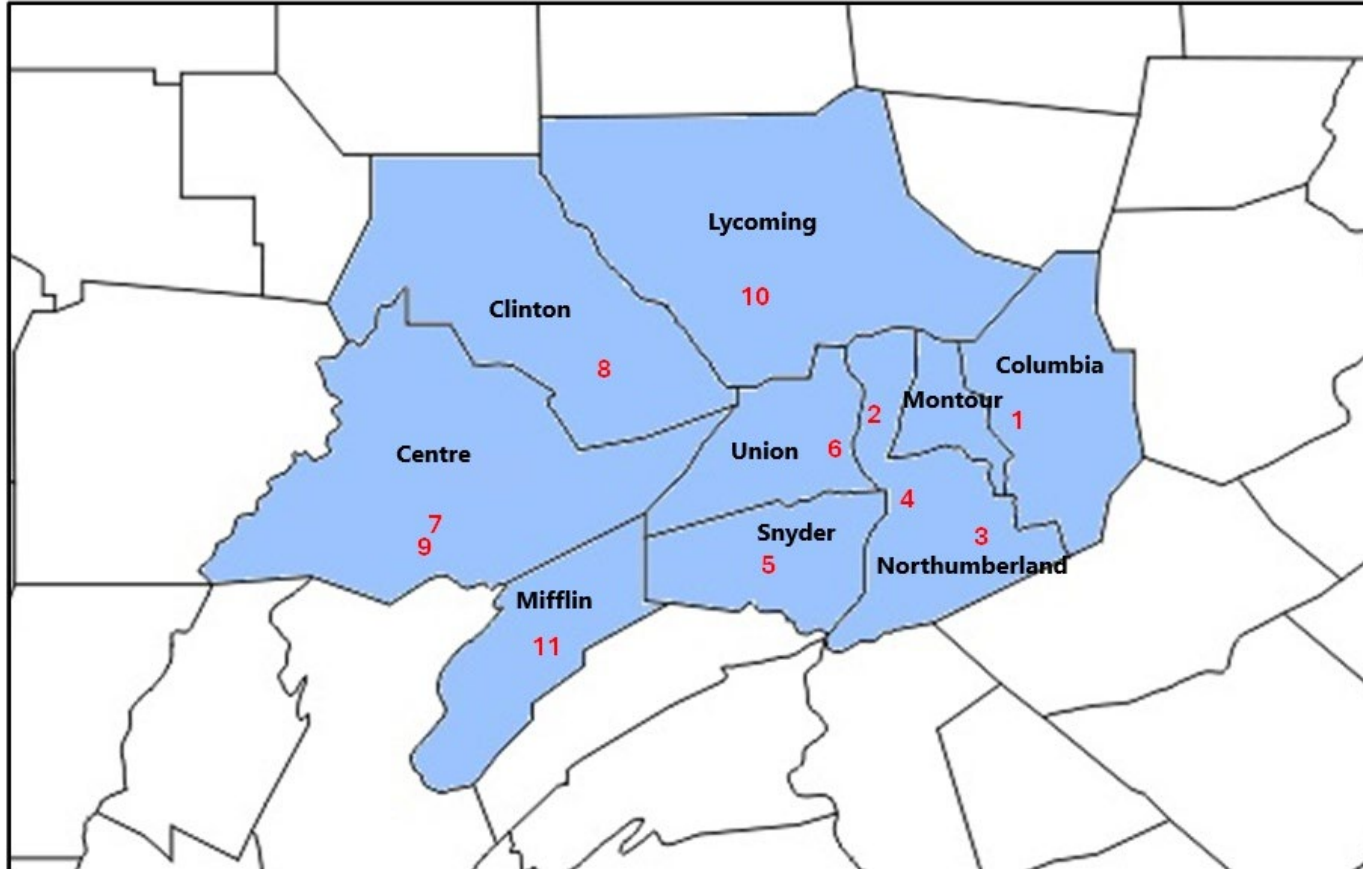
**Robert Getz**

Career & Family Pathways Programs

## **Tuscarora Intermediate Unit 11**

**Chuck Klinger** Community Education & Workforce Services

## Title II in-person Class Locations in the Advanced Central Region



### CSIU:

- (1) Bloomsburg,
- (2) Milton
- (3) Shamokin
- (4) Sunbury
- (5) Middleburg
- (6) Lewisburg

### CIU10:

- (7) State College
- (8) Lock Haven

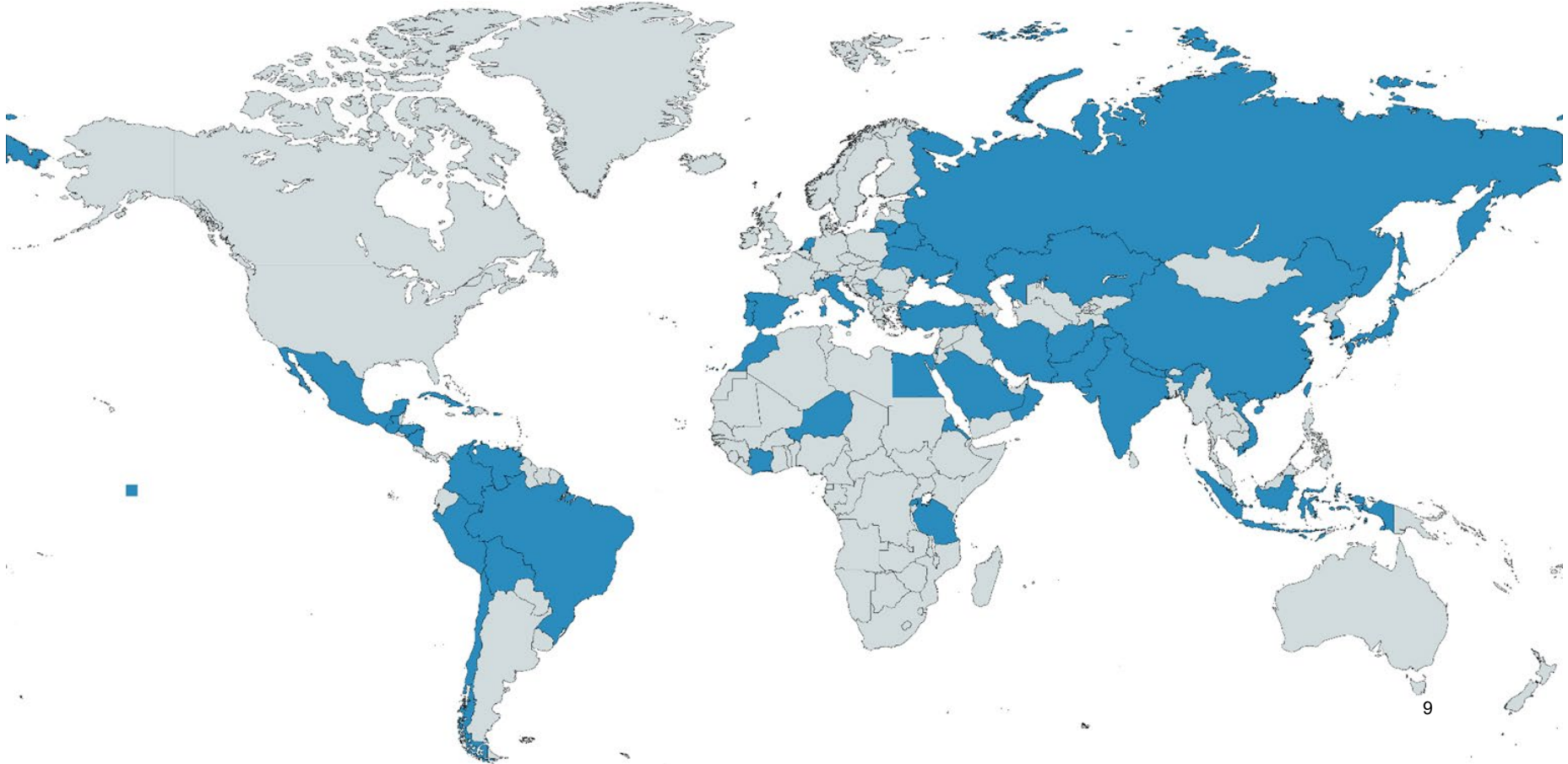
### PSU:

- (9) State College
- (10) Williamsport

### TIU11:

- (11) Lewistown

## Non English Speaking Student Countries



# Countries Served by ESL Programs in the Central Region

Afghanistan, Algeria, Bangladesh, Belarus, Bolivia, Brazil, Chile, China, Colombia, Cote d'Ivoire, Cuba, Curacao, Dominican Republic, Egypt, Eritrea, Georgia, Guatemala, Haiti, Honduras, India, Indonesia, Iran, Italy, Jamaica, Japan, Jerusalem (Palestine), Kazakhstan, Laos, Lithuania, Mexico, Morocco, Nepal, Nicaragua, Niger, Nigeria, Oman, Pakistan, Peru, Philippines, Portugal, Puerto Rico (US), Qatar, Russia, Rwanda, Saudi Arabia, Serbia, Singapore, South Korea, Spain, Taiwan, Tanzania, Thailand, Türkiye, Ukraine, Venezuela, Vietnam

# Services Provided by All Programs

- Adult basic education, English as a Second Language (ESL), and High School Equivalency (HSE) classes
- Digital literacy instruction
- Transition services/classes to employment & postsecondary education
- Career exploration and workforce preparation
- Wrap around support services

# Services Provided by Some Programs

- Family literacy (adult education, parent education, interactive literacy activities, early childhood education/school)
- Programs in correctional institutions
- CPI Medical Math
- TEAS Preparation for entrance into LPN school
- Skills of Central PA
- TOEFL - Transfer ELLs to Post-Secondary

# Services to Employers and Workers

## Assessments and remediation of:

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

## English language instruction for employees:

- Understanding and speaking English
- Reading and writing English
- Customized to employer needs

Needs analysis, workplace materials



# Nora - CIU 10 GED Graduate

# Huseyin, Penn State ESL Student

# From Turkey to America and Into the IT World

- Huseyin is from Turkey where he worked as a Politician and in the IT field.
- In 2023 he was forced by the Turkish government to leave his country.
- He, his wife and three children decided to move to State College where he had relatives.
- The following is from a presentation he gave recently.

# From Turkey to America and Into the IT World

- When I first arrived in America, my English was almost nonexistent, and I was very shy about speaking.
- Concerns about pronunciation and grammar structure hindered my ability to communicate effectively.
- I struggled with the fear of not pronouncing words correctly and making grammatical mistakes.
- With the support of my teachers and friends here, I have made some improvements in my English proficiency.
- My background in information systems kept my interest in the IT field alive.
- I started working as a delivery person at a pizza shop.
- Continued using platforms like DoorDash, Grubhub, and Uber

# From Turkey to America and Into the IT World

- Completed Google IT Support, AWS Cloud, and Google Cybersecurity courses on Coursera.
- Achieved AWS Certified Cloud Practitioner and CompTIA CySA+ certifications.
- These certifications provided me with the necessary qualifications to become a cybersecurity specialist.
- The education and support I received here have encouraged me and brought me closer to my goals
- My future goals include pursuing post-doctoral studies at Penn State.
- Find a new job in the IT area.

## 2023-24 Program Year

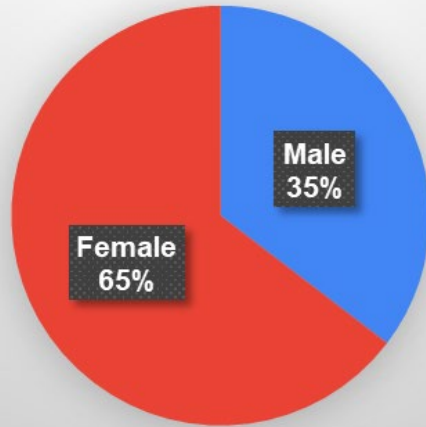
Number of Adult Learners Served *	858
Number of Adult Learners Enrolled	657
Number of Children Served (Family Literacy)	27

\* **Served** - Students who complete a program orientation and intake paperwork and who are assessed with at least one approved, standardized assessment

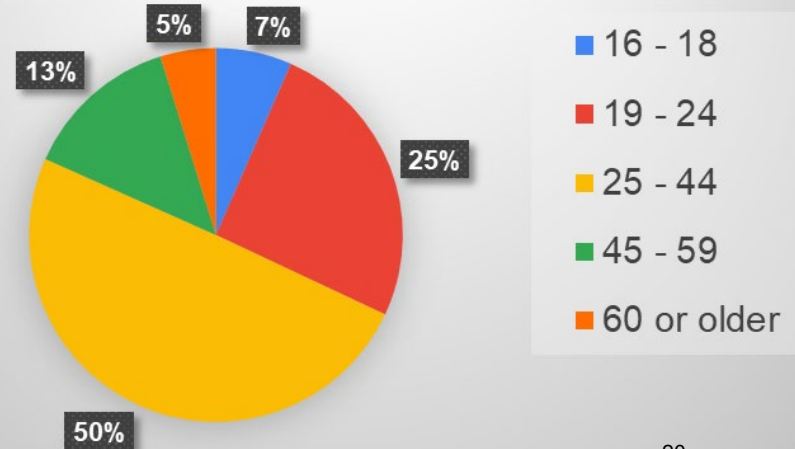
Students who are served receive services including: assessment of basic education skills, goal development, information about the GED and HiSET exams, information. They may also receive information about local employers and training and postsecondary education options

\* **Enrolled:** Of the students served, the number of students who reach 12 instructional hours

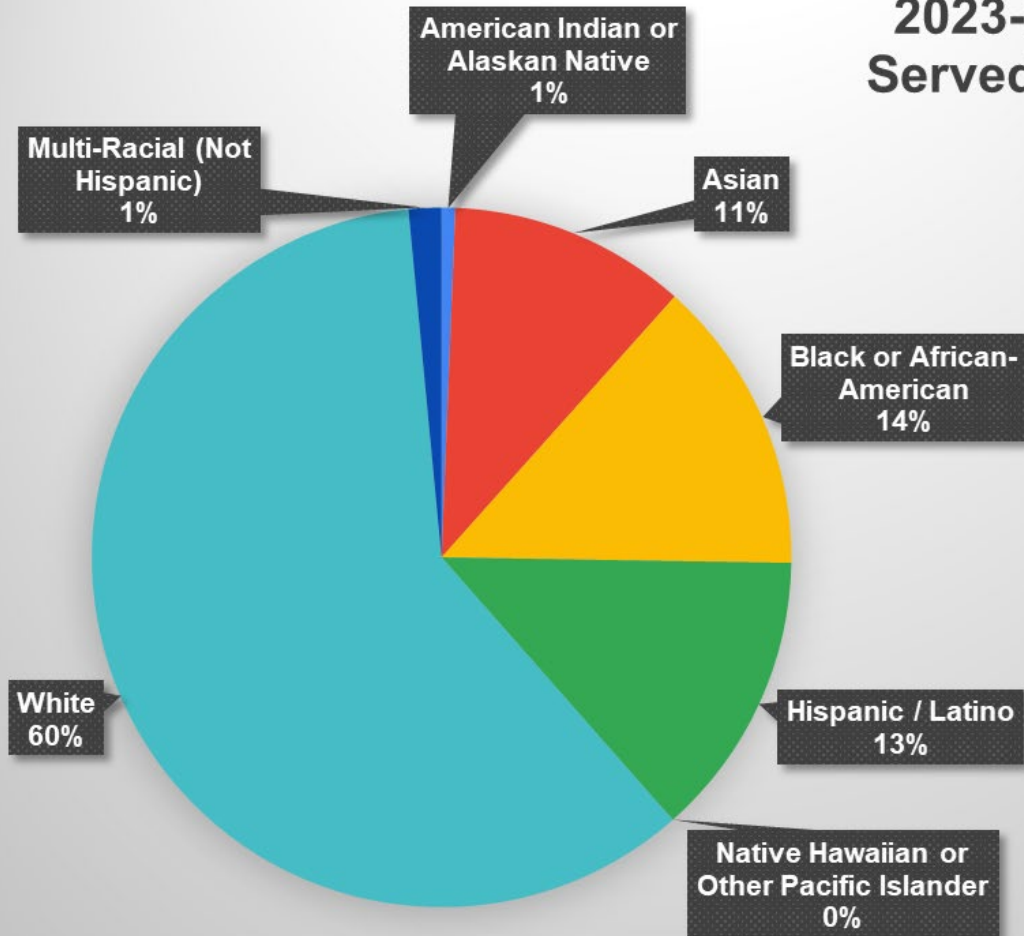
## 2023-24 Students Served by Gender



## 2023-24 Number Served by Age Group

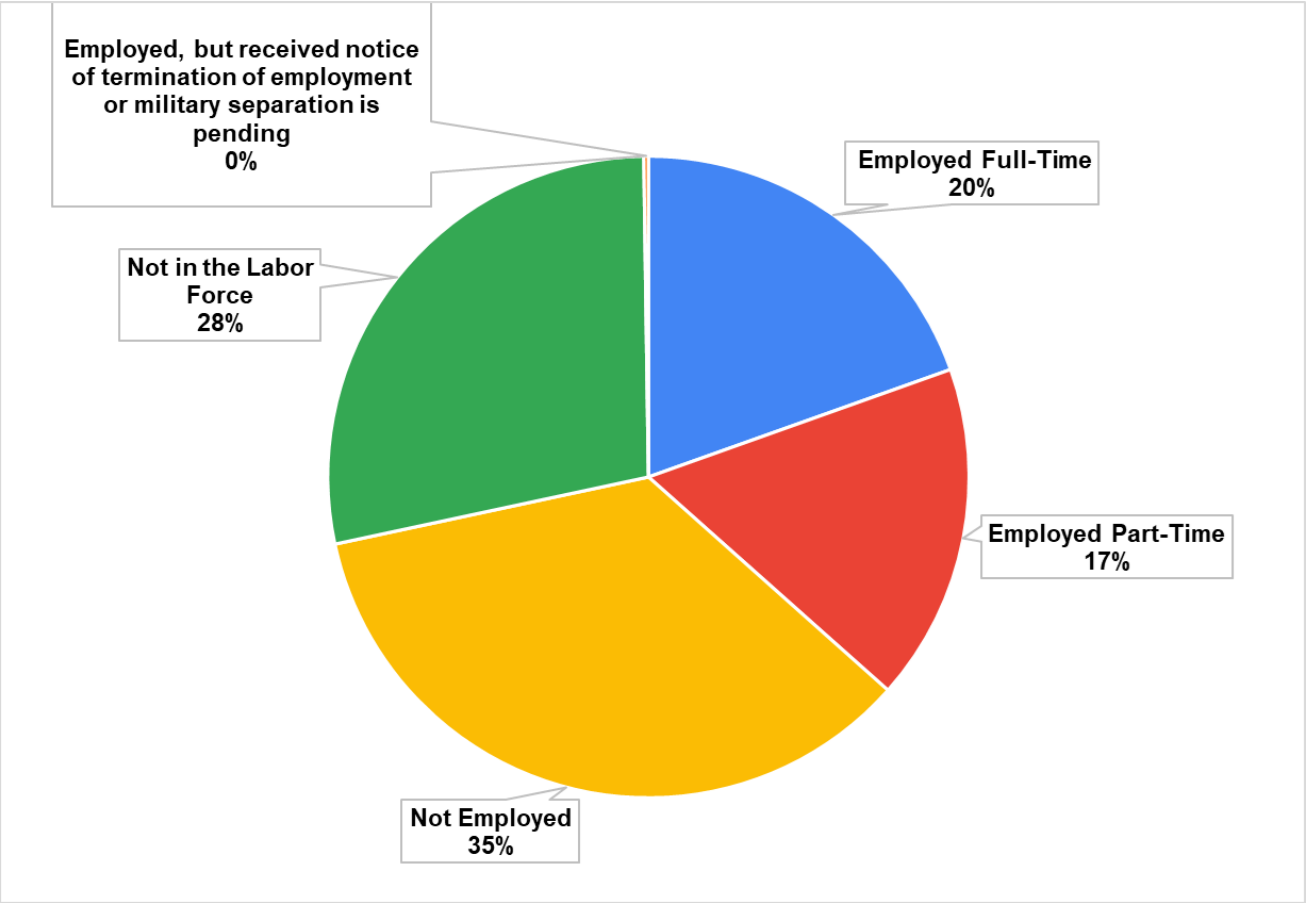


## 2023-24 Students Served by Ethnicity





# 2023-24 Served Students by Labor Status at Entry



# 2022-23 WIOA Outcomes Data

Latest data verified by PDE

**% of enrolled students:**

Who took a post-test in reading or math & achieved an EFL gain*	54.9 %
Who earned a HSE credential & exited program in the 22-23 PY†	89.7 %
With HS diploma or equivalency who exited program & entered a qualifying postsecondary ed./training program during the PY	37.9 %
Who exited program during the PY & were employed during the second quarter after exit date	81.7 %
Average Quarterly Median Wage at Second Quarter	\$6,228.52

\* EFL - Educational Functioning Level gain represents a two to three grade-level increase.

† PY - Program Year, July 1 to June 30

# Questions?



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

Joint Meeting  
September 18, 2024

Advance Central PA's Workforce Development Board (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, September 18, 2024, at the Union County Government Center in Lewisburg, PA.

## WDB Members Attending

Jay Alexander  
Jim Beamer  
Michele Foust  
Dean Girtton  
Jonah Howe  
Bruce Jones  
Keith Koppenhaver  
Lynn Kuhns  
Jim Stopper  
Steve Stumbris  
Susan Swartz  
Todd Taylor  
Dave Zartman on the phone

## LEO Board Members Attending

Angela Harding  
Rebecca Dressler  
Joe Klebon  
David Kovach  
Mark Mussina  
Robert Postal  
Stacy Richards  
Chuck Steininger

## WDB Staff Attending

Allison Grose  
Korrie Lucas  
Jamie Mercaldo  
Erica Mulberger  
Patrick O'Connor  
Marca O'Hargan  
Rachael Ulmer  
Kelly Walter

## WDB Members Excused

Jamie Aurand  
Talia Beatty  
Kenneth Chappell  
Misty Dion  
Beth Gilmore  
Zollie Rayner  
Jonathan Ritter  
Stephanie Servose  
Jenna Witherite

## LEO Board Members Excused

Steven Dershem

## Guests Attending

Megan Bair  
Hank Baylor  
David Christman  
Jon DeWald  
Judy Fitzgerald  
Robert Getz  
Jennifer Gurski  
Cheryl Johnson  
Jonathon Juhas  
Derek Reber  
Jill Walter  
Matthew Wise

## Call to Order and Welcome

Shelly Foust, Workforce Development Board Chairperson, called the meeting to order at 10:06 am without a quorum yet present, but anticipated.

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), requesting the support of the workforce development board and the county commissioners. He asked to provide a formal presentation at an upcoming meeting.

## PA CareerLink® Operator Update

### Operator Report

Cheryl Johnson introduced an update from the Operator focused on the Awareness Day event held at all six PA CareerLink® sites and The Link on September 12<sup>th</sup>. Site Administrators Judy Fitzgerald, Jamie Mercaldo, and Rachael Ulmer provided an overview of the collaborative event planning with Advance Central PA staff utilizing funds awarded by the PA Dept. of Labor & Industry (L&I). Monies funded outreach, and supplies needed for the large-scale events designed to invite job seekers and businesses to attend and learn more about what PA CareerLink® can do to help them. Across the region, the sites hosted 575 job seekers! The Site Administrators spoke enthusiastically about the effort and teamwork that went into the day. In discussing feedback from employers who were on-site for recruitment purposes, it was noted that high-level candidates were in attendance. The Site Administrators drew a correlation to the success of radio ads which supported the message that PA CareerLink® has something to offer everyone, regardless of where they are on their career path. While the Site Administrators gave due credit to Advance Central PA WDB staff and the partners in the sites, Erica Mulberger, Advance Central PA Executive Director, extended kudos to them for their collaboration, leadership, and extensive work that made the events successful.

Commissioner Mussina shared how pleased Lycoming County is with their renewed partnership with the PA CareerLink® and shared success in hosting two youth in paid internships.

Jay Alexander commended the Site Administrators for their heartfelt presentation, clearly the event was important to them and to the community of job seekers and businesses served. He inquired about plans to make this an annual event. Erica responded that Awareness Day has been an initiative for a few years, however, this is the first that there was money available which was a gamechanger. She expressed desire to continue with efforts in years to come and hopes funds will continue to be made available for the important outreach work that was accomplished.

## WDB Updates and Action Items

### Action Items

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



Dean Girton made a motion to approve the September 18, 2024, Consent Agenda Action Items. Keith Koppenhaver seconded the motion. The motion was unanimously approved with no abstentions.

## Audit/Finance Committee

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

#### Financial Reports

Jim referenced the Financial Reports through 6/30/2023 and the Fiscal Year 2025 Budget Update Report; there were no questions.

#### Budget Modification for Business Services Contract

Tuscarora Intermediate Unit (TIU), the subcontractor for the Business Services contract has requested a modification to their budget due to an error they made which removed a position during the negotiation process. An amount of \$65,858 is required to fully fund the position.



**Jim Stopper made a motion to approve an additional \$65,858 in funds to TIU's Business Solutions contract, with an updated total of \$931,719. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.**

Erica noted the error was a result of changes in TIU staffing. Namely, Margie Eby will be retiring from her years of service and responsibilities that range from Site Administrator to her most recent role leading the Business Solutions Team. Erica expressed thanks to Margie and wished her well in retirement.

The Audit/Finance Committee will meet as needed.

### **EARN Committee**

Patrick O'Connor provided the update on behalf of Ken Chappell.

#### Enrollments

The program year ended with 384 new EARN enrollments from July 1, 2023 - June 30, 2024; 29 of those were participants that voluntarily joined as SNAP EARN while 2 enrollments were Refugee Status.

#### EARN Program Updates

In alignment with expectations for family-centric programming, EARN hosted a series of events at local parks fostering community between participants, peers, and staff. In another example of innovative programming, EARN partnered with local organizations to create a series of workshops known as "Budgets 'N' Blooms" for participants interested in gardening. During these workshops, attendees learned composting, budgeting, cooking with vegetables, and harvesting fresh produce.

In line with EARN's commitment to barrier remediation, several incentive requests were approved through Advance Central PA. These approved requests were for a range of supports to include hygiene products, a sewer bill, a driver's license restoration fee, and a birth certificate. Supports like these significantly assist participants in maintaining active participation in the program toward their goal of employment.

#### Coaching Collaborative

Advance Central PA staff and EARN staff continue to participate in the Coaching Collaborative project. With several recent turnovers and positional changes within the EARN staff, Adjacent Possible will be conducting refresher meetings to help teach new hires about the coaching collaborative and their approach with participants while providing continuing support to veteran workforce staff.

The EARN Committee will meet as needed.

### **Governance Committee**

Dean Girton, Governance Committee Chair, provided the update.

#### Recruitment

Dean announced receipt of Sue Auman's resignation from the WDB. Sue will be starting a new role with the Community Action Association of PA. Dean thanked her for her work extended well wishes.

A person representing a labor union or a community-based organization working with youth or individuals with disabilities will be needed to fill Sue's vacancy. Dean reminded everyone of the importance of always having interested candidates in the pipeline for times like these.

### 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.

Further, Jim Stopper has reported he may need to resign from the WDB at year end. If this happens, a vacancy for the private sector will be needed, but also, Jim has generously been serving as WDB Treasurer which will then need filled too.

### **Personnel Committee**

Erica Mulberger gave the update on behalf of Dave Zartman.

### Staff Updates

There are currently two open positions at Advance Central PA: Business Engagement Coordinator and Communications Coordinator. Both are posted.

The Personnel Committee will convene in the coming weeks to review health care options.

### **Policy & Performance Committee**

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

Jim shared the new and improved report in the packet.

### Monitoring Update (June – August 2024)

Reviewing a refreshed monitoring report format, Jim highlighted the staff initiated monitoring activity including: Eligible Training Provider List (ETPL) approvals, onsite monitoring of on-the-job training (OJT) contracts, subrecipient fiscal practices, overall PA CareerLink® operations, program operations, and equal opportunity compliance.

Regarding state initiated monitoring, staff submitted documentation to BWDA for the conclusion of their PY23 monitoring of Advance Central PA's fiscal and procurement processes with a report forthcoming. The Office of Equal Opportunity has completed PY23 monitoring and provided notice that Advance Central PA is in compliance.

### Adult/Dislocated Worker Exit Report

The report shows exit outcomes for Adult/Dislocated Worker programming comparing program year (PY) 2023, which ended June 30, 2024, to the prior program year. The goal is to exit participants with employment. The overall rate of exit with employment across the region decreased from 65% to 51% with overall exits decreasing from 204 individuals in PY22 to 188 individuals in PY23. Outcomes for those who received training and those who did not both decreased.

Aligned with what we saw for the region, the number of people exited is lower in PY23 than PY22 for CSO and the rate of exit with employment fell as well. Exits with TIU fell as well with just 21 exits in PY23. Low enrollments and exits led to a large decrease in exit with employment performance overall.

### Common Measures PY2023 Quarter 4 Reports

These are the official measures for Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth Programs. The Average Program Score is used by the L&I to measure the strength of each overall program across measures.

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 98.8%. While performance in three of the five metrics exceeded targets, Measurable Skill Gains and Employment Rate 4th Quarter After Exit were below target.



Denominator reports were sent to providers to offer insights on programmatic factors impacting performance. Staff are also reviewing the data for the purposes of continuous improvement.

Overall Advance Central PA is in compliance with Title I Common Measure Performance.

#### Common Measure Negotiations- PY 2024 & 2025

Jim explained the negotiation process used in determining Common Measure targets. Every two years L&I negotiates goals with the US Dept. of Labor. Then, L&I negotiates with each local WDB. The PY24 and PY25 rates staff negotiated with and accepted by L&I were presented for WDB approval.



**Jim Beamer made a motion to accept the counter-proposed WIOA Performance Measures for PY 2024 and PY 2025 from the PA Department of Labor & Industry. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.**

The Policy and Performance Committee will meet as needed.

### Youth Committee

Allison Grose provided the report on behalf of Jonathan Ritter.

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

Allison shared an overview of the goals Advance Central PA sets for the ISY program in addition to the required Common Measures and highlighted outcomes for PY23, spanning July 1, 2023- June 30, 2024. For *comprehensive* programming, enrollment goals and targets for job shadows, Camp STEAM, and Business Challenge were all met or exceeded while goals for paid internships were not met. Initial responses from youth as to why they did not participate include that they were able to secure unsubsidized summer employment. This is one reason Advance Central PA is advocating that WIOA Re-authorization does not increase the expenditure requirements for Paid Work Experience.

For *specialized* programming, enrollments and goals for paid internships and Business Challenge were exceeded while job shadows and Camp STEAM were under target.

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

Similarly, Allison reviewed outcomes for the OSY program. TANF Youth Development Program enrollments were slightly under target. WIOA enrollments were also under target, but goals for WIOA job shadows were exceeded. Goals for WIOA OJT and paid internships were under target but with plans already in place to offer pre-work experience as a way to better prepare and build excitement for participation in the activities going forward.

#### Business Education Partnership Grant- Aviation STEM Camp Update

Using funds from a Business Education Partnership grant, Advance Central PA partnered with Susquehanna STEM to the Skies, a non-profit located at Penn Valley Airport in Selinsgrove, to increase career awareness in aviation-related technology via two summer camps, one in August 2023, and the most recent in June 2024. The camps were full with a wait list. When surveying June campers, 65% rated the overall quality as 5 out of 5, with the remaining 35% rating it a 4 out of 5. 82% said the camp increased their interest in further exploring an aviation-related career.

Staff applied to a new BEP grant focused on continuation of successful projects such as this.

The Youth Committee will meet as needed.

### LEO Board Action Items



**Commissioner Klebon made a motion to approve the minutes from the June 19, 2024 Joint WDB/LEO Board meeting. Commissioner Kovach seconded the motion. The motion was unanimously approved with no abstentions**





Commissioner Steininger made a motion to approve an additional \$65,858 in funds to TIU's Business Solutions contract, with an updated total of \$931,719. Commissioner Kovach 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 competitive funding portfolio report. The grant from the Appalachian Regional Commission to address the opioid crisis is winding down effective September 30, 2024. There are unspent funds that were allocated to Geisinger which is attributed to the effects of the pandemic as well as staff turnover. Advance Central PA also has unexpended funds that will be returned to the funder. The Apprenticeship Grant-PASmart project with Central Pennsylvania Institute of Science and Technology is moving along well with two programs registered as apprenticeships. The third planned program for solar installer was deemed unapprenticeable at the federal level, so funds are reallocated to support outreach and success of the Water and Wastewater programs that were approved.

A new Statewide Activity Projects grant has been secured to fund an Outreach Coordinator responsible for outreach strategy and implementation to increase the public's awareness of the PA CareerLink®.

Grant applications have been submitted for the latest round of Business Education Partnership in which Advance Central PA proposes to partner on projects including What's So Cool About Manufacturing? and Pennsylvania Free Enterprise Week in addition to funding student/educator in the workplace and PA CareerLink® services across the 31 public school districts in the region.

Dean Girton asked if the recipients for Pennsylvania Free Enterprise Week had to meet eligibility as disadvantaged. They do not, because while the organization covers a majority of the cost, students are required to pay an amount out of pocket as well and the grant funds would help those who indicate a need.

On the horizon is a Digital Equity Grant for which Central Susquehanna Intermediate Unit (CSIU) is lead applicant. As a partner in the proposed project, Advance Central PA proposed to purchase a second mobile unit and support new PA CareerLink® instructor positions.

### WIOA Re-Authorization

Susan Swartz asked Erica to speak of the potential for 'flat funding' in the WIOA Re-Authorization. During the last WDB meeting Erica introduced us to Re-Authorization sharing the concerns it brings to our region. The Senate is proposing flat funding for youth programming and the House proposed eliminating it all together, however, after many letters and correspondence from WDB members, she was able to meet with representatives from US Representative Glenn Thompson's staff and US Senator Bob Casey's staff who provided assuring comments that youth funding would not be eliminated and suggested that there is more work to do regarding a solid re-authorization that will work on the ground. Erica thanked Board members for their advocacy in writing letters which opened the door to these discussions.

### Labor Market Information (LMI)

Civilian labor force is increasing though with an unemployment rate of 3.1% in July 2024, a majority of the people are working. The trend of a decreased population is a serious issue that needs addressed along with other top barriers in our region such as lack of childcare and housing. Commissioner Angela Harding shared that SEDA COG is hosting a meeting focused on revitalization on October 10 noting the importance of partnership and active participation in meetings like this.

### Training Gap Analysis

The Training Gap Analysis is complete with a final copy in hand. Erica will provide the report electronically. Overall, the key takeaway is that there is a gap in awareness of what is offered by training providers in the region, and what could be since providers are willing to customize and develop curriculum based on demand.

Erica shared her disappointment in the number of surveys collected throughout the study, from both the public at large and businesses, however, the analysis provides a solid baseline for continuous work in this regard. In speaking with L&I Secretary Walker about the study, Secretary Walker suggested building on the data by partnering with others, such as Chambers to collect additional data over time.

Further, as part of the deliverables, the provider built a searchable database of training providers and programs and apprenticeship programs across the region that can help close the gap in awareness of offerings.

Commissioner Harding encouraged members to connect with their local Career and Technical Centers (CTC) and join their advisory committees because when the community sees engagement, stigma can be overcome. There are outstanding CTCs in the region providing relevant occupational training.

#### Statewide License – Business Database

L&I has purchased license for WDB staff to access business information via Econo-Vue with data and business financial health information from Dunn & Bradstreet. This tool will help with strategy in business engagement. Bruce Jones shared sentiments that the database will give important insight allowing PA CareerLink® staff to help business avert layoff and grow here in the Commonwealth.

### Open Discussion

Bruce gave kudos to Advance Central PA as trendsetters, noting the state is working to replicate service delivery offered locally via The Link.

Lynn Kuhns shared that ACPI Cabinetworks in Thompsontown (Juniata County) is closing effective December 13. There were questions as to whether the closure makes employees Trade program eligible; that is unknown at this time, but the L&I Rapid Response team typically recommends that a petition be filed if there is any question. Trade opens up a wealth of resources to the impacted employees. Erica shared that in instances of large layoff, the PA CareerLink® can coordinate targeted job fairs to help employees rapidly re-connect to work and that may be something that occurs in this case.

Commissioner Stacy Richards shared that she would like the Susquehanna Valley Community Education Project group to speak at an upcoming meeting to share in-depth information.



**Commissioner Richards made a motion to allow the Susquehanna Valley Community Education Project (SVCEP) to make a 15-minute presentation at the December 18, 2024 joint LEO/WDB meeting. Commissioner Harding seconded the motion. The motion was approved by a vote of 3 yes, 2 no votes, and no abstentions.**

### Date of Next Meetings

Upcoming meetings are as follow:

- Executive Committee – October 11, 2024, 10:00 a.m.
- LEO Board Meeting – December 18, 2024, 9:00 a.m.
- LEO/WDB Joint Board Meeting – December 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 11:59 a.m.

Respectfully submitted,

Kelly Walter, Office/Board Coordinator

## Workforce Development Board Consent Agenda Action Items December 18, 2024

1. Motion to approve the minutes from the September 18, 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 November 8, 2024.*

2. Motion to accept the 2025 Workforce Development Board Meeting Schedule.
3. Motion to change to Geisinger Small Group ACA All-Access HMO with a \$400 deductible effective for the November 1, 2024, plan year with Advance Central PA continuing to pay 100% for employee premiums and 80% for dependent premiums.
4. Motion to increase Adult ITA and OJT training funds by \$50,000.
5. Motion to enter a 2-year extension of the lease agreement with American Philatelic Research Library for the PA CareerLink® Centre County located at 204 Match Factory Place, Bellefonte, PA 16823, effective October 1, 2024 through September 30, 2026, with a cost of \$50,484.12 per year.
6. Motion to give Advance Central PA staff a holiday on November 11, 2024, Veterans Day.

# Workforce Development Board Non-Consent Agenda

## Action Items

### December 18, 2024

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

Motion:

Second:

#### Audit/Finance Committee • Vacant, Chair

- Action Needed: Solicitor appointment

The Audit/Finance Committee will meet as necessary.

#### EARN Committee • Kenneth Chappell, Chair

The EARN Committee will meet as necessary.

#### Governance Committee • Dean Girton, Chair

- Action Needed: Approval of Treasurer

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 jobseeker services contract

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 25 Contract Expense and Obligation Report  
 From 7/1/2024 Through 9/30/24

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds <sup>1</sup>	% of Total Oblig. and Exp	Unoblig. Amount
07/23 - 06/25	PY23 1st Inc. WIOA Adult	7,148	7,148	0	100.00%	0
10/23 - 06/25	PY23 2nd Inc. WIOA Adult	1,105,194	440,610	576,228	92.01%	88,356
07/24 - 06/25	PY24 1st Inc. WIOA Adult	242,160	0	217,944	90.00%	24,216
10/24 - 06/25	PY24 2nd Inc. WIOA Adult	989,634	0	461,693	46.65%	527,941
	<b>Adult Programs</b>	<b>2,344,136</b>	<b>447,758</b>	<b>1,255,865</b>	<b>72.68%</b>	<b>640,513</b>
10/23 - 06/25	PY23 2nd Inc. WIOA Dislocated Worker	596,857	422,185	112,995	89.67%	61,677
07/24 - 06/25	PY24 1st Inc. WIOA Dislocated Worker	411,078	0	369,970	90.00%	41,108
07/24 - 06/25	PY24 2nd Inc. WIOA Dislocated Worker	1,495,884	0	806,040	53.88%	689,844
	<b>Dislocated Worker Programs</b>	<b>2,503,819</b>	<b>422,185</b>	<b>1,289,005</b>	<b>68.34%</b>	<b>792,629</b>
10/23 - 06/25	PY22 Rapid Response	69,027	29,575	39,452	100.00%	0
	<b>Rapid Response Programs</b>	<b>69,027</b>	<b>29,575</b>	<b>39,452</b>	<b>100.00%</b>	<b>0</b>
04/23 - 06/25	PY23 WIOA Youth	1,069,231	344,296	566,426	85.18%	158,509
04/24 - 06/25	PY24 WIOA Youth	1,612,444	0	473,445	29.36%	1,138,999
07/23 - 06/25	PY23 TANF Youth	453,976	269,705	138,234	89.86%	46,037
07/24 - 06/25	PY24 TANF Youth	762,667	0	697,786	91.49%	64,881
06/23 - 06/25	PY22 Business & Education Partnership	63,942	11,458	29,675	64.33%	22,809
09/24 - 06/25	PY24 Business & Education Partnership <sup>2</sup>	51,450	0	0	0.00%	51,450
	<b>Youth Programs</b>	<b>4,013,710</b>	<b>625,459</b>	<b>1,905,566</b>	<b>63.06%</b>	<b>1,482,685</b>
07/24 - 06/25	EARN	2,684,111	441,170	1,463,116	70.95%	779,825
	<b>Welfare Programs</b>	<b>2,684,111</b>	<b>441,170</b>	<b>1,463,116</b>	<b>70.95%</b>	<b>779,825</b>
02/20 - 06/25	Next Gen 19 - Healthcare	227,294	652	0	0.29%	226,642
02/20 - 06/25	Next Gen 19 - Adv. Man.	217,904	0	0	0.00%	217,904
01/24 - 06/25	Next Gen 23 - Building & Construction	175,000	48	0	0.03%	174,952
01/24 - 06/25	Next Gen 23 - Agricultural	149,692	205	0	0.00%	149,487
NA	IP Sustainability Fund	411,002	0	0	0.00%	411,002
	<b>Industry Partnerships</b>	<b>1,180,892</b>	<b>905</b>	<b>0</b>	<b>0.08%</b>	<b>1,179,987</b>
01/22 - 06/25	PASmart CPI Apprenticeship	194,571	1,236	165,219	85.55%	28,116
01/23 - 06/25	Apprenticeship Building America	159,642	1,494	8,975	6.56%	149,173
	<b>Reemployment Services</b>	<b>354,213</b>	<b>2,730</b>	<b>174,194</b>	<b>49.95%</b>	<b>177,289</b>
08/22 - 06/24	DCED Videos	29,810	528	12,050	42.19%	17,232
10/20 - 09/24	ARC Reboot	361,065	44,878	311,480	98.70%	4,707
07/24 - 12/24	Statewide - CareerLink Awareness	20,000	17,409	0	87.05%	2,591
07/24 - 06/25	Statewide - Communications Coordinator	49,525	0	0	0.00%	49,525
04/24 - 06/25	DWG Opioid <sup>3</sup>	386,912	0	288,561	74.58%	98,351
NA	Research Department	85,659	3,514	0	4.10%	82,145
NA	Gold Standard	53,144	988	0	1.86%	52,156
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	28,828	78	0	0.27%	28,750
NA	Fit4Construction	42,500	0	0	0.00%	42,500
NA	ELIC	432	0	0	0.00%	432
	<b>Other Programs</b>	<b>211,340</b>	<b>4,580</b>	<b>0</b>	<b>2.17%</b>	<b>206,760</b>
	<b>Grand Total</b>	<b>13,361,248</b>	<b>1,974,362</b>	<b>6,127,198</b>	<b>60.63%</b>	<b>5,259,688</b>

**Notes:**

- 1 Obligated funds include the funds unexpended but obligated for the FY 25 subcontractor, training, and Resource Sharing Agreement budgets.
2. Grant is separated into two increments, only the 1st increment has been received. Total of grant is \$150,000.
3. Grant is separated into increments, only the 1st increment has been received. Total of grant is \$1,211,675.

Advance Central PA  
Operating Budget to Actual Comparison  
From 7/1/2024 Through 9/30/24

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	1,353,122	244,768	1,108,354.38	18.09%
Staff Travel & Development	35,207	1,179	34,027.73	3.35%
Board Expenses	8,413	3,860	4,553.12	45.88%
General Office Supplies	6,996	1,189	5,806.88	17.00%
Leases - Copiers/Equipment	2,289	336	1,952.95	14.68%
Outreach	2,050	0	2,050.00	0.00%
Subscriptions	18,647	298	18,348.57	1.60%
Memberships	10,998	10,748	249.91	97.73%
Equipment And Furnishings	11,237	1,670	9,567.43	14.86%
Professional Fees	16,950	0	16,950.00	0.00%
Business Services	14,760	547	14,212.85	3.71%
Computer Services	45,144	13,759	31,385.03	30.48%
Facility Costs	<u>76,886</u>	<u>20,454</u>	<u>56,431.88</u>	<u>26.60%</u>
Total Operational Expenses	1,602,699.00	298,808.27	1,303,890.73	<u>18.64%</u>
Total Expenditures	1,602,699.00	298,808.27	1,303,890.73	<u>18.64%</u>

Notes:

\* Anticipated expenditure rate of 25%.

Advance Central PA  
FY25 Consolidated RSAB Budget to Actual Comparison  
From 7/1/2024 Through 9/30/24

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
<b>REVENUE:</b>					
WIOA Adult	234,608	48,210	186,397	20.55%	79.45%
WIOA Dislocated	234,608	48,210	186,397	20.55%	79.45%
WIOA Out of School	133,946	27,846	106,100	20.79%	79.21%
EARN	264,688	53,401	211,287	20.18%	79.82%
Advance Central PA Total: <sup>1</sup>	867,849	177,668	690,181	20.47%	79.53%
WAGNER PEYSER	254,608	52,296	202,312	20.54%	79.46%
WP REGIONAL	15,420	3,256	12,164	21.12%	78.88%
VETS	121,097	25,438	95,659	21.01%	78.99%
RAPID RESPONSE	12,234	2,356	9,878	19.26%	80.74%
OVR	114,584	23,645	90,939	20.64%	79.36%
OVERSIGHT	15,420	3,256	12,164	21.12%	78.88%
RESEA	217,036	44,645	172,391	20.57%	79.43%
STAFF DEVELOPMENT	29,378	6,880	22,498	23.42%	76.58%
State Partner Total:	779,776	161,772	618,004	20.75%	79.25%
Total REVENUE	1,647,625	339,440	1,308,185	20.60%	79.40%
<b>EXPENSES:</b>					
<b>PERSONNEL</b>					
Total PERSONNEL	848,971	194,232	654,738.87	22.88%	77.12%
<b>FACILITY</b>					
Total FACILITY	693,729	171,731	521,997.52	24.75%	75.25%
<b>OPERATIONAL</b>					
Total OPERATIONAL	304,321	36,956	267,365	12.14%	87.86%
<b>USAGE FEE (Non-Partner Renters)</b>					
Total USAGE FEE	199,396	10,612	188,784	5.32%	94.68%
TOTAL EXPENDITURES	1,647,625	392,308	1,255,317	23.81%	76.19%

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

\* Anticipated expenditure rate of 25%.

1 Advance Central PA is responsible for approximately 53% of the total shared PA CareerLink® operating costs compared to 47% paid by other required PA CareerLink® partners.

Advance Central PA  
 Subcontractor Budget and Actual Comparison  
 From 7/1/2024 Through 9/30/24

**Tuscarora Intermediate Unit 11(TIU)**

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended <sup>1</sup>	Percent Total Budget Remaining
OPERATIONAL EXPENSES <sup>2</sup>					
Adult Pool	528,641	127,341	401,300	24.09%	75.91%
Dislocated Worker Pool	521,905	142,839	379,066	27.37%	72.63%
OS Youth Pool <sup>3</sup>	100,000	24,076	75,924	24.08%	75.92%
TANF	10,000	2,407	7,593	24.07%	75.93%
ARC Reboot <sup>5</sup>	18,999	15,992	3,007	84.17%	15.83%
EARN Pool <sup>3</sup>	100,000	24,075	75,925	24.08%	75.93%
Total OPERATIONAL EXPENSES	1,279,544	336,730	942,814	26.32%	73.68%
DIRECT CUSTOMER SERVICES <sup>4</sup>					
ARC Reboot	6,693	-	-	0.00%	100.00%
Total DIRECT CUSTOMER SERVICES	-	-	-	0.00%	100.00%
TOTAL EXPENDITURES	1,279,544	336,730	942,814	26.32%	73.68%

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

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended <sup>1</sup>	Percent Total Budget Remaining
OPERATIONAL EXPENSES <sup>2</sup>					
Adult Pool	619,254	140,956	478,298	22.76%	77.24%
IS Youth Pool	39,735	9,037	30,698	22.74%	77.26%
TANF Youth	583,520	130,527	452,993	22.37%	77.63%
Dislocated Worker Pool	607,399	131,618	475,781	21.67%	78.33%
Business Edu. Partnership	30452	6,736	23,716	22.12%	77.88%
Rapid Response <sup>6</sup>	63,840	26,885	36,955	42.11%	57.89%
ARC Reboot <sup>5</sup>	32,620	28,164	4,456	86.34%	13.66%
EARN Pool	1,420,619	301,093	1,119,526	21.19%	78.81%
EARN SNAP	46,714	8,435	38,279	18.06%	81.94%
Total OPERATIONAL EXPENSES	3,444,153	783,451	2,660,702	22.75%	77.25%
DIRECT CUSTOMER SERVICES <sup>4</sup>					
Adult Pool	10,000	2,502	7,498	25.02%	74.98%
IS Youth Pool	6,014		6,014	0.00%	100.00%
TANF Youth	238,775	51,906	186,869	21.74%	78.26%
Dislocated Worker Pool	5,000	450	4,550	9.00%	91.00%
ARC Reboot <sup>5</sup>	7,535	474	7,061	6.29%	93.71%
EARN Pool	31,000	61,687	(30,687)	198.99%	-98.99%
Total DIRECT CUSTOMER SERVICES	298,324	117,019	181,305	39.23%	60.77%
TOTAL EXPENDITURES	3,742,477	900,470	2,842,007	24.06%	75.94%



**Central Susquehanna Intermediate Unit**

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES <sup>2</sup>					
TANF Youth	191,085	38,620	152,465	20.21%	79.79%
OS Youth Pool	768,299	204,175	564,124	26.57%	73.43%
Total OPERATIONAL EXPENSES	959,384	242,795	716,589	25.31%	74.69%
DIRECT CUSTOMER SERVICES <sup>4</sup>					
TANF Youth	51,833	11,166	40,667	21.54%	78.46%
OS Youth Pool	260,951	36,718	224,233	14.07%	85.93%
Total DIRECT CUSTOMER SERVICES	312,784	47,884	264,900	15.31%	84.69%
TOTAL EXPENDITURES	1,272,168	290,679	981,489	22.85%	77.15%

NOTES:

1 Anticipated expenditure rate of 25% for operating expenses.

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

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

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

5 ARC Reboot budget is for 7/1/24 through 9/30/24.

6 CSO Rapid Response budget includes The Link. A portion of the Link budget will be paid under a separate contract.

**FY25 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS**  
As of 11/30/2024

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
<b>INDIVIDUAL TRAINING ACCOUNTS (ITAs)</b>						<b>FY25 ITA</b>	
Adult	\$6,554	\$0	\$2,760	\$2,760	\$3,794	0	42.11%
Adult POS	\$176,832	\$95,668	\$76,050	\$171,718	\$5,114	56	97.11%
Dislocated Worker	\$91,546	\$14,345	\$20,480	\$34,825	\$56,721	11	38.04%
<b>TOTAL ITA</b>	<b>\$274,932</b>	<b>\$110,013</b>	<b>\$99,290</b>	<b>\$209,303</b>	<b>\$65,629</b>	<b>67</b>	<b>76.13%</b>

<b>ON THE JOB TRAININGS (OJTs)</b>						<b>FY25 OJT</b>	
Adult	\$12,036	\$5,031	\$6,520	\$11,551	\$485	2	95.97%
Adult POS	\$61,054	\$37,585	\$15,083	\$52,668	\$8,386	7	86.26%
Dislocated Worker	\$61,031	\$23,472	\$8,041	\$31,513	\$29,518	3	51.63%
Out of School Youth	\$80,622	\$51,756	\$17,220	\$68,976	\$11,646	10	85.55%
<b>TOTAL OJT</b>	<b>\$214,744</b>	<b>\$117,844</b>	<b>\$46,864</b>	<b>\$164,707</b>	<b>\$50,036</b>	<b>22</b>	<b>76.70%</b>
<b>TOTAL ITA/OJT</b>	<b>\$489,676</b>	<b>\$227,856</b>	<b>\$146,154</b>	<b>\$374,010</b>	<b>\$115,666</b>	<b>89</b>	<b>76.38%</b>

<b>INCUMBENT WORKER TRAINING</b>						<b>Number of Participants</b>	<b>Percentage of Total Budget Obligated</b>
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
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%
<b>Total</b>	<b>\$623,006</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$623,006</b>	<b>0</b>	<b>0%</b>

## FY25 Central Region Budget Updates As of December 18, 2024

The Central Region has increased revenues of \$199,525 from the budget presented at the September 20, 2024 meeting for a revised available revenue total of \$14,283,464. This includes the newly awarded Business and Education Partnership (BEP) 2024 and Statewide Communication grants.

Advance Central PA's budget increased by \$77,134 to a total of \$1,594,512 due to the new grants.

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 and Other Service Delivery both increased due to the BEP 24 grant.

The Regional budget also increased by \$5,441 due to the BEP 24 grant.

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

**Advance Central PA  
FY 25 Central Region Budget Updates  
As of December 18, 2024**

Following is the net change to the FY25 Revenues that were presented on September 20, 2024. This includes the newly awarded Business and Education Partnership 2024 (BEP) and Statewide Communication grants.

<b>Total Revenues presented 9/20/24</b>	\$ 14,083,939
<b>Adjustments:</b>	
Business and Education Partnership 2024	150,000
Statewide Communications	49,525
Net Increase	199,525
<b>Revised Available Revenues</b>	<u>\$ 14,283,464</u>

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

<b>Total Budget presented 9/20/24</b>	\$ 14,083,939
Net Increase in Allocated Funds	199,525
Net Decrease in Unallocated Funds	-
<b>Revised Total Budget</b>	<u>\$ 14,283,465</u>

Advance Central PA's available budget had a net increase due to the new BEP and Statewide grants.

<b>Advance Central PA Budget presented 9/20/24</b>	\$ 1,517,378
<b>Adjustments:</b>	
Net Increase	77,134
<b>Revised Advance Central PA Budget</b>	<u>\$ 1,594,512</u>

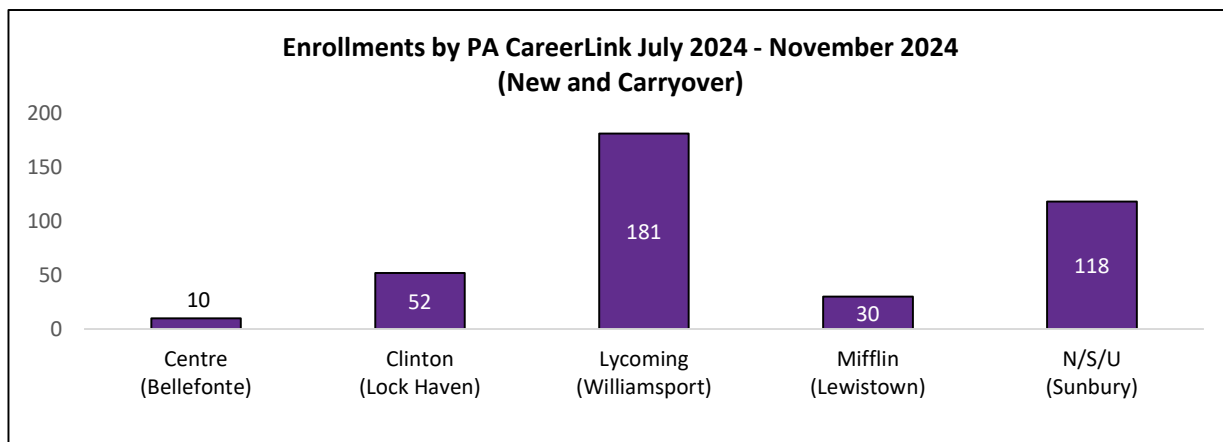
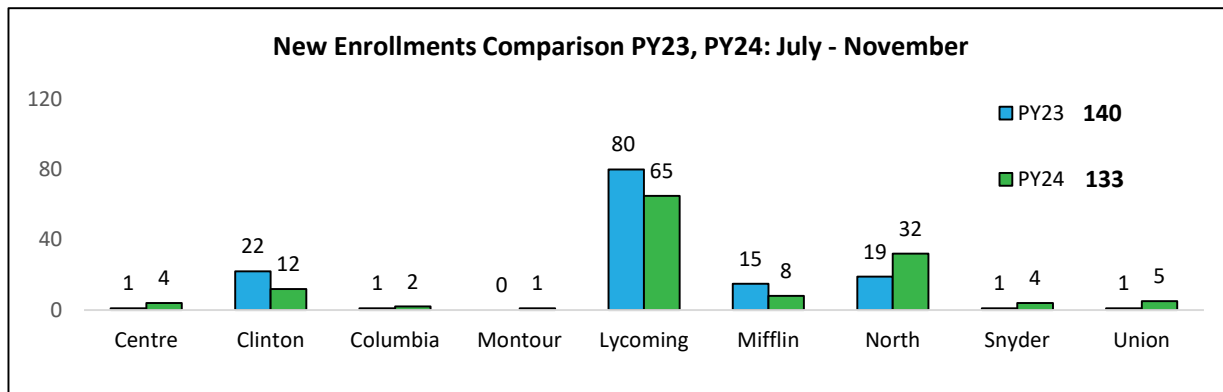
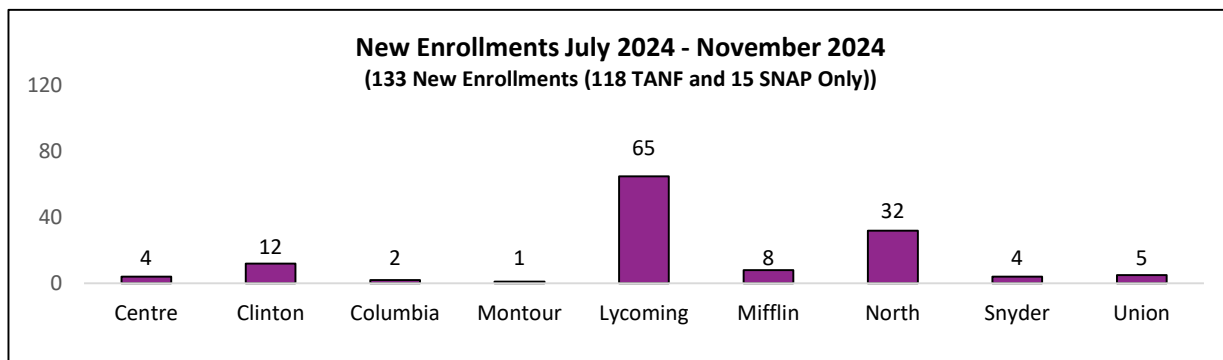
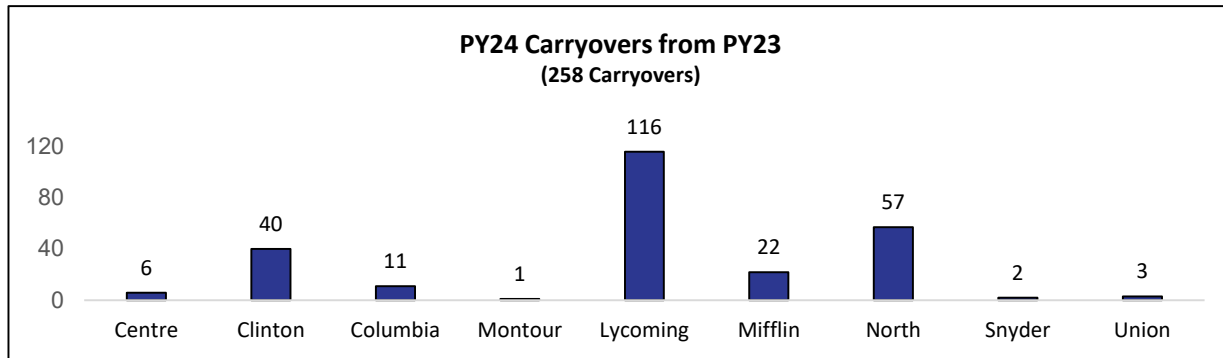
The Service Delivery budgets for CSO and Other Service Delivery both increased due to the addition of the BEP 24 grant.

	<b>CSO</b>	<b>TIU</b>	<b>CSIU</b>	<b>Other</b>
<b>Service Delivery Budgets presented 9/20/24</b>	\$ 3,903,829	\$ 1,372,353	\$ 1,272,168	\$ 856,311
Net Increase	82,000	-	-	34,950
<b>Revised Service Delivery Budgets</b>	<u>\$ 3,985,829</u>	<u>\$ 1,372,353</u>	<u>\$ 1,272,168</u>	<u>\$ 891,261</u>

The Regional Budget increased due to the BEP 24 grant.

<b>Regional and Other Budget presented 9/20/24</b>	\$ 49,344
Net Increase	5,441
<b>Revised Regional and Other Budget</b>	<u>\$ 54,785</u>

## EARN Program Year 2024-2025 Enrollment Report



# Employment Advancement and Retention Network (EARN)

## We identified this need...

Individuals--economically disadvantaged parents in central Pennsylvania who are receiving TANF and considered work-eligible--need to be able to meet their and their family's basic needs; build the necessary life skills within the context of trusting relationships; and access employment, education, and training opportunities in order to gain economic mobility.



## ...and are addressing it by:

The County Assistance Office (CAO) provides cash, food, medical, and other assistance while the EARN program helps with connecting individuals to community resources to meet their basic needs; providing individualized employment and wellness coaching; and helping individuals prepare for and obtain employment.



## Our program helps participants achieve:



Improved ability to form healthy and supportive long-term relationships



Increased individual and family well-being



Improved educational outcomes



Improved work outcomes



Improved ability to independently meet their families' basic needs



## This is what success would look like in the short-run:

### PARTICIPANTS WILL...



have an increased sense of hope and possibility



stay engaged with their Workforce Specialist



be able to meet their families' basic needs



experience improvements in their mental health

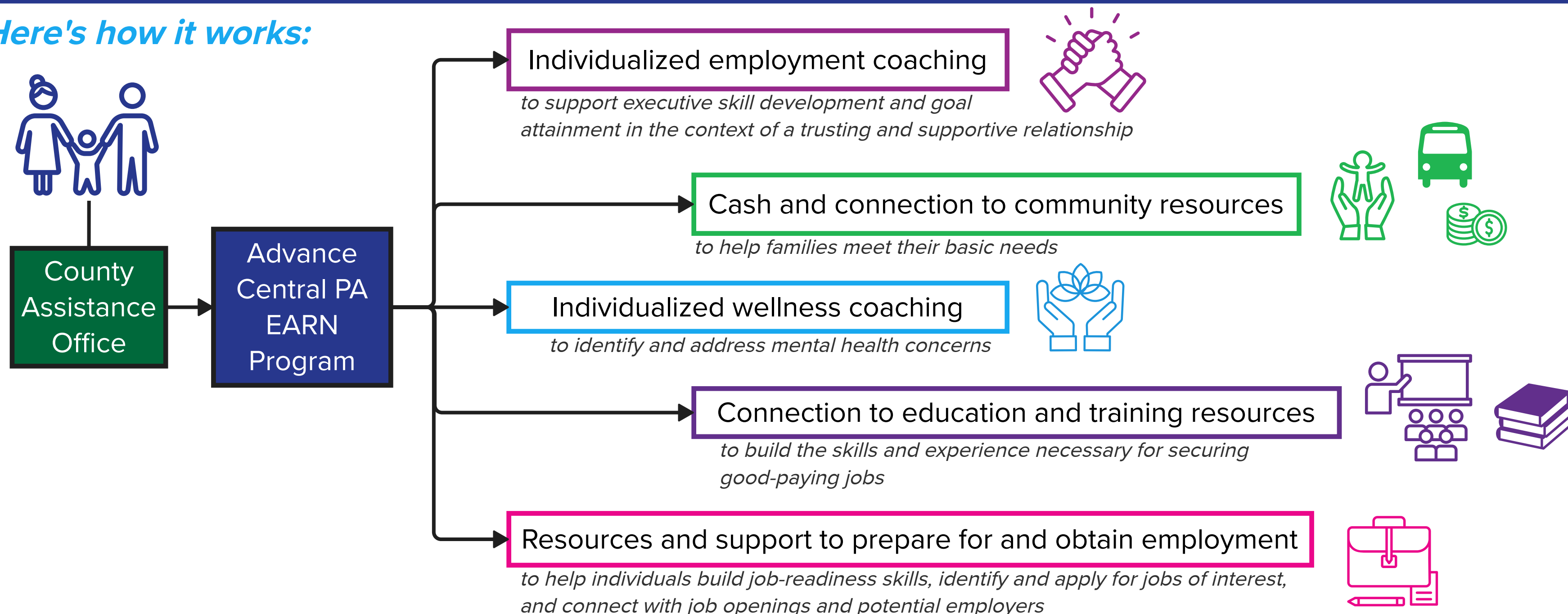


increase their skills and employability

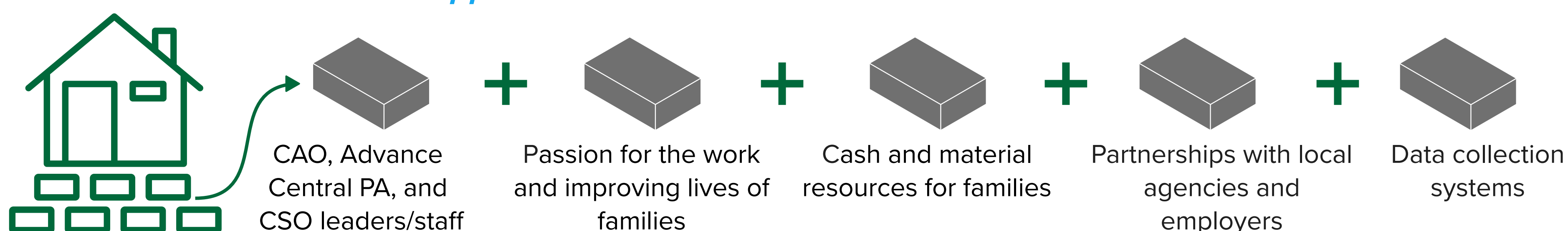


engage in job search activities

## Here's how it works:



## These are the resources that support these activities:



# Monitoring Update

## September 2024 through November 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: 87**

### ON-THE-JOB TRAINING CONTRACTS

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

#### Desk Reviews

**New Contracts Reviewed: 4**

**Open Contracts Reviewed: 12**

#### Onsite Monitoring

Jobseeker Program	BST Subrecipient	Employer	County	Visit	Findings
Dislocated Worker -CSO	TIU	Chance Aluminum	Lycoming	09/20/2024	1 – Employer and Trainee lacked familiarity with training plan (resolved)
Adult - TIU	TIU	Hummingbird ABA Therapy	Centre	09/25/2024	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
Columbia/Montour	01/18/2024	08/02/2024	3 Required Actions 2 Recommendations	09/02/2024	10/03/2024
Mifflin	04/22/2024	07/11/2024	3 Required Actions 3 Recommendations	08/06/2024	10/03/2024
Centre	04/25/2024	08/16/2024	5 Required Actions	09/16/2024	10/10/2024

## 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/TANF YDP-CSIU	26	04/05/2024	07/12/2024	6 Required Actions 1 Recommendation	08/09/2024	10/03/2024
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	11/06/2024	8 Required Actions	Pending	Pending
ISY/TANF YDP-CSO	28	10/04/2024	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 received BWDA's PY23 Monitoring Initial Findings and Concerns (IFC) Report on November 14, 2024 and met with BWDA on November 22 to discuss the two findings and two concerns related to subrecipient service delivery including technical issues related to the CWDS IEP/ISS and service authorization data entry as well as income calculations. The final report has not been received but is expected to include 1 Recommendation and 2 Required Actions to which staff must respond.
- Staff submitted all requested documents for BWDA's PY24 Procurement and Subcontract monitoring (due October 18, 2024) and LWDB Policies and Agreements (due November 29, 2024).

#### 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's provided notice of their 2024 compliance monitoring on October 21, 2024. Staff will submit the completed survey and supporting documents by December 5, 2024, as required.

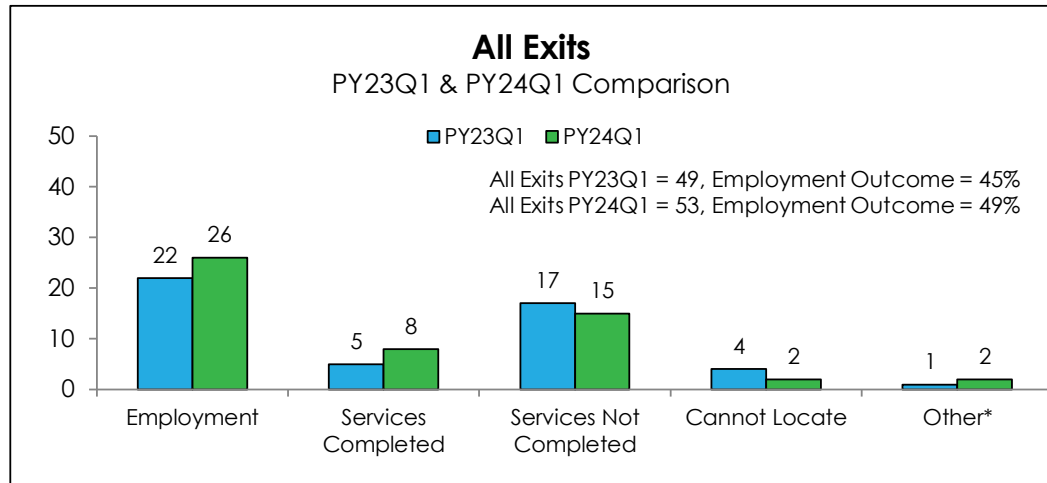


# Adult/Dislocated Worker Outcomes Report

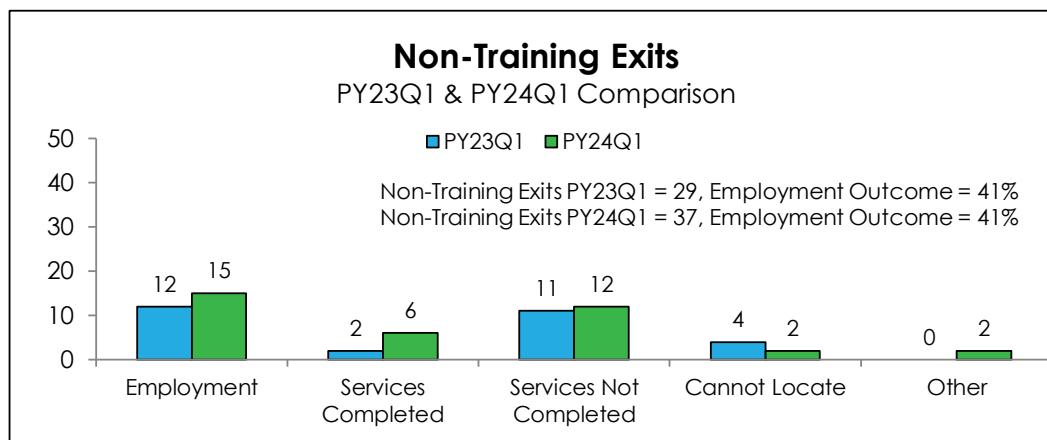
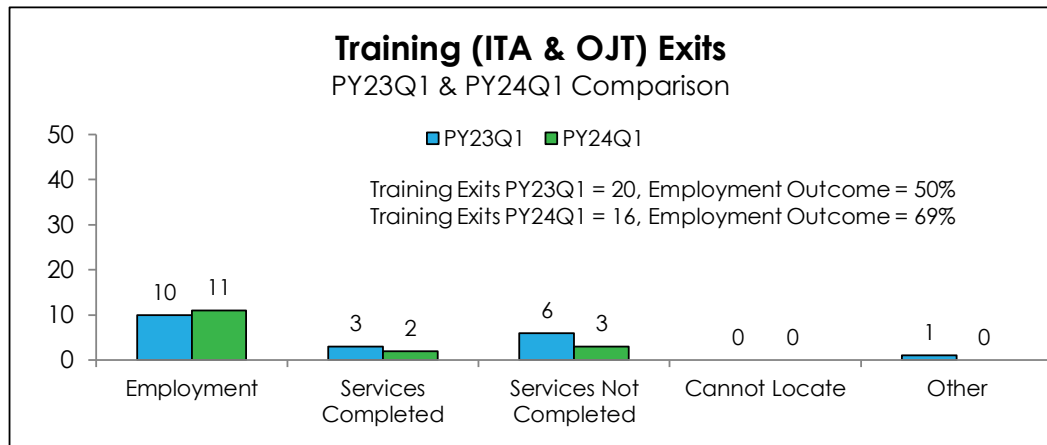
## PY23 Q1 and PY24 Q1 Comparison

July 1, 2023 - September 30, 2023 & July 1, 2024 - September 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.**



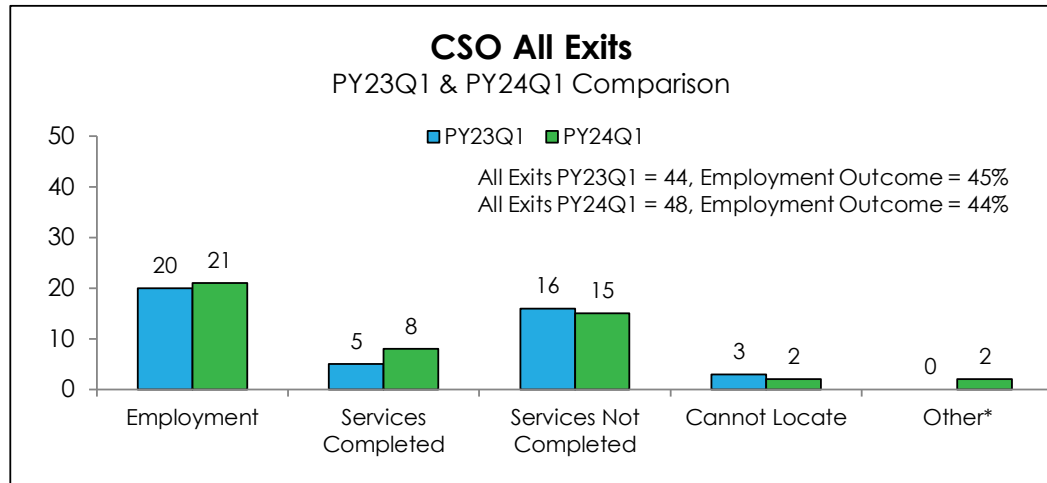
**Other\*** PY23Q1: Health, Medical (1)  
(applies to All Exits) PY24Q1: Health, Medical (2)

# Adult/Dislocated Worker Outcomes Report

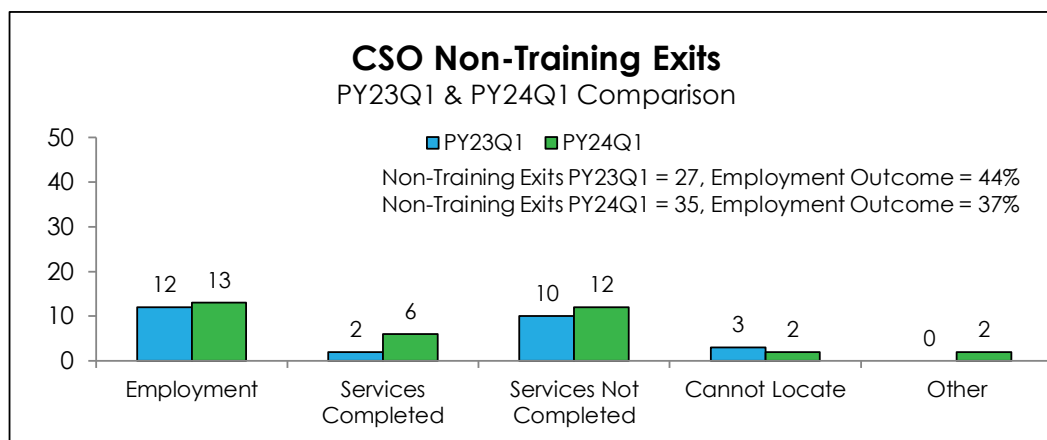
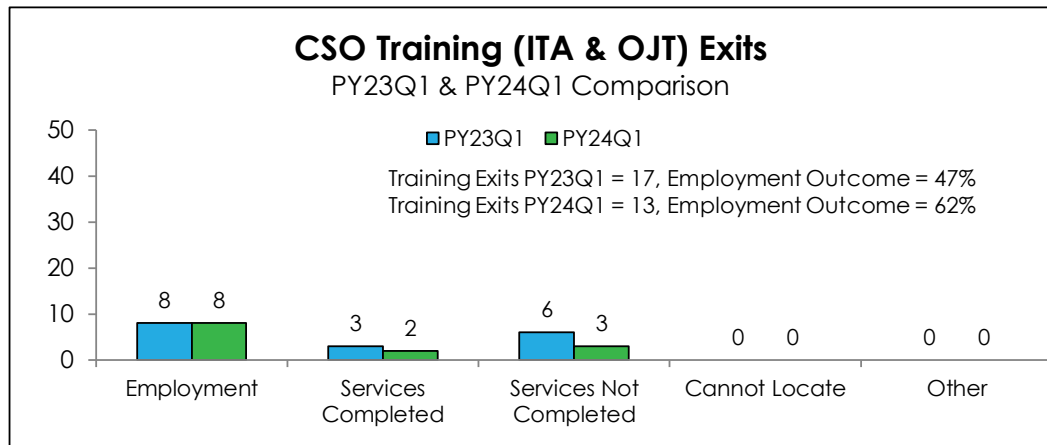
## PY23 Q1 and PY24 Q1 Comparison

July 1, 2023 - September 30, 2023 & July 1, 2024 - September 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.**



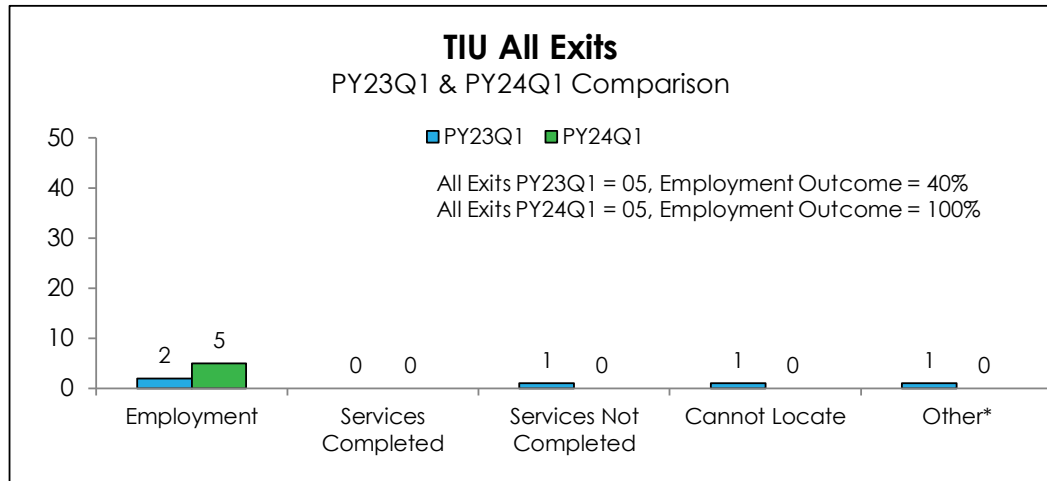
**Other\***  
(applies to All Exits) PY24Q1: Health, Medical (2),

# Adult/Dislocated Worker Outcomes Report

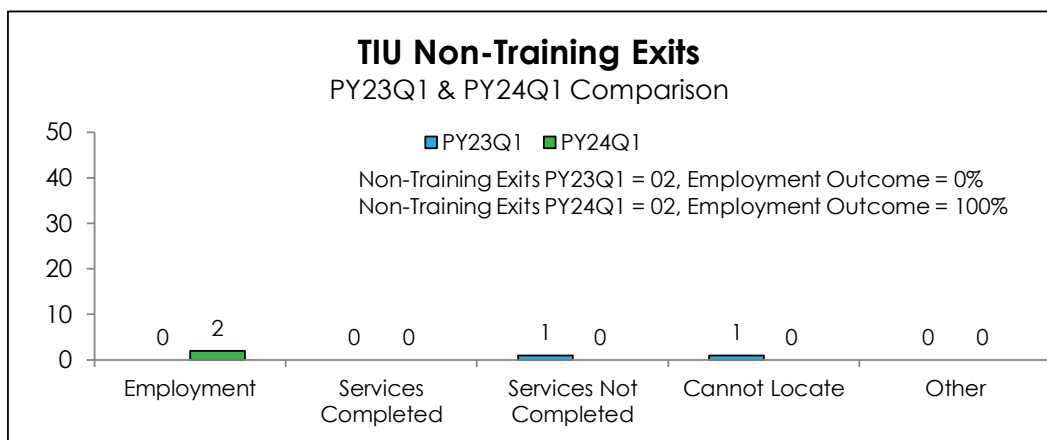
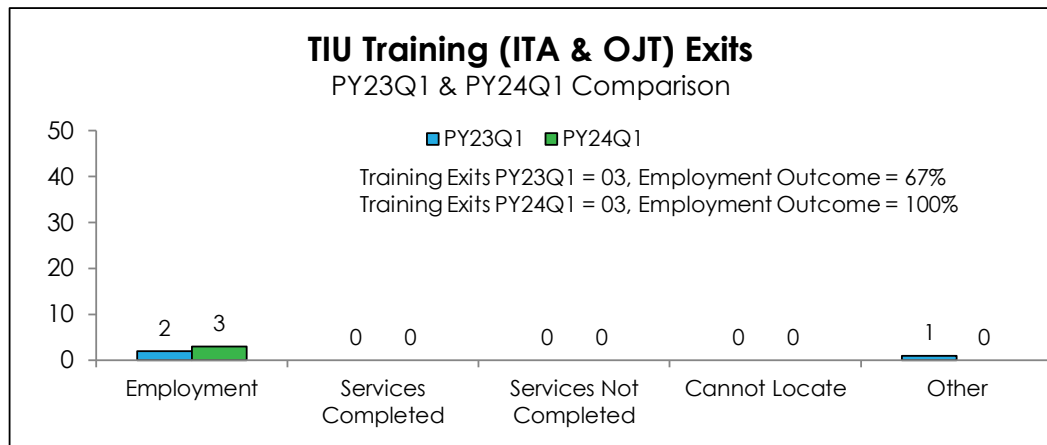
## PY23 Q1 and PY24 Q1 Comparison

July 1, 2023 - September 30, 2023 & July 1, 2024 - September 30, 2024

### Tuscarora Intermediate Unit 11



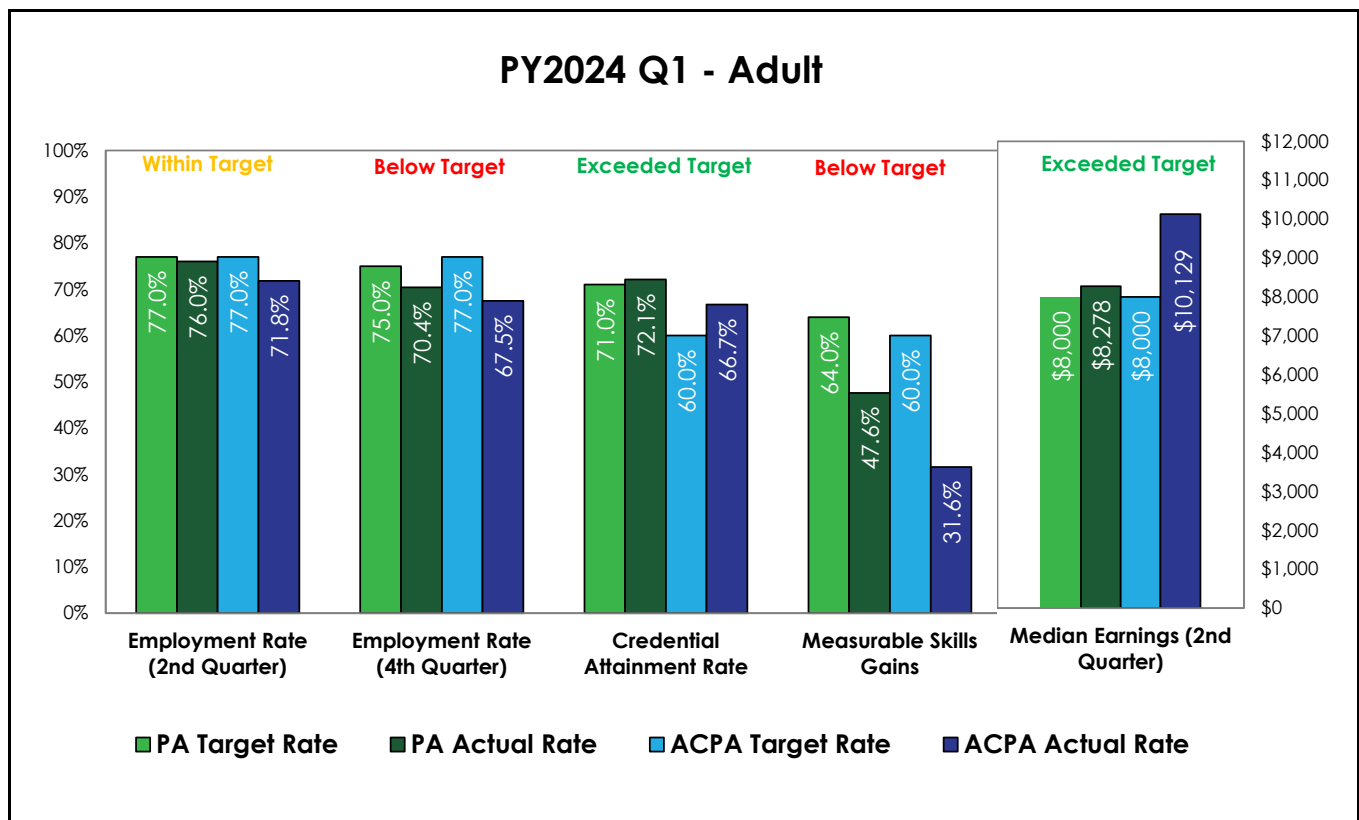
**Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.**



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

## Common Measure Performance - Adult Program Year 2024 Q1

Performance Metric	Adult			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	28 39	71.8%	74.0%	93.2%
Employment Rate (4th Quarter)	27 40	67.5%	74.0%	87.7%
Median Earnings (2nd Quarter)	- -	\$10,129	\$6,500	126.6%
Credential Attainment Rate	8 12	66.7%	63.0%	111.2%
Measurable Skill Gains	25 79	31.6%	54.0%	52.7%
<b>Average Program Score</b>			✓	<b>94.3%</b>



### Common Measure Definitions

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

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

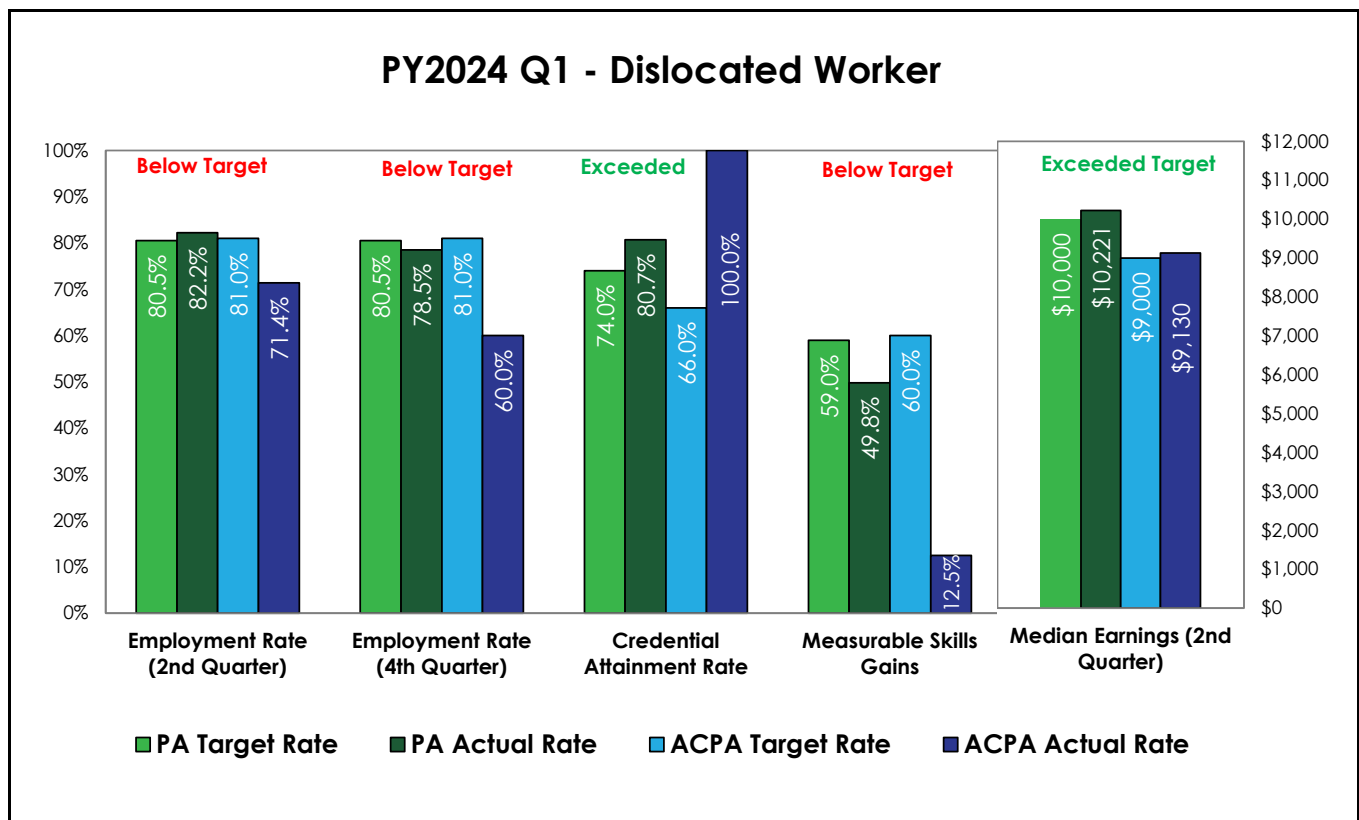
**Credential Attainment Rate** - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

**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

## Common Measure Performance - Dislocated Worker Program Year 2024 Q1

Performance Metric	Dislocated Worker			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	10 14	71.4%	82.0%	88.1%
Employment Rate (4th Quarter)	3 5	60.0%	82.0%	74.1%
Median Earnings (2nd Quarter)	- -	\$9,130	\$8,800	101.4%
Credential Attainment Rate	1 1	100.0%	65.0%	151.5%
Measurable Skill Gains	2 16	12.5%	65.0%	20.8%
<b>Average Program Score</b>				<b>87.2%</b>



### Common Measure Definitions

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

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

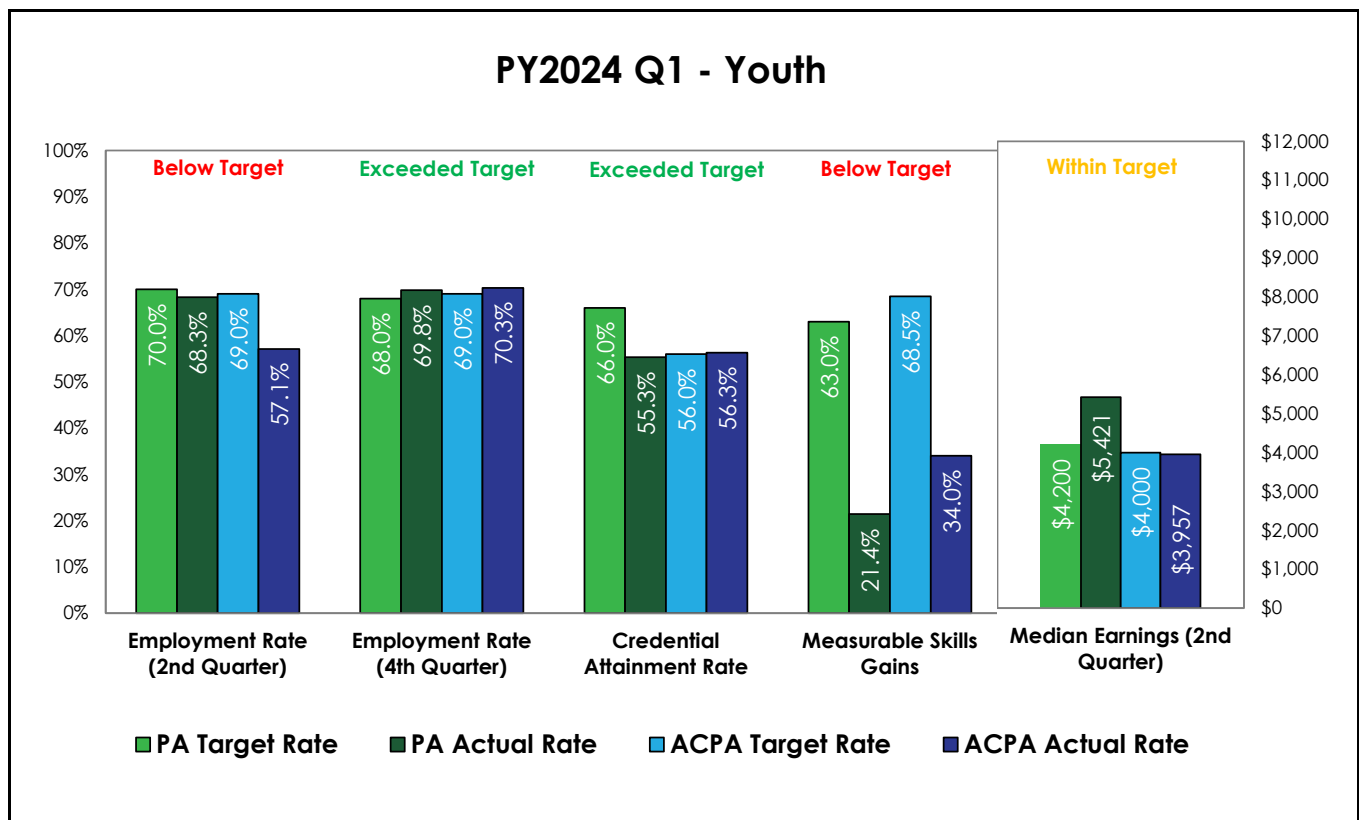
**Credential Attainment Rate** - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

**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

## Common Measure Performance - Youth Program Year 2024 Q1

Performance Metric	Youth			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	28 49	57.1%	67.0%	82.8%
Employment Rate (4th Quarter)	26 37	70.3%	66.0%	101.9%
Median Earnings (2nd Quarter)	- -	\$3,957	\$3,200	115.4%
Credential Attainment Rate	9 16	56.3%	56.0%	100.5%
Measurable Skill Gains	18 53	34.0%	65.0%	49.6%
<b>Average Program Score</b>				<b>86.7%</b>



### 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

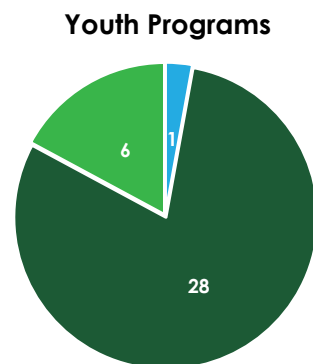
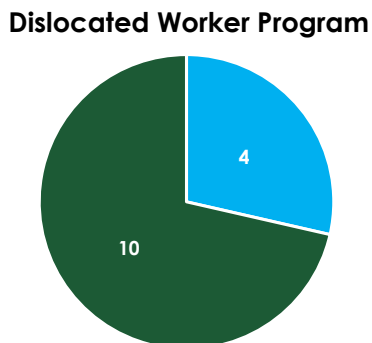
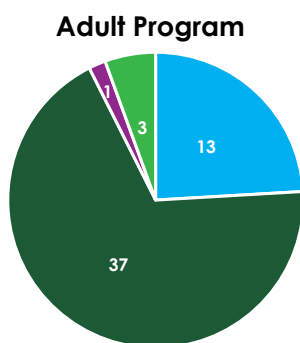
## Measurable Skill Gains - Program Performance Details

### Program Year 2024 Q1

Program	Numerator	Data Entry Error	No Opportunity to Earn MSG	Reporting Error	Failure to Earn MSG
	Denominator				
Adult	25	13	37 *	1	3
	79				
Dislocated Worker	2	4	10	0	0
	16				
Youth	18	1	28	0	6
	53				

\* 3 of these Adults are co-enrolled in Youth

- Data Entry Error
- No Opportunity to Earn MSG
- Reporting Error
- Failure to Earn MSG



#### Common Measure Definitions

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

#### Performance Detail Category Definitions

**Data Entry Error**- Includes participants counted negatively due to data entry errors. Errors are being fixed, and participants will be counted accurately in future quarters.

**No Opportunity to Earn MSG**- Includes participants who are likely to earn an MSG in future quarters, or who earned an MSG in past quarters, due to timing of education/ training enrollment or completion.

**Reporting Error**- Participants who should not be included in this measure, or should be counted positively, and were counted incorrectly because of a reporting error at the state level. Participant will be excluded from or counted accurately in the measure in future quarters.

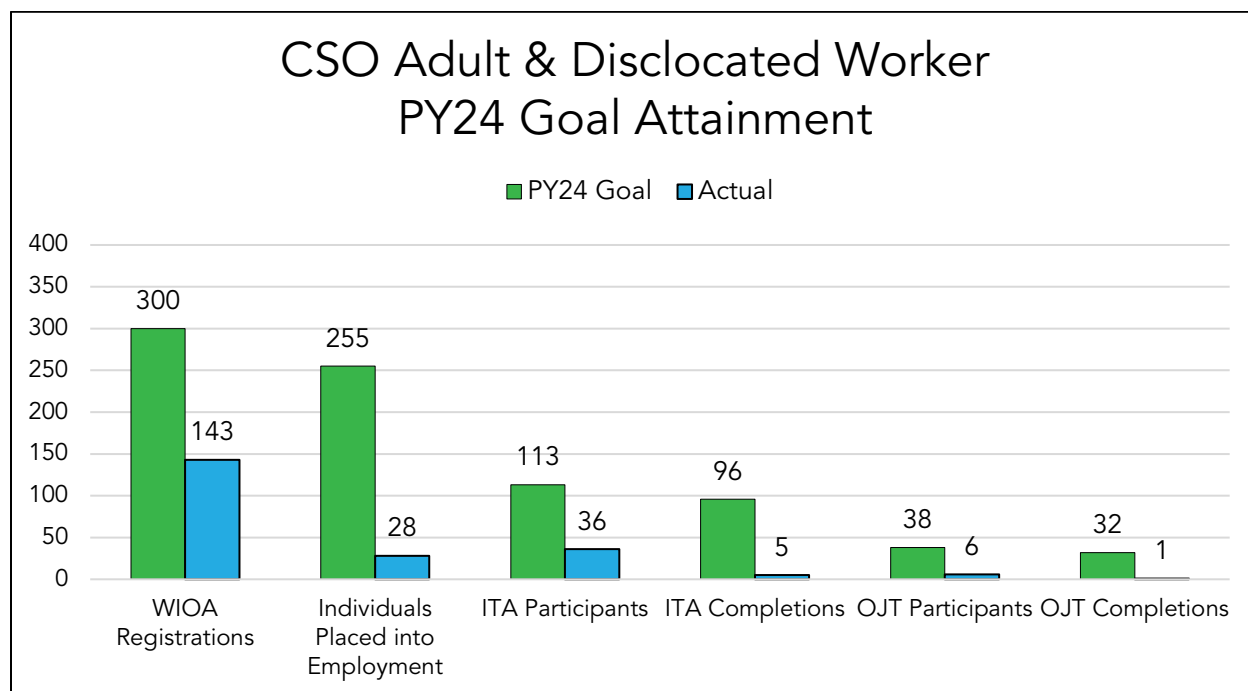
**Failure to earn MSG**- Includes participants who failed to complete education/ training, and participants who failed to earn an MSG in their education/ training programs during the reporting period, but who may earn an MSG in future quarters.

## CSO Adult and Dislocated Worker Programs Goal Attainment

PY24: July 1, 2024- November 30, 2024

Program Element	Program Year Goal	Actual	% of goal reached
WIOA Registrations *	300	143	48%
Individuals Placed into Employment	255	28	11%
ITA Participants	113	36	32%
ITA Completions	96	5	5%
OJT Participants	38	6	16%
OJT Completions	32	1	3%

\*Goal to be on target for registrations as of November 30<sup>th</sup> is 41.67%.



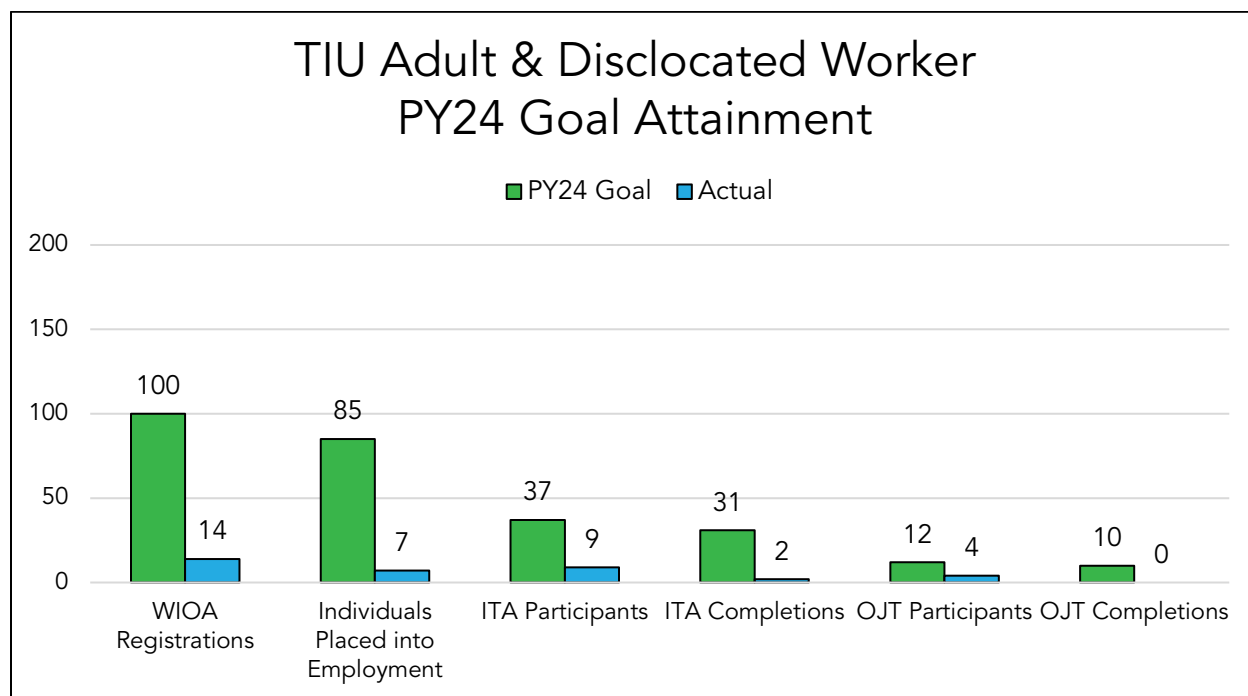


## TIU Adult and Dislocated Worker Programs Goal Attainment

PY23: July 1, 2024- November 30, 2024

Program Element	Program Year Goal	Actual	% of goal reached
WIOA Registrations *	100	14	14%
Individuals Placed into Employment	85	7	8%
ITA Participants	37	9	24%
ITA Completions	31	2	6%
OJT Participants	12	4	33%
OJT Completions	10	0	0%

\*Goal to be on target for registrations as of November 30<sup>th</sup> is 41.67%.



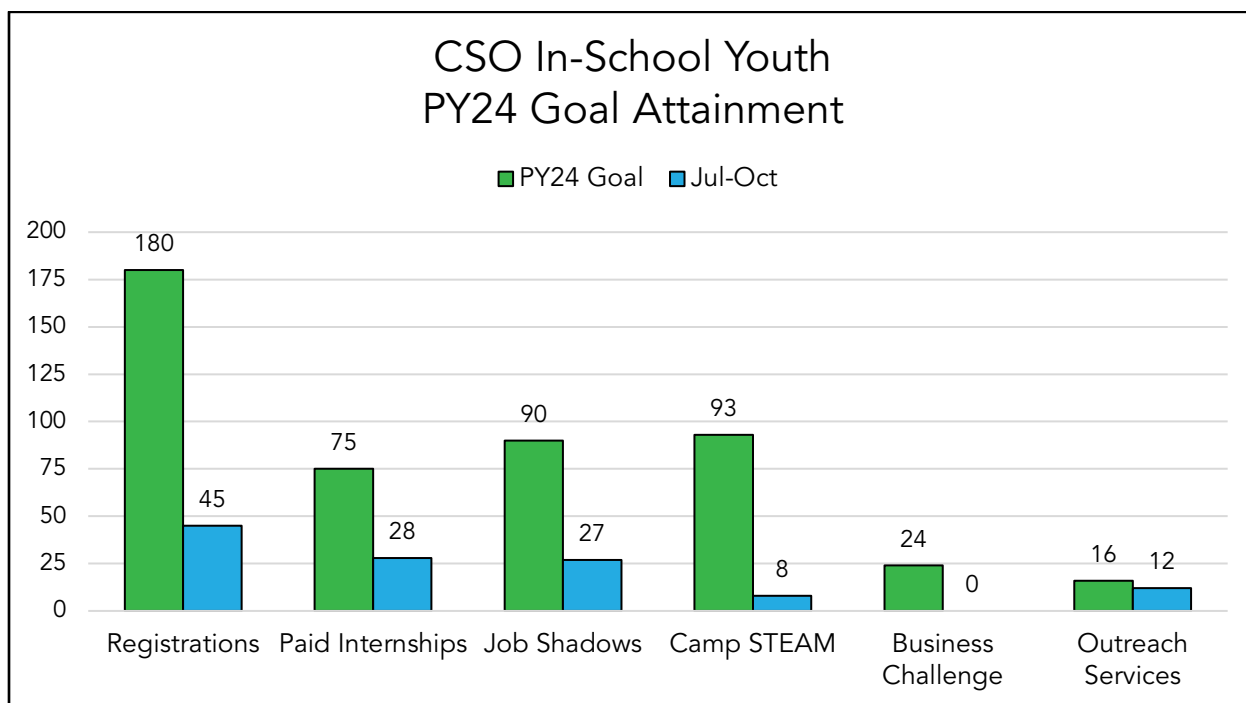
## Bridges to the Future In-School Youth Program

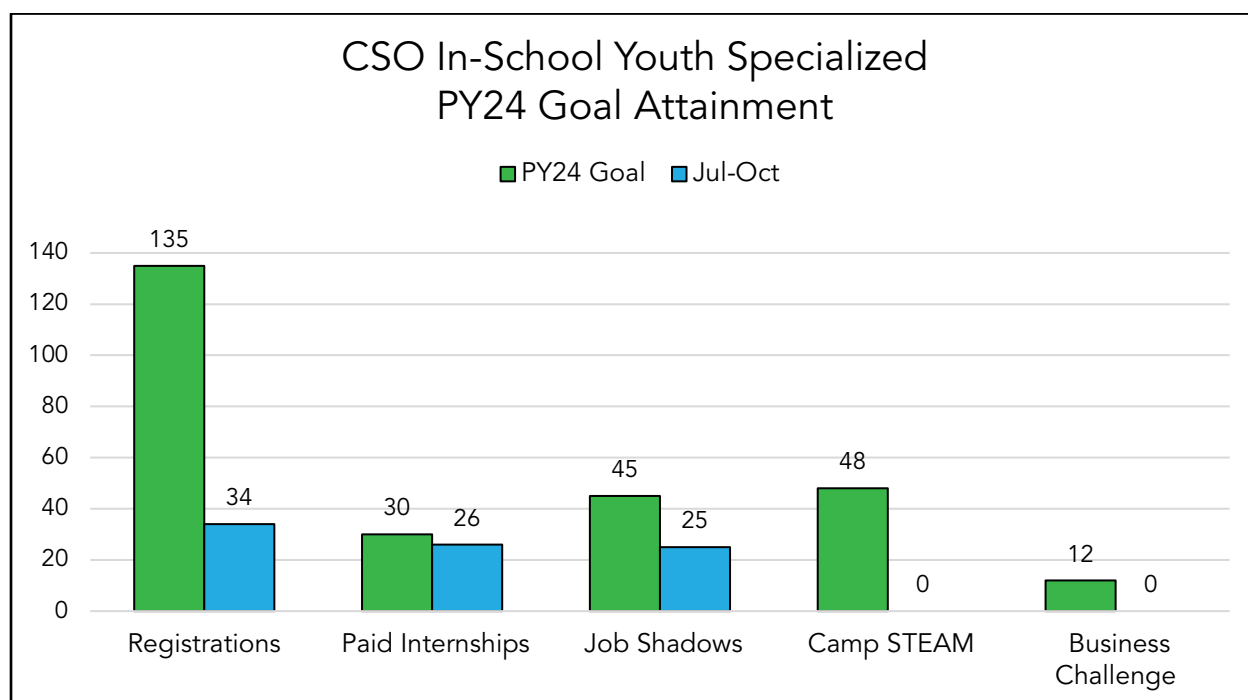
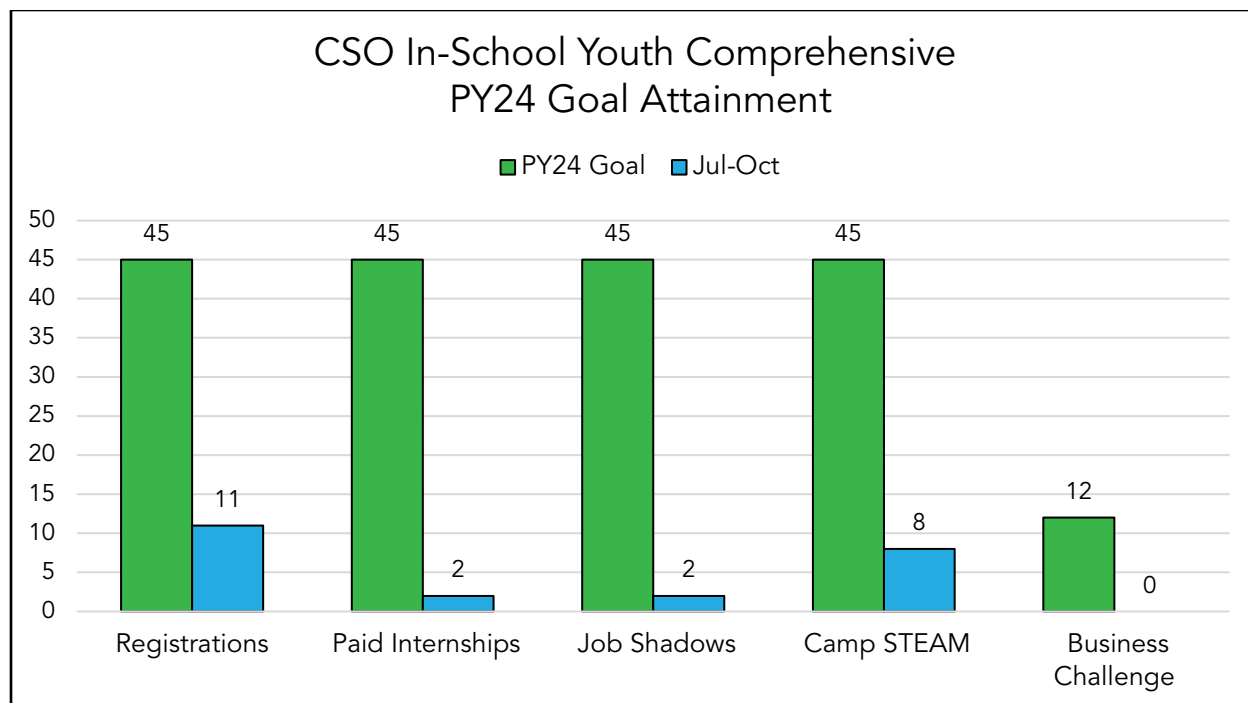
### Goal Attainment

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%





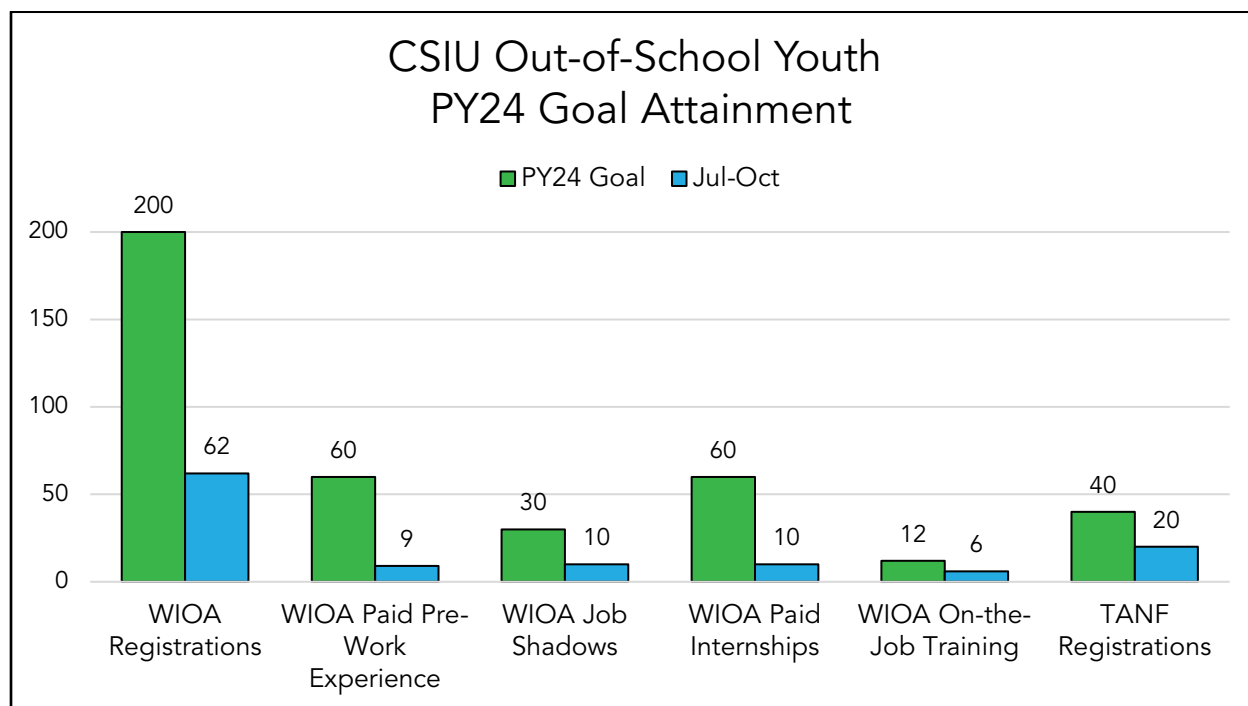
## YES to the Future Out-of-School Youth Program

### 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%



## Local Elected Official Board Joint Meeting Action Items December 18, 2024

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

Motion:

Second:

## Fiscal Year 2025 Competitive Funding Portfolio As of December 11, 2024

### GRANTS CARRIED OVER FROM FY24

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

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

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

## NEW GRANTS SECURED

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<b>WIOA Statewide Activity Projects Outreach Coordinator</b> PA Dept. of Labor & Industry July 1, 2023 – June 30, 2024	\$49,525	<ul style="list-style-type: none"> <li>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.</li> </ul>
<b>Business Education Partnership (PY24)</b> PA Dept. of Labor & Industry September 1, 2024 – June 30, 2026	\$150,000	<ul style="list-style-type: none"> <li>Provide outreach services to students across the 31 public school districts in the region to increase career awareness and readiness.</li> <li>Support the <i>What's So Cool About Manufacturing?</i> challenge in partnership with Innovative Manufacturers' Center, Central Susquehanna Intermediate Unit, BLaST Intermediate Unit, and the Foundation of the Columbia Montour Chamber.</li> <li>Facilitate Student/Educator in the Workplace Events</li> <li>Continue license for Virtual Reality career awareness.</li> <li>Support two STEM Aviation Camps in partnership with Susquehanna STEM to the Skies.</li> <li>Provide scholarships for Pennsylvania Free Enterprise Week.</li> </ul>
<b>Engage!</b> PA Dept. of Community and Economic Development July 1, 2024 – June 30, 2025	\$12,350 (as part of larger grant submitted by SEDA-COG)	<ul style="list-style-type: none"> <li>As a partner in the grant, Advance Central PA and TIU business services staff will conduct interviews of C-Suite executives from a minimum of 13 companies to discuss each company's needs and match them with solutions for economic stability and/or growth.</li> </ul>



## GRANTS SUBMITTED

Program/Project Name & Funding Information	Funding Requested	Grant Objectives
<b>Digital Equity Grant Program</b> National Telecommunications and Information Administration Applications were due September 23, 2024	\$2,000,000 (as part of a larger grant submitted by CSIU) <i>* Application included a \$200,000 in-kind match from Advance Central PA</i>	As a partner in the grant Advance Central PA will purchase a new mobile unit (The Link), hire two additional grant-focused instructors at the PA CareerLink®, and fund one CRA Specialist at the PA CareerLink®.

## GRANTS BEING EXPLORED

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

## GRANTS NOT FUNDED

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

# Central WDA Labor Market Report



October 2024

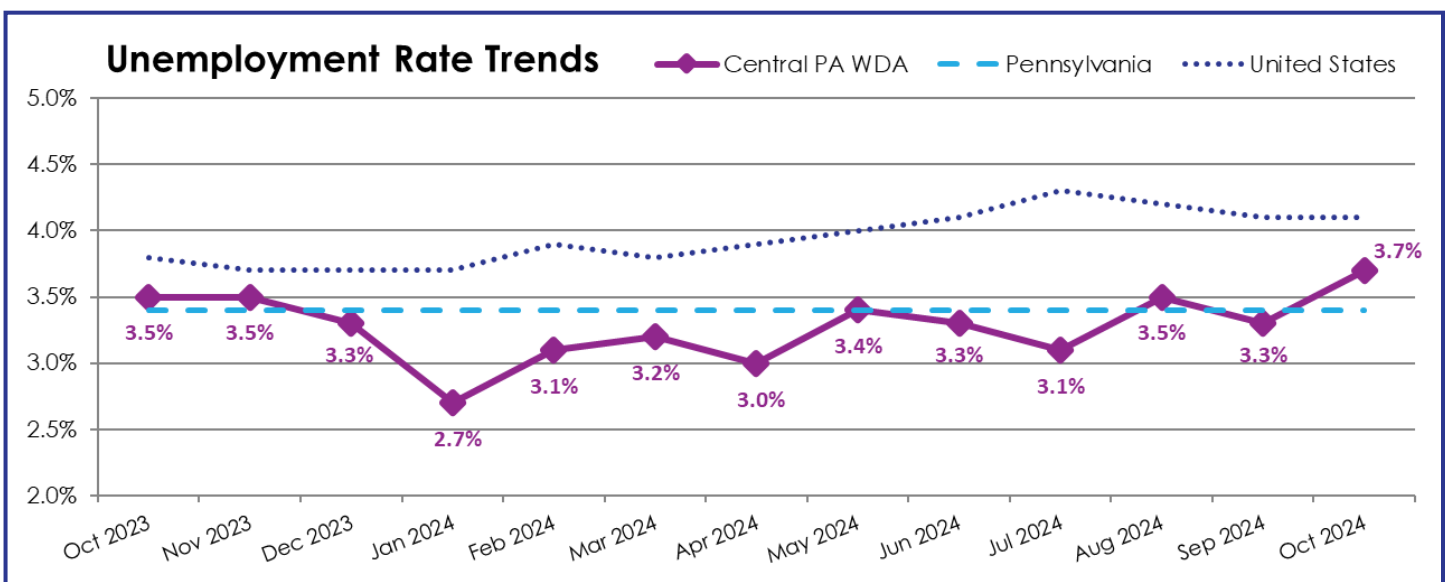
This report provides an overview of the labor market conditions in the Central Workforce Development Area (WDA), which includes Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties. In October 2024, the labor force saw limited growth, due to a decrease in the employed population and an increase in the unemployed population, resulting in a higher unemployment rate over the last month.

Civilian Labor Force	
298,000	
Monthly Change	Annual Change
↑ 100	↓ -3,200

Employed Population	
286,900	
Monthly Change	Annual Change
↓ -1,200	↓ -3,700

Unemployed Population	
11,100	
Monthly Change	Annual Change
↑ 1,400	↑ 500

Unemployment Rates			
Region	October 2024	Monthly Change	Annual Change
Centre County	2.7%	↑	↑
Clinton County	4.2%	↑	↑
Columbia County	3.6%	↑	↔
Lycoming County	3.8%	↑	↑
Mifflin County	3.7%	↑	↑
Montour County	2.9%	↑	↑
Northumberland County	4.0%	↑	↔
Snyder County	3.7%	↑	↑
Union County	3.2%	↑	↑
<b>Central WDA</b>	<b>3.7%</b>	<b>↑</b>	<b>↑</b>
<b>Pennsylvania</b>	<b>3.4%</b>	<b>↔</b>	<b>↔</b>
<b>United States</b>	<b>4.1%</b>	<b>↔</b>	<b>↑</b>



**October 2024 Preliminary Seasonally Adjusted Data** (Downloaded December 2024)

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

# Central WDA County Labor Market Report October 2024

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

Civilian Labor Force					
Region	October 2024	Monthly Change		Annual Change	
Centre County	80,400	↓	-300	↓	-400
Clinton County	17,300	↔	0	↓	-100
Columbia County	34,100	↓	-200	↓	-400
Lycoming County	55,600	↓	-200	↓	-100
Mifflin County	21,000	↓	-100	↓	-300
Montour County	9,300	↔	0	↓	-100
Northumberland County	42,200	↓	-100	↓	-400
Snyder County	19,500	↓	-100	↓	-300
Union County	19,600	↔	0	↓	-300
<b>Central WDA</b>	<b>298,000</b>	<b>↑</b>	<b>100</b>	<b>↓</b>	<b>-3,200</b>
Pennsylvania	6,531,000	↓	-25,000	↓	-6,000
United States	168,479,000	↓	-220,000	↑	756,000

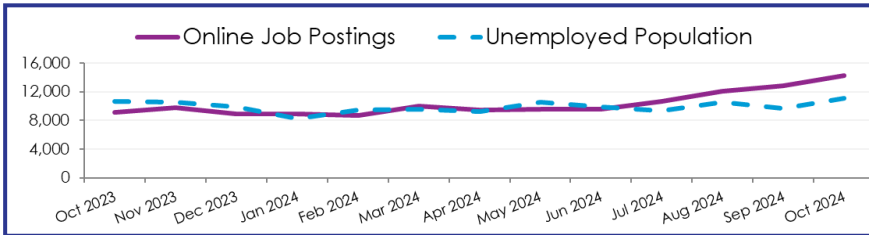
Employed Population					Unemployed Population			
Region	October 2024	Monthly Change		Annual Change	October 2024	Monthly Change		Annual Change
Centre County	78,200	↓	-400	↓ -500	2,100	↔	0	↔ 0
Clinton County	16,500	↓	-100	↓ -200	700	↔	0	↔ 0
Columbia County	32,900	↓	-300	↓ -300	1,200	↔	0	↔ 0
Lycoming County	53,500	↓	-200	↓ -200	2,100	↔	0	↑ 100
Mifflin County	20,200	↓	-200	↓ -400	800	↑	100	↑ 100
Montour County	9,000	↓	-100	↓ -100	300	↑	100	↔ 0
Northumberland County	40,500	↓	-200	↓ -400	1,700	↑	100	↔ 0
Snyder County	18,700	↓	-200	↓ -500	700	↑	100	↔ 0
Union County	18,900	↓	-200	↓ -400	600	↑	100	↔ 0
<b>Central WDA</b>	<b>286,900</b>	<b>↓</b>	<b>-1,200</b>	<b>↓ -3,700</b>	<b>11,100</b>	<b>↑</b>	<b>1,400</b>	<b>↑ 500</b>
Pennsylvania	6,308,000	↓	-26,000	↓ -9,000	223,000	↑	1,000	↑ 2,000
United States	161,496,000	↓	-368,000	↑ 216,000	6,984,000	↑	150,000	↑ 541,000

**October 2024 Preliminary Seasonally Adjusted Data** (Downloaded December 2024)

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# Unemployment & Online Job Postings October 2024

In October 2024, there were 11,100 unemployed jobseekers in the Central WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 3,100 postings would remain unfilled.



Online Job Postings	
14,200	
Monthly Change	Annual Change
↑ 1,339	↑ 5,036

Occupational Grouping	Online Job Postings October 2024	Unemployed September 2024
Healthcare Practitioners and Technical Occupations	3,239	209
Sales and Related Occupations	1,218	510
Management Occupations	1,048	703
Healthcare Support Occupations	879	387
Office and Administrative Support Occupations	879	920
Transportation and Material Moving Occupations	737	854
Educational Instruction and Library Occupations	705	207
Food Preparation and Serving Related Occupations	639	449
Unclassified Occupation	583	0
Community and Social Service Occupations	535	131
Business and Financial Operations Occupations	523	285
Production Occupations	478	972
Installation, Maintenance, and Repair Occupations	462	320
Architecture and Engineering Occupations	377	134
Life, Physical, and Social Science Occupations	361	98
Computer and Mathematical Occupations	327	224
Arts, Design, Entertainment, Sports, and Media Occupations	302	140
Building and Grounds Cleaning and Maintenance Occupations	278	188
Construction and Extraction Occupations	257	810
Personal Care and Service Occupations	193	175
Protective Service Occupations	121	136
Farming, Fishing, and Forestry Occupations	33	49
Legal Occupations	29	18
Military-only occupations	0	2

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



### Top Occupations

Unique Job Postings - Advertised Wage

Registered Nurses	875	\$48.12
Retail Salespersons	591	\$16.06
Nurse Practitioners	429	\$62.40
Home Health and Personal Care Aides	332	\$14.95
Heavy and Tractor-Trailer Truck Drivers	287	\$35.88
Licensed Practical and Licensed Vocational Nurses	251	\$27.94
Postsecondary Teachers	225	\$32.92
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	216	\$20.98
Teaching Assistants, Except Postsecondary	194	\$16.31
Nursing Assistants	188	\$19.26

### Top Industries

Unique Job Postings

Health Care and Social Assistance	3,636
Educational Services	2,786
Administrative and Support and Waste Management and Remediation Services	1,201
Retail Trade	1,128
Public Administration	542
Accommodation and Food Services	539
Manufacturing	507
Professional, Scientific, and Technical Services	506
Information	358
Transportation and Warehousing	284

### Top Employers

Unique Job Postings

Pennsylvania State University	2,332
Geisinger Health System	1,959
Commonwealth Of Pennsylvania	418
GP Mobile	245
Weis Markets	231
University of Pittsburgh Medical Center	222
Aerotek	185
Walmart	100
BAYADA Home Health Care	99
Sondermind	87

### Top Skills

Communication  
Management  
Customer Service  
Sales  
Operations  
Research  
Leadership  
Cooperation  
Detail Oriented  
Interpersonal Communications

### Top Qualifications

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

Source: Lightcast, 2024.4 • Updated: December 2024

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

# Pennsylvania Unemployment Rates



October 2024

County			
Adams County	2.7%	Westmoreland County	3.9%
<b>Centre County</b>	<b>2.7%</b>	Carbon County	4.0%
Chester County	2.8%	Crawford County	4.0%
Lancaster County	2.8%	Juniata County	4.0%
Lebanon County	2.8%	Monroe County	4.0%
Franklin County	2.9%	<b>Northumberland County</b>	<b>4.0%</b>
<b>Montour County</b>	<b>2.9%</b>	Beaver County	4.1%
Cumberland County	3.0%	Cambria County	4.1%
Montgomery County	3.0%	Mercer County	4.1%
Perry County	3.2%	Schuylkill County	4.1%
<b>Union County</b>	<b>3.2%</b>	<b>Clinton County</b>	<b>4.2%</b>
York County	3.2%	Elk County	4.2%
Blair County	3.3%	Jefferson County	4.2%
Bucks County	3.3%	Wayne County	4.2%
Fulton County	3.4%	Clearfield County	4.3%
Berks County	3.5%	Greene County	4.3%
Butler County	3.5%	Venango County	4.3%
Dauphin County	3.5%	Somerset County	4.4%
<b>Columbia County</b>	<b>3.6%</b>	Tioga County	4.4%
Delaware County	3.6%	Luzerne County	4.5%
Allegheny County	3.7%	McKean County	4.5%
Erie County	3.7%	Armstrong County	4.6%
<b>Mifflin County</b>	<b>3.7%</b>	Clarion County	4.6%
Northampton County	3.7%	Indiana County	4.6%
<b>Snyder County</b>	<b>3.7%</b>	Lawrence County	4.6%
Susquehanna County	3.7%	Pike County	4.7%
Washington County	3.7%	Sullivan County	4.7%
Wyoming County	3.7%	Fayette County	4.8%
Bradford County	3.8%	Huntingdon County	4.8%
Lehigh County	3.8%	Philadelphia County	4.8%
<b>Lycoming County</b>	<b>3.8%</b>	Potter County	5.0%
Bedford County	3.9%	Cameron County	5.2%
Lackawanna County	3.9%	Forest County	6.2%
Warren County	3.9%		

Workforce Development Area (WDA)	
Chester County WDA	2.8%
Lancaster County WDA	2.8%
Montgomery County WDA	3.0%
Bucks County WDA	3.3%
Berks County WDA	3.5%
South Central WDA	3.5%
Delaware County WDA	3.6%
<b>Central WDA</b>	<b>3.7%</b>
Lehigh Valley WDA	3.7%
Three Rivers WDA	3.7%
Lackawanna County WDA	3.9%
Tri-County WDA	3.9%
Northern Tier WDA	4.1%
Southwest Corner WDA	4.2%
Southern Alleghenies WDA	4.3%
Northwest WDA	4.4%
Westmoreland and Fayette Counties WDA	4.4%
Pocono Counties WDA	4.5%
Luzerne-Schuylkill Counties WDA	4.6%
North Central WDA	4.6%
West Central WDA	4.6%
Philadelphia County WDA	4.8%

For Comparison Purposes	
Pennsylvania	3.4%
United States	4.1%

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

## 2025 MEETING SCHEDULE

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

<b>February 14</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>March 19</b> <i>Third Wednesday</i>	<b>LEO Board Meeting</b> 9:00 a.m. to 9:30 a.m. <b>WDB/LEO Board Meeting</b> 10:00 a.m. to Noon
<b>April 11</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>May 9</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>June 18</b> <i>Third Wednesday</i>	<b>Annual Meeting of the Members (LEO)</b> 9:00 a.m. to 9:30 a.m. <b>WBD/LEO Board Meeting</b> 10:00 a.m. to Noon
<b>August 8</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>September 17</b> <i>Third Wednesday</i>	<b>LEO Board Meeting</b> 9:00 a.m. to 9:30 a.m. <b>WDB/LEO Board Meeting</b> 10:00 a.m. to Noon
<b>October 10</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>November 14</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>December 17</b> <i>Third Wednesday</i>	<b>LEO Board Meeting</b> 9:00 a.m. to 9:30 a.m. <b>WDB/LEO Board Meeting</b> 10:00 a.m. to Noon

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



## Workforce Development Board (WDB) Membership

**Michele Foust, Chairperson**

*Glenn O. Hawbaker, Inc.*

**Vice Chairperson**

*Vacant*

**Treasurer**

*Vacant*

**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  
*Staff Contact: Erica Mulberger*

### Audit/Finance Committee

Vacant, 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](mailto:emulberger@AdvanceCentralPA.org)

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

### Finance Department

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

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

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

**Amy Keefer, Fiscal Coordinator:** Responsible for providing direct support relating to: contracting; procurement; inventory; database management and oversight of management information systems, and operational functions. Reports to Finance Manager. [akeefer@AdvanceCentralPA.org](mailto:akeefer@AdvanceCentralPA.org)

### Operations Department

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

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

**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](mailto:agrose@AdvanceCentralPA.org)

**Jamie Mercaldo, 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. [jmercald@AdvanceCentralPA.org](mailto:jmercald@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](mailto:poconnor@AdvanceCentralPA.org)

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

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

**Morgan Whitteker, 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. [mwhitteker@AdvanceCentralPA.org](mailto:mwhitteker@AdvanceCentralPA.org)

**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.

### 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.

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

**Vacant, 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.