



Advance
Central PA
Linking People & Business

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

March 19, 2025

Union County Government Center
Lewisburg, Pennsylvania

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

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

Agenda

Union County Government Center, Lewisburg
Wednesday, March 19, 2025 10:00 a.m.

- | | | |
|---------------|--|----------------------------|
| 10:00 – 10:10 | Call to Order, Welcome, and Introduction of Guests | Michele Foust & Rob Postal |
| 10:10 – 10:15 | Public Comment | |
| 10:15 – 10:20 | PA CareerLink® Operator Update | Cheryl Johnson |
| 10:20 – 11:10 | Rise Above the Storm | Beth Bittenbender |
| 11:10 – 11:40 | WDB and LEO Board Action Items | Michele Foust & Rob Postal |
| | <ul style="list-style-type: none"> • WDB Non-Consent Agenda & Committee Reports <ul style="list-style-type: none"> - Action Needed: Approval of Consent Agenda ○ Audit/Finance <ul style="list-style-type: none"> - Action Needed: Approval of increase in Adult training funds ○ EARN <ul style="list-style-type: none"> - Action Needed: Extension of the EARN contract ○ Governance ○ Personnel ○ Policy & Performance <ul style="list-style-type: none"> - Action Needed: Approval extension to the contract for The Link - Action Needed: Approval extension to the Business Solutions contract ○ Youth <ul style="list-style-type: none"> - Action Needed: Extension of the In School Youth contract - Action Needed: Approval of extension to the Out-of-School Youth contract • LEO Board Action Items <ul style="list-style-type: none"> - Action Needed: Approval of December 18, 2024 meeting notes | |
| 11:40 – 11:50 | Executive Director's Update | Erica Mulberger |
| 11:50 – 11:55 | Open Discussion | |
| 11:55 | Date of Next Meeting | Michele Foust |
| | <ul style="list-style-type: none"> • Executive Committee – April 11, 2025
10:00 a.m. - 12:00 p.m. • LEO Board Meeting – June 18, 2025 – Meeting at Playworld 9:00 a.m. - 9:30 a.m. | |

- WDB/LEO Board Joint Meeting – June 18, 2025 – Meeting at Playworld
10:00 a.m. - 12:00 p.m.

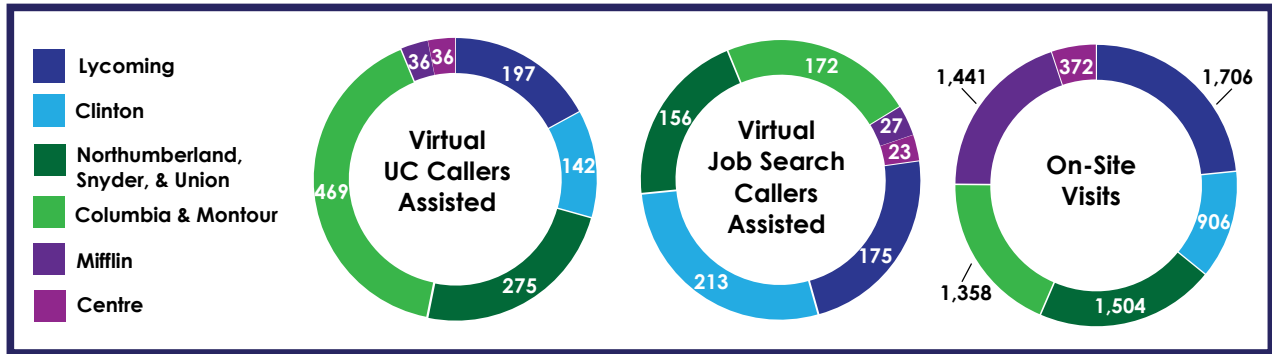
12:00

Adjournment

Michele Foust & Rob
Postal

PA CareerLink® Jobseeker Services

October - December 2024 Q4



Includes on-site and virtual services

Total Workshops Offered: 184

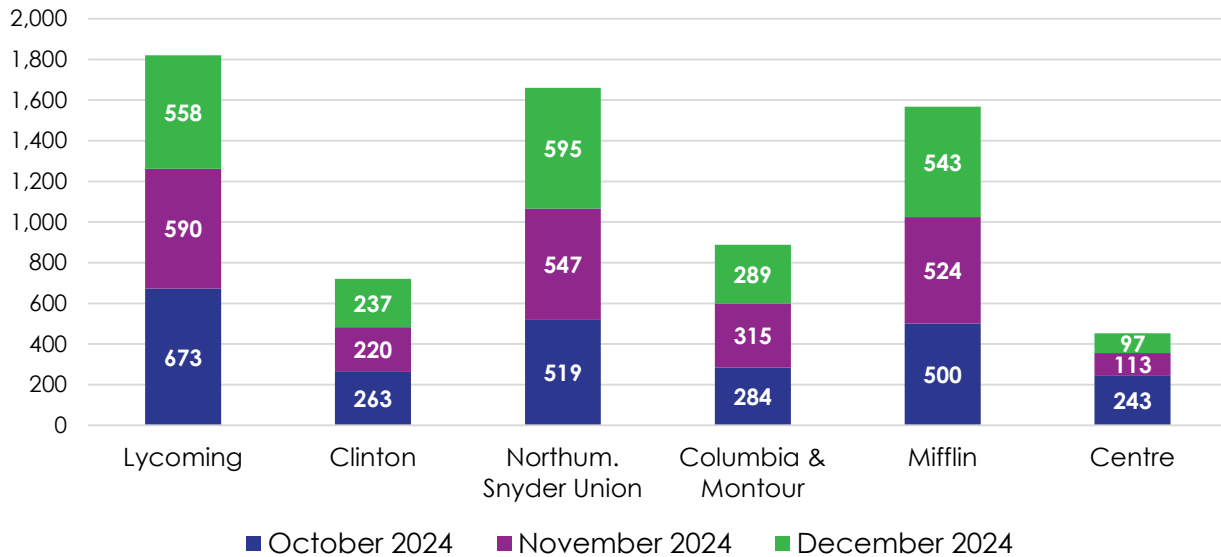
Total Workshop Attendance: 662

Total Services Provided: 26,855

Unique Quarterly Participants: 4,966

Includes on-site and virtual services

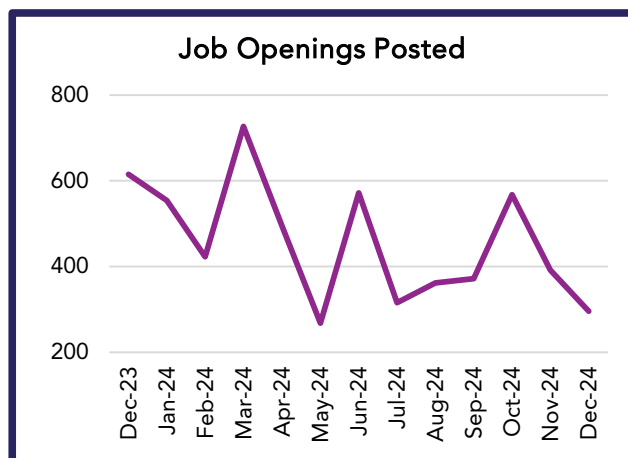
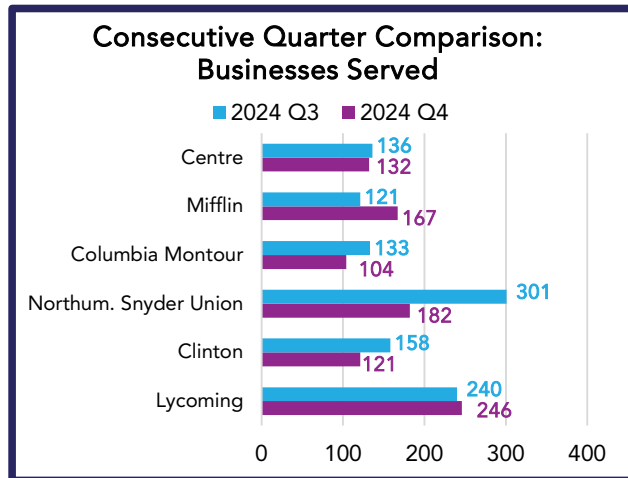
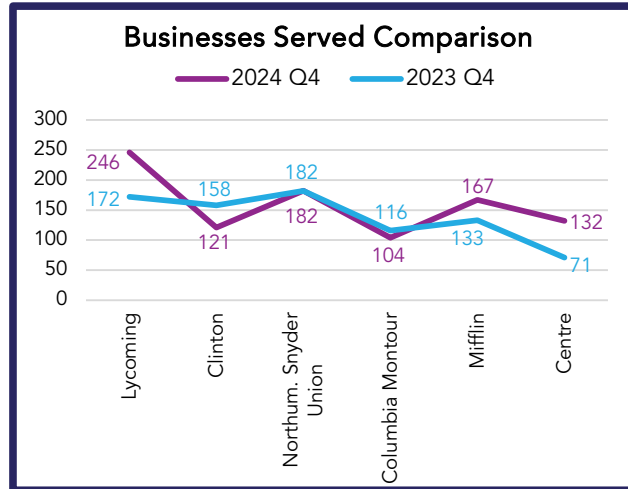
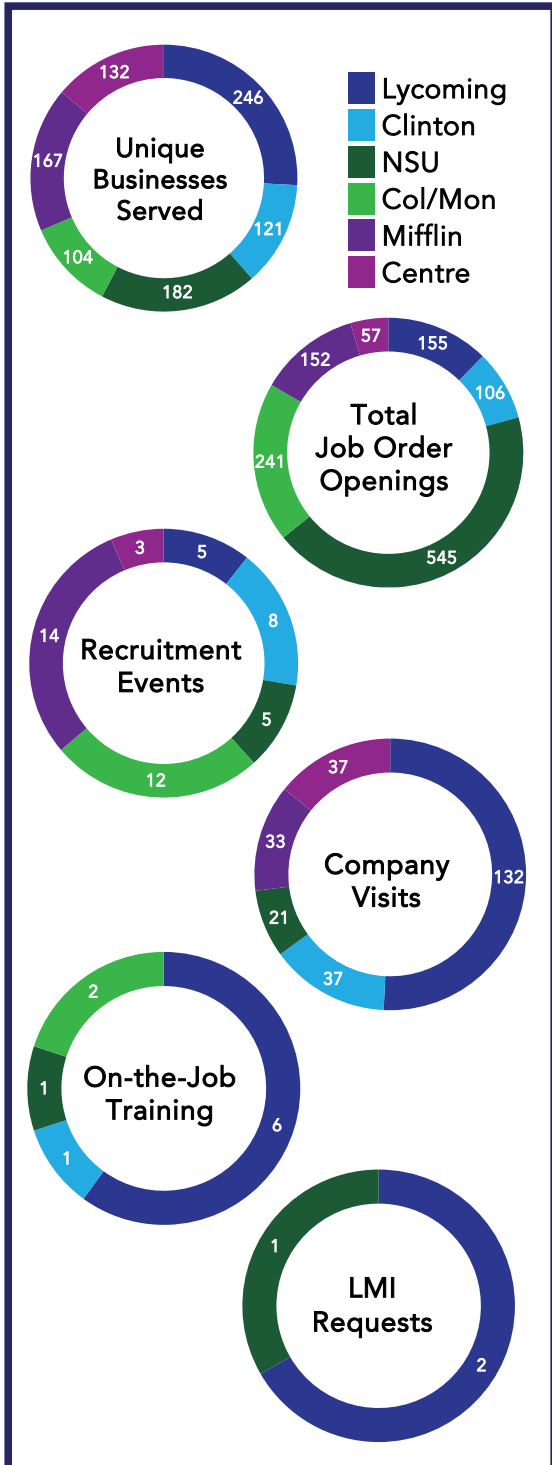
Total Unique Monthly Participants By Site



PA CareerLink® Business Solutions

October - December 2024 Q4

Employer Services Overview

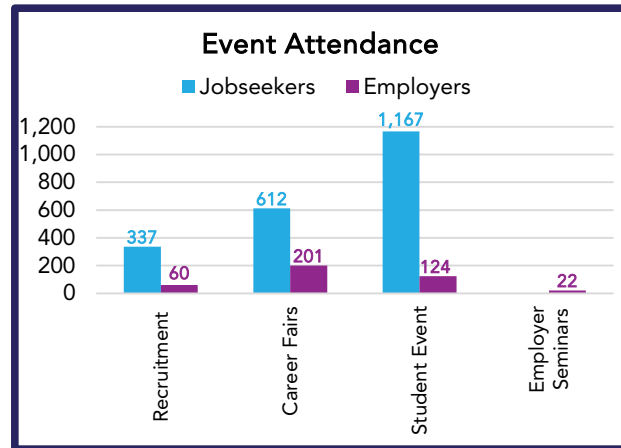


PA CareerLink® Business Solutions

October - December 2024 Q4

Employer Event Highlights

- Centre County Job Fair (48 employers, 161 jobseekers)
- Clinton County Fall Career Fair (45 employers, 90 job seekers)
- Columbia/Montour Counties Fall Career Fair (24 employers, 46 job seekers)
- CPI Student Career Fair (37 employers, 555 youth)
- Effective Employee Performance Reviews Employer Seminar (18 employers)
- Employer Tours/Presentations for Students (6 employers, 122 students)
- Lycoming County Fall Career Fair (36 employers, 103 jobseekers, 24 youth)
- Mifflin County Fall Career Fair (31 employers, 1 training provider, 107 job seekers)
- Mifflin County High School Career Fair (17 employers, 27 training providers, 450 youth)
- UC Appeals and Hearings Employer Seminar (26 employers)
- Williamsport High School Career Fair (26 employers, 36 youth)



Rapid Response Events

Company	Cabinetworks
PA CareerLink® County	Mifflin County
Rapid Response Date	12/23/2024
Workers Affected	304
Workers at RR Event	100
Layoff/Closure	Closure
Status	Permanent

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

Joint Meeting
December 18, 2024

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

WDB Members Attending

Jay Alexander
Jim Beamer
Talia Beatty
Kenneth Chappell
Misty Dion
Michele Foust
Beth Gilmore
Dean Girton
Jonah Howe
Bruce Jones
Keith Koppenhaver
Zollie Rayner
Jonathan Ritter
Steve Stumbris
Todd Taylor
Jenna Witherite
Dave Zartman

LEO Board Members Attending

Steven Dershem
Rebecca Dressler
Angela Harding
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
Gabi Randall
Rachael Ulmer
Kelly Walter
Morgan Whitteker

WDB Members Excused

Jamie Aurand
Lynn Kuhns
Stephanie Servose
Susan Swartz

LEO Board Members Excused

None

Guests Attending

David Ackley
Lenair Ahlum
Megan Bair
Hank Baylor
Meghan Beck
Joanne Cashman
David Christman
Maria DeLucca
Jon DeWald
Robert Getz
Susan Greene
Jennifer Gurski
Angelic Hardy
Cheryl Johnson
Jonathon Juhas
Ann Kaufman
Chuck Klinger
Mary Mingle
Le Paliulis
Derek Reber
Susan Spry
Teresa Travis
Jill Walter

Call to Order and Welcome

Shelly Foust, Workforce Development Board Chairperson, called the meeting to order at 10:03 am.

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

Jennifer Gurski, CSIU Post-Secondary Partnerships & Online Learning Manger liaison to Luzerne County Community College (LCCC) spoke about a recent event that brought partners together to discuss food security, childcare, skill attainment, and employment. She extended an invitation to the Central PA Chamber's legislative breakfast being sponsored by LCCC on April 25; the event will feature Attorney General Dave Sunday.

PA CareerLink® Operator Update

Operator Report

Representing the PA CareerLink® Operator, Cheryl Johnson provided the quarterly update. Staff continue innovative outreach, tailoring events to appeal to a broad range of customers and employers. Cheryl reported several events this quarter including major job fairs organized by each PA CareerLink® site.

Cheryl thanked Jamie Mercaldo, for her work as a PA CareerLink® Site Administrator in Sunbury and Bloomsburg; Jamie has transitioned to the Business Engagement Coordinator position at Advance Central PA. She thanked Judy Fitzgerald and Rachael Ulmer for overseeing Jamie's sites leading into January when the new PA CareerLink® Site Administrator starts.

Title II Adult Basic Education Presentation

Representing Central Intermediate Unit 10, WDB member Jenna Witherite opened the presentation explaining Title II as a core partner is required to present to the WDB annually. She welcomed speakers from the Adult Basic Education Coalition: Mary Mingle from Central Susquehanna Intermediate Unit (CSIU), Robert Getz from Penn State Institute for the Study of Adult Literacy, and Chuck Klinger from Tuscarora Intermediate Unit 11 (TIU).

The presenters discussed the coverage area for each provider across the workforce development area; programs are integrated within the PA CareerLink® sites and offered in various areas in the community as needed. Classes are offered with in-person and remote options. English as a Second Language (ESL) classes serve students with a vast variety of first languages from around the world. Services available from all providers include adult basic education, ESL, high school equivalency classes, digital literacy, transition services, career exploration and comprehensive wrap around support. Specialized services are available across the region including family literacy, programs in correctional facilities, and services designed and facilitated for businesses. They can include assessments and remediation in basic skills and English language instruction contextualized to the occupation.

Success stories were presented as well as data that speaks to the impact of the Adult Basic Education services. From July 1, 2023 – June 30, 2024 there were 858 adult learners served across the region.

Susquehanna Valley Community Education Project Presentation

Lenair Alum, Executive Director, Susquehanna Valley Community Education Project (SVCEP), Hank Baylor, President, and Meghan Beck, Past President, gave an in-depth report on the status of the community

college project. They shared data related to the economic impact of community colleges and reasons WDBs may partner with community colleges: to address workforce goals, increase human capital, and increase tax base over time. They shared their position on affordable, flexible and open enrollment courses that would help attract and support local businesses. The group requested a letter of support from Advance Central PA.

- ▲ **Jim Beamer made a motion to amend the meeting agenda to consider providing a letter of support for Susquehanna Valley Community Education Project from the WDB. Misty Dion Seconded the motion. The motion was approved with one opposed and no abstentions.**

WDB members discussed and it was determined to place this within the Open Discussion section of the agenda.

Luzerne County Community College Presentation

Maria DeLucca, Chief Strategic Engagement Officer and Susan Spry, Associate Vice President of Academic Affairs from Luzerne County Community College (LCCC) spoke on behalf of recently appointed President of LCCC, John Yudichak. John is committed to identifying needs and responding to them. LCCC offers over 100 programs, including 200 online courses and several new courses developed to address community needs.

There are partnerships in place with a number of local schools and CTEs with more in the works, including dual-enrollment opportunities.

Campuses include Berwick, Shamokin, and Watsonstown in addition to online and micro-credential courses. There are over 40 transfer agreements in place.

WDB Updates and Action Items

Action Items

Shelly called for a motion to approve the Consent Agenda.

- ▲ **Dean Girton made a motion to approve the December 18, 2024, Consent Agenda Action Items. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.**

Audit/Finance Committee

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

Financial Reports

Erica referenced the Financial Reports through 9/30/2024 and welcomed questions; there were none.

Legal Services RFO

Advance Central PA recently released a request for quotes for legal services after receiving notice that the hourly rate with the current solicitor will increase from \$125 to \$195. The current hourly rate was held for several years with no increases. One response to the procurement was received, from current solicitor McNerney, Page, Vanderlin & Hall. The proposed rate of \$195 per hour is competitive for the area.

- ▲ **Dave Zartman made a motion to appoint McNerney, Page, Vanderlin & Hall as solicitor for Advance Central PA beginning January 1, 2025. Zollie Rayner seconded the motion. The motion was unanimously approved with no abstentions.**

The Audit/Finance Committee will meet as needed.

EARN Committee

Ken Chappell, EARN Committee Chair, provided the update.

Enrollments

There are 133 new EARN enrollments from July 1, 2024 - November 30, 2024, 15 of whom voluntarily entered the SNAP EARN program. There were 140 enrollments in the same timeframe in the prior program year.

DHS / Bureau of Employment Programs (BEP) Monitoring

BEP has concluded their monitoring for the program year that ended June 30, 2024. A formal report is expected in March 2025. Several performance metrics are under target and corrective actions are expected. Advance Central PA staff has requested data from BEP to fully research areas for improvement. It is known that staff turnover in EARN contributed to the low performance. Although there were performances under target, the monitor shared Advance Central PA's EARN program is well-organized and detailed, complimenting the array of parent centered activities available and the high-level of care staff provide to participants which was evident in her comprehensive case file review.

Coaching Collaborative

Advance Central PA staff and EARN staff continue to participate in the "Coaching Collaborative" with a technical assistance provider for the US Dept. of Health & Human Services Office of Family Assistance. Ken referred to the Social Impact Poster in the packet which is a recent deliverable from the project meant to show EARN staff how their work fits into the mission of the County Assistance Office and Advance Central PA's expectations for EARN and also to show EARN participants what they can expect from the program.

A "Moving Forward Services" book is currently being developed to help staff connect their coaching framework directly with the resources/services regionally available to participants.

The EARN Committee will meet as needed.

Governance Committee

Dean Girton, Governance Committee Chair, provided the update.

Recruitment

The WDB currently has two vacancies. The first is for a representative of a labor union or a community-based organization focused on youth or individuals with disabilities. The second vacancy is for a member from the private sector. Dean appealed to members to assist the Governance Committee by sending referrals to Erica before year end.

Workforce Development Leadership

The role of Treasurer is vacant due to Jim Stopper's resignation. As a current member of the Audit/Finance Committee, Jamie Aurand has agreed to step into this role to finish Jim's term. This will automatically make Jamie the Chair of the Audit/Finance Committee per the by-laws.

 **Dean Girton made a motion to appoint Jamie Aurand as Treasurer to fill the vacancy through December 31, 2025. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.**

The Vice-Chair position also remains vacant. The position is open exclusively to private-sector members, and the Governance Committee encourages interested individuals to reach out to Erica for further details.

The Governance Committee will meet as needed.

Personnel Committee

Dave Zartman, Personnel Committee Chair, provided the update.

Staff Updates

Advance Central PA is fully staffed for all positions that were posted.

Jamie Mercaldo, who was previously employed by Advance Central PA as the PA CareerLink® Site Administrator in Sunbury and Bloomsburg has accepted the Business Engagement Coordinator position.

Prior to being a PA CareerLink® Site Administrator, Jamie worked as a Business Services Representative and Youth Outreach Coordinator for PA CareerLink® providers; she brings significant experience into her new position.

The Site Administrator position vacated by Jamie attracted many strong applicants, making the past few weeks busy with interviews. An offer has been made and accepted, with an official announcement soon. Dave expressed gratitude to Site Administrators Rachael Ulmer and Judy Fitzgerald for the leadership they are providing to the Bloomsburg and Sunbury sites until the new hire is in place.

The Outreach Coordinator position also attracted several strong applicants. Morgan Whitteker has been hired and began her role last week. She brings a strong background in Communications and Marketing, having previously served as the Communications Specialist/Executive Assistant at BLAST Intermediate Unit 17 and as Leasing and Marketing Manager at Honeysuckle Student Apartments in Bloomsburg, PA. Dave welcomed Morgan to the team.

Performance

The Personnel Committee will be meeting to review performance and merit-based increases.

Policy & Performance Committee

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

Monitoring Update (September – November 2024)

Jim highlighted staff's ongoing monitoring of training providers, OJT contracts, subrecipient programming, and equal opportunity. Regarding state monitoring, the PA Dept. of Labor & Industry's Bureau of Workforce Development Administration (BWDA) held a call with staff to discuss PY23 monitoring; it is anticipated a response will be required for technical data entry issues. The Office of Equal Opportunity has initiated their 2024 monitoring; staff has visited all PA CareerLink® sites to complete the required survey and provided a timely comprehensive response.

Adult/Dislocated Worker Exit Report

Jim reviewed outcomes for Adult/Dislocated Worker programming; the overall rate of exit with employment across the region has increased from the prior year.

Common Measures PY2024 Quarter 1 Reports

These are the official measures for Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth Programs. There are measures below target which is not unexpected in some cases as these reports are cumulative and typically improve as the program year progresses. Reports are given to providers that show all participants included in calculating the metric, called Denominator Reports, and they are asked to offer insights on programmatic factors impacting performance. Simultaneously, staff also review the data for the purposes of continuous improvement. This quarter staff have focused heavily on review of the Measurable Skills Gain metric, one that has proven difficult to meet.

Measurable Skill Gains (MSG) – Program Performance Details

Skill gains can include but are not limited to an increase in basic skills through a training program, the completion of an OJT, or a satisfactory educational progress report. Data collected from the Youth Programs and the Adult and Dislocated Worker Programs are compared in this report.

Jim explained that the denominator for each program represents the number of individuals that entered education/training while the numerator shows the number of individuals that achieved an MSG. This helps to explain a few reasons why the MSG numbers are below average. First, most individuals that did not meet MSG have not had the opportunity to do so. Training programs like Nursing or Medical Billing and Coding have varying schedules that fall outside of the time range in question. These participants may be reflected positively in future reports as training progresses.

The second most common reason for failure to obtain an MSG is related to data entry. Subcontractors are responsible for data entering progress reports, transcripts, and other documentation as proof of an MSG into the system of record. If they fail to upload validating documents or complete data entry timely, it will

show as a negative. Although there were 18 potential MSGs missed because of data entry, these errors can be corrected during the current program year and captured in future reports.

Adult and Dislocated Worker Programs Goal Attainment

Jim explained the program goal attainment outlined in this report is broken down by service provider for the period July 1, 2024 - November 30, 2024. Individualized Training accounts (ITA) and on-the-job training (OJT) completions include carryover participants from the previous year. All other metrics account for participants that enrolled in the current year.

Job Seeker Services Contract

The current contract for Job Seeker Services expires June 30, 2025. A competitive procurement process was initiated by staff this fall with the goal for the provider to deliver high quality, effective WIOA Title I services that connect adults to long-term employment in careers with family-sustaining wages. Services include: Basic Career Services to all PA CareerLink® customers, Individualized Career Services, Training Services, and Follow-Up Services for Adult/Dislocated Worker participants, workshop curriculum development and facilitation, and serving as employer of record for shared positions serving the PA CareerLink®.

An evaluation committee reviewed each proposal independently then met to determine next best course of action.

- ▲ **Jim Beamer made a motion to award a contract for all nine counties to Central Susquehanna Opportunities, Inc. for the period July 1, 2025 through June 30, 2026 with the option to renew annually through June 30, 2029 and a final budget to be negotiated. Dean Girton seconded the motion. The motion was unanimously approved with no abstentions.**

The Policy and Performance Committee will meet as needed.

Youth Committee

Jonathan Ritter, Youth Committee Chair, provided the update.

The Youth Committee met on December 5th and welcomed new member Jonah Howe. Much of the agenda was focused on youth program performance and in-depth reviews of local youth programming with presentations from both the In-School Youth (ISY) provider and the Out-of-School Youth (OSY) provider.

ISY - Bridges to the Future (Bridges) Highlights

Although enrollment numbers appear under target, ISY program recruitment occurs during the school year so there are no concerns currently. Bridges is currently on target to meet their goals for specialized paid internships and ahead of schedule for number of job shadows.

OSY - YES to the Future (YES) Highlights

OSY recruitment occurs year-round, therefore it is anticipated that new registrations will be at 25% of the goal. Actual enrollments are at 31% of goal so there are no concerns at this time. Pre-work experience and paid internships are under target with plans for improvement. YES is on target to exceed goals for job shadows, OJT, and TANF registrations.

Business Education Partnership Grant - Aviation STEM Camp Update

The Committee also discussed Advance Central PA's Business Education Partnership grants during the meeting. Three Dinner & Dessert student networking events were held in December with more planned in spring. Aviation STEM Camps, What's So Cool About Manufacturing, and scholarships to Free Enterprise Week are in the works with the grants as well.

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

The Youth Committee will meet as needed.

LEO Board Action Items

- ▲ Commissioner Joe Klebon made a motion to approve the minutes from the September 18, 2024 Joint WDB/LEO Board meeting. Commissioner Stacy Richards 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.

WIOA Re-Authorization

With WIOA due for re-authorization, A Stronger Workforce for America Act (ASWA) has been proposed and includes legislative changes that will have a negative impact on the Central region. ASWA will pass if it remains attached to the continuing resolution.

The largest areas of concern in ASWA are stipulations with funding. With a requirement to use 50% of Adult/Dislocated Worker funds for training and paid work experience requirements for Youth increasing from 20% to 40%, available funds could not support the existing PA CareerLink® sites and staff. With these changes, there would not be money to support operation of all current PA CareerLink® sites. This will have a negative impact on businesses and job seekers and the overall health of the region. Erica suggested there may be 18-months to transition from WIOA to the requirements of ASWA if passed as anticipated. Carryover funds would benefit the organization and PA CareerLink® for a period of time.

Open Discussion

- ▲ **Jim Beamer made a motion to provide a letter of support for the Susquehanna Valley Community Education Project. Misty Dion second the motion.**

When opened for discussion, there were a number of comments and questions from members. Comments included:

- Opposition based on lack of need for a new educational entity.
- Concern about the overall trend of low enrollments in traditional post-secondary education and how a new entity could be successful.
- Viability of the project considering taxpayer support would be necessary.
- Willingness of the state system of universities and other providers, such as CTE, to pivot and create classes to adapt to employer and community needs.
- Appeal to the WDB to vote with an open mind on what is best for the local area without fear of competition for current providers to which a WDB member responded he and other members will always vote for the best interest of the workforce and region.
- One member asked LCCC representatives in the room if they felt a threat by this potential new community college. LCCC affirmed they do not.
- Several members noted there are too many questions to make a well-informed decision about whether the WDB should support the project.

Jim Beamer rescinded his motion to provide a letter of support for the Susquehanna Valley Community Education Project. Misty Dion rescinded her second.

Steven Stumbris inquired about the findings from the third-party training gap analysis that was recently completed. Erica stated it was the start to gathering needed information and more specific information is needed from businesses but that overall, the analysis pointed to a wealth of providers and programs with a lack of awareness as a key takeaway and opportunity for improvement.

Bruce Jones inquired as to how to move forward. Members discussed that a subcommittee could be formed so the WDB can move on with other pressing workforce matters.

Date of Next Meetings

Upcoming meetings are as follow:

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

Respectfully submitted,

A handwritten signature in black ink that reads "Kelly Walter". The signature is written in a cursive, flowing style.

Kelly Walter, Office/Board Coordinator

Workforce Development Board Consent Agenda

Action Items

March 19, 2024

1. Motion to approve the minutes from the December 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 February 14, 2025.

2. Motion to increase WIOA Out of School Youth On-the-Job Training funds by \$50,000.
3. Motion to renew Advance Central PA's \$1,000,000 line-of credit with First National Bank through January 8, 2026.
4. Motion to accept the revised cost allocation plan as written to adjust for requesting indirect costs prior to month end.
5. Motion to procure a third-party vendor to complete a market analysis of Advance Central PA's salary scale and review the performance management system.
6. Motion to award a contract for PA CareerLink® One-Stop Operator to Central Susquehanna Opportunities, Inc. as the lead applicant and consortium members Bureau of Workforce Partnership Operations, Penn State Institute for the Study of Adult Literacy, Tuscarora Intermediate Unit, and Private Industry Council of the Central Corridor in the amount of \$30,000 for July 1, 2025 through June 30, 2026 with options to extend annually through June 30, 2029.
7. Motion to issue the following decision: The WDB acknowledges the need for robust training offerings in Central PA so that businesses have the skilled workforce they need and individuals have access to education for their respective career paths. In alignment with WIOA which disallows the endorsement of any specific training provider and requires full transparency of eligible providers, the WDB does not specifically endorse any particular project generally working to enter the education and training space at this time.

Workforce Development Board Non-Consent Agenda

Action Items

March 19, 2025

1. Motion to approve the March 19, 2025 Consent Agenda Action Items.

Motion:

Second:

Audit/Finance Committee • Jamie Aurand, Chair

- Action Needed: Approval of increase in Adult ITA and OJT training funds

The Audit/Finance Committee will meet as necessary.

EARN Committee • Kenneth Chappell, Chair

- Action Needed: Extension of the EARN contract

The EARN Committee will meet as necessary.

Governance Committee • Dean Girton, Chair

The Governance Committee will meet as necessary.

Personnel Committee • Dave Zartman, Chair

The Personnel Committee will meet as necessary.

Policy and Performance Committee • Jim Beamer, Chair

- Action Needed: Approval of an extension to the current contract for The Link
- Action Needed: Approval of an extension to the current Business Solutions contract

The Policy and Performance Committee will meet as necessary.

Youth Committee • Jon Ritter, Chair

- Action Needed: Extension of the ISY contract
- Action Needed: Approval of an extension to the current OSY contract

The Youth Committee will meet as necessary.

Advance Central PA
 FY 25 Contract Expense and Obligation Report
 From 7/1/2024 Through 12/31/24

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds ¹	% 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	897,432	145,773	94.39%	61,989
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	607,050	61.34%	382,584
	Adult Programs	2,344,136	904,580	970,767	80.00%	468,789
10/23 - 06/25	PY23 2nd Inc. WIOA Dislocated Worker	596,857	596,857	0	100.00%	0
07/24 - 06/25	PY24 1st Inc. WIOA Dislocated Worker	411,078	294,461	75,510	90.00%	41,107
07/24 - 06/25	PY24 2nd Inc. WIOA Dislocated Worker	1,495,884	0	852,444	56.99%	643,440
	Dislocated Worker Programs	2,503,819	891,318	927,954	72.66%	684,547
10/23 - 06/25	PY22 Rapid Response	69,027	59,126	9,902	100.00%	0
	Rapid Response Programs	69,027	59,126	9,902	100.00%	-1
04/23 - 06/25	PY23 WIOA Youth	1,069,231	692,059	229,654	86.20%	147,518
04/24 - 06/25	PY24 WIOA Youth	1,612,444	0	541,643	33.59%	1,070,801
07/23 - 06/25	PY23 TANF Youth	453,976	452,169	0	99.60%	1,807
07/24 - 06/25	PY24 TANF Youth	762,667	69,171	617,368	90.02%	76,128
06/23 - 06/25	PY22 Business & Education Partnership	63,942	26,849	22,601	77.34%	14,492
09/24 - 06/25	PY24 Business & Education Partnership 1st Inc.	51,450	696	0	1.35%	50,754
10/24 - 06/25	PY24 Business & Education Partnership 2nd Inc.	98,550	0	0	0.00%	98,550
	Youth Programs	4,112,260	1,240,944	1,411,266	64.50%	1,460,050
07/24 - 06/25	EARN	2,684,111	893,346	1,056,572	72.65%	734,193
	Welfare Programs	2,684,111	893,346	1,056,572	72.65%	734,193
02/20 - 06/25	Next Gen 19 - Healthcare	227,294	1,141	0	0.50%	226,153
02/20 - 06/25	Next Gen 19 - Adv. Man.	217,904	300	0	0.14%	217,604
01/24 - 06/25	Next Gen 23 - Building & Construction	175,000	221	0	0.13%	174,779
01/24 - 06/25	Next Gen 23 - Agricultural	149,692	375	0	0.00%	149,317
NA	IP Sustainability Fund	411,002	0	0	0.00%	411,002
	Industry Partnerships	1,180,892	2,037	0	0.17%	1,178,855
01/22 - 06/25	PASmart CPI Apprenticeship	194,571	38,159	128,886	85.85%	27,526
01/23 - 06/25	Apprenticeship Building America	159,642	6,657	8,975	9.79%	144,010
	Reemployment Services	354,213	44,816	137,861	51.57%	171,536
08/22 - 06/25	DCED Videos	29,810	661	0	2.22%	29,149
10/20 - 09/24	ARC Reboot	361,065	57,577	0	15.95%	303,488
07/24 - 12/24	Statewide - CareerLink Awareness	20,000	19,597	0	97.99%	403
07/24 - 06/25	Statewide - Communications Coordinator	49,525	2,601	0	5.25%	46,924
04/24 - 06/25	DWG Opioid ²	386,912	1,746	288,561	75.03%	96,605
NA	Research Department	111,571	25,971	0	23.28%	85,600
NA	Gold Standard	53,144	3,012	0	5.67%	50,132
NA	Highmark Initiative	777	0	0	0.00%	777
NA	Engage	28,828	110	0	0.38%	28,718
NA	Fit4Construction	42,500	0	0	0.00%	42,500
NA	ELIC	432	58	0	13.43%	374
	Other Programs	237,252	29,151	0	12.29%	208,101
	Grand Total	13,485,710	4,065,318	4,514,322	63.62%	4,906,070

Notes:

- 1 Obligated funds include the funds unexpended but obligated for the FY 24 subcontractor, training, and Resource Sharing Agreement budgets.
2. 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 12/31/24

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	1,353,122	498,067	855,054.74	36.81%
Staff Travel & Development	35,207	2,488	32,719.21	7.07%
Board Expenses	8,413	3,943	4,470.19	46.87%
General Office Supplies	6,996	2,198	4,797.62	31.42%
Leases - Copiers/Equipment	2,289	864	1,424.81	37.75%
Outreach	2,050	803	1,247.42	39.15%
Subscriptions	18,647	14,824	3,823.31	79.50%
Memberships	10,998	10,748	249.91	97.73%
Vehicles	0		0.00	#DIV/0!
Equipment And Furnishings	11,237	1,670	9,567.43	14.86%
Professional Fees	16,950	645	16,305.34	3.80%
Business Services	14,760	1,001	13,759.25	6.78%
Computer Services	45,144	17,631	27,513.09	39.05%
Facility Costs	<u>76,886</u>	<u>39,059</u>	<u>37,826.56</u>	<u>50.80%</u>
Total Operational Expenses	1,602,699.00	593,940.12	1,008,758.88	<u>37.06%</u>
Total Expenditures	1,602,699.00	593,940.12	1,008,758.88	<u>37.06%</u>

Notes:

* Anticipated expenditure rate of 50%.

Advance Central PA
 FY25 Consolidated RSAB Budget to Actual Comparison
 From 7/1/2024 Through 12/31/24

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
REVENUE:					
WIOA Adult	234,608	97,861	136,747	41.71%	58.29%
WIOA Dislocated	234,608	97,861	136,747	41.71%	58.29%
WIOA Out of School	133,946	56,079	77,867	41.87%	58.13%
EARN	264,688	108,556	156,132	41.01%	58.99%
Advance Central PA Total: ¹	<u>867,849</u>	<u>360,357</u>	<u>507,493</u>	<u>41.52%</u>	<u>58.48%</u>
WAGNER PEYSER	254,608	105,736	148,872	41.53%	58.47%
WP REGIONAL	15,420	6,710	8,710	43.51%	56.49%
VETS	121,097	51,525	69,572	42.55%	57.45%
RAPID RESPONSE	12,234	4,848	7,386	39.63%	60.37%
OVR	114,584	47,398	67,186	41.37%	58.63%
OVERSIGHT	15,420	6,710	8,710	43.51%	56.49%
RESEA	217,036	90,361	126,675	41.63%	58.37%
STAFF DEVELOPMENT	29,378	13,373	16,005	45.52%	54.48%
TRADE	0	-	-	#DIV/0!	#DIV/0!
State Partner Total:	779,776	326,661	453,115	41.89%	58.11%
Total REVENUE	<u>1,647,625</u>	<u>687,018</u>	<u>960,607</u>	<u>41.70%</u>	<u>58.30%</u>
EXPENSES:					
PERSONNEL					
Total PERSONNEL	<u>848,971</u>	<u>378,128</u>	<u>470,843.16</u>	<u>44.54%</u>	<u>55.46%</u>
FACILITY					
Total FACILITY	<u>693,729</u>	<u>337,139</u>	<u>356,590.08</u>	<u>48.60%</u>	<u>51.40%</u>
OPERATIONAL					
Total OPERATIONAL	<u>304,321</u>	<u>84,694</u>	<u>219,627</u>	<u>27.83%</u>	<u>72.17%</u>
USAGE FEE (Non-Partner Renters)					
Total USAGE FEE	<u>199,396</u>	<u>112,943</u>	<u>86,453</u>	<u>56.64%</u>	<u>43.36%</u>
TOTAL EXPENDITURES	<u>1,647,625</u>	<u>687,018</u>	<u>960,607</u>	<u>41.70%</u>	<u>58.30%</u>

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

* Anticipated expenditure rate of 50%.

1 Advance Central PA is responsible for approximately 52% of the total shared PA CareerLink® operating costs compared to 48% paid by other required PA CareerLink® partners.

Advance Central PA
 Subcontractor Budget and Actual Comparison
 From 7/1/2024 Through 12/31/24

Tuscarora Intermediate Unit 11(TIU)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	528,641	263,738	264,903	49.89%	50.11%
Dislocated Worker Pool	521,905	344,786	177,119	66.06%	33.94%
PACL Awareness	1,188	1,188			
OS Youth Pool ³	100,000	46,096	53,904	46.10%	53.90%
TANF	10,000	4,610	5,390	46.10%	53.90%
ARC Reboot ⁵	18,999	15,992	3,007	84.17%	15.83%
EARN Pool ³	100,000	46,096	53,904	46.10%	53.90%
Total OPERATIONAL EXPENSES	<u>1,280,732</u>	<u>722,506</u>	<u>558,226</u>	56.41%	43.59%
DIRECT CUSTOMER SERVICES ⁴					
ARC Reboot	6,693	-	-	0.00%	100.00%
Total DIRECT CUSTOMER SERVICES	<u>-</u>	<u>-</u>	<u>-</u>	0.00%	100.00%
TOTAL EXPENDITURES	<u>1,280,732</u>	<u>722,506</u>	<u>558,226</u>	56.41%	43.59%

Central Susquehanna Opportunities, Inc. (CSO)

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended ¹	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
Adult Pool	619,254	270,390	348,864	43.66%	56.34%
IS Youth Pool	39,735	14,901	24,834	37.50%	62.50%
TANF Youth	583,520	249,591	333,929	42.77%	57.23%
Dislocated Worker Pool	607,399	261,426	345,973	43.04%	56.96%
Business Edu. Partnership	30,452	12,470	17,982	40.95%	59.05%
Rapid Response ⁶	63,840	56,117	7,723	87.90%	12.10%
ARC Reboot ⁵	32,620	28,164	4,456	86.34%	13.66%
EARN Pool	1,420,619	608,998	811,621	42.87%	57.13%
EARN SNAP	46,714	21,415	25,299	45.84%	54.16%
Total OPERATIONAL EXPENSES	<u>3,444,153</u>	<u>1,523,472</u>	<u>1,920,681</u>	44.23%	55.77%

DIRECT CUSTOMER SERVICES ⁴					
Adult Pool	10,000	5,502	4,498	55.02%	44.98%
IS Youth Pool	6,014	-	6,014	0.00%	100.00%
TANF Youth	238,775	85,128	153,647	35.65%	64.35%
Dislocated Worker Pool	5,000	1,375	3,625	27.50%	72.50%
ARC Reboot ⁵	7,535	474	7,061	6.29%	93.71%
EARN Pool	31,000	14,838	16,162	47.86%	52.14%
Total DIRECT CUSTOMER SERVICES	298,324	107,317	191,007	35.97%	64.03%
TOTAL EXPENDITURES	3,742,477	1,630,789	2,111,688	43.58%	56.42%

Central Susquehanna Intermediate Unit

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES ²					
TANF Youth	191,085	78,809	112,276	41.24%	58.76%
OS Youth Pool	768,299	392,257	376,042	51.06%	48.94%
Total OPERATIONAL EXPENSES	959,384	471,066	488,318	49.10%	50.90%
DIRECT CUSTOMER SERVICES ⁴					
TANF Youth	51,833	25,898	25,935	49.96%	50.04%
OS Youth Pool	260,951	90,642	170,309	34.74%	65.26%
Total DIRECT CUSTOMER SERVICES	312,784	116,540	196,244	37.26%	62.74%
TOTAL EXPENDITURES	1,272,168	587,606	684,562	46.19%	53.81%

NOTES:

1 Anticipated expenditure rate of 50% for operating expenses.

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

3 These budgets are for TIU's Business Services contract in which TIU assists with placements of program participants and helps employers find talent from all PA CareerLink® 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 ended 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 **2/28/2025**

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
INDIVIDUAL TRAINING ACCOUNTS (ITAs)						FY25 ITA	
Adult	\$3,054	\$0	\$2,760	\$2,760	\$294	2	90.36%
Adult POS	\$253,539	\$117,807	\$134,468	\$252,275	\$1,264	87	99.50%
Dislocated Worker	\$91,546	\$10,930	\$42,880	\$53,810	\$37,736	18	58.78%
TOTAL ITA	\$348,140	\$128,737	\$180,108	\$308,845	\$39,295	107	88.71%

ON THE JOB TRAININGS (OJTs)						FY25 OJT	
Adult	\$12,036	\$1,615	\$9,936	\$11,551	\$485	2	95.97%
Adult POS	\$87,847	\$58,177	\$27,956	\$86,133	\$1,715	11	98.05%
Dislocated Worker	\$61,031	\$19,365	\$23,563	\$42,928	\$18,102	6	70.34%
Out of School Youth	\$152,329	\$50,200	\$40,791	\$90,991	\$61,339	14	59.73%
TOTAL OJT	\$313,243	\$129,357	\$102,246	\$231,603	\$81,641	33	73.94%
TOTAL ITA/OJT	\$661,383	\$258,094	\$282,354	\$540,448	\$120,935	140	81.71%

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

FY25 Central Region Budget Updates As of March 19, 2025

The Central Region's training budget increased by \$150,000 due to recent motions to increase the Adult and Out of School Youth training budgets.

The Service Delivery budgets for CSO and TIU increased, while the Other Service Delivery budget decreased a corresponding amount as the DWG Opioid contract amounts were determined for CSO and TIU.

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

**Advance Central PA
FY 25 Central Region Budget Updates
As of March 19, 2025**

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

Total Budget presented 12/18/24	\$ 14,283,465
Net Increase in Allocated Funds	150,000
Net Decrease in Unallocated Funds	<u>(150,000)</u>
Revised Total Budget	<u><u>\$ 14,283,466</u></u>

The training budget increased due to recent motions to increase training budgets for Adult and Out of School Youth.

Training Budget presented 12/18/24	\$ 1,283,805
Net Increase	150,000
Revised Training Budget	<u><u>\$ 1,433,805</u></u>

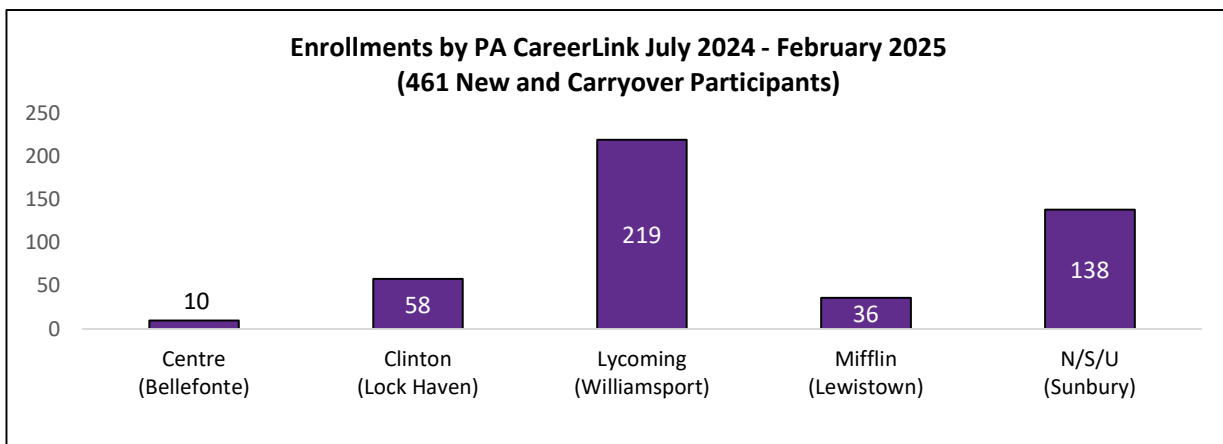
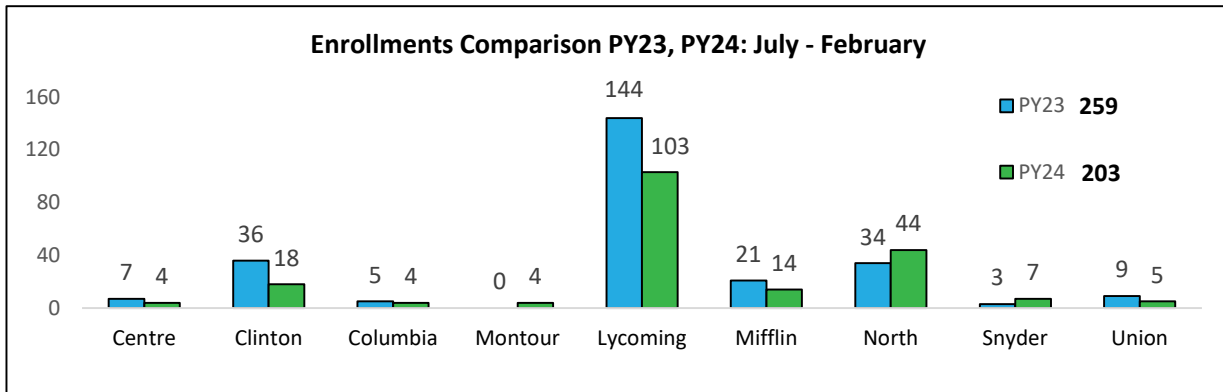
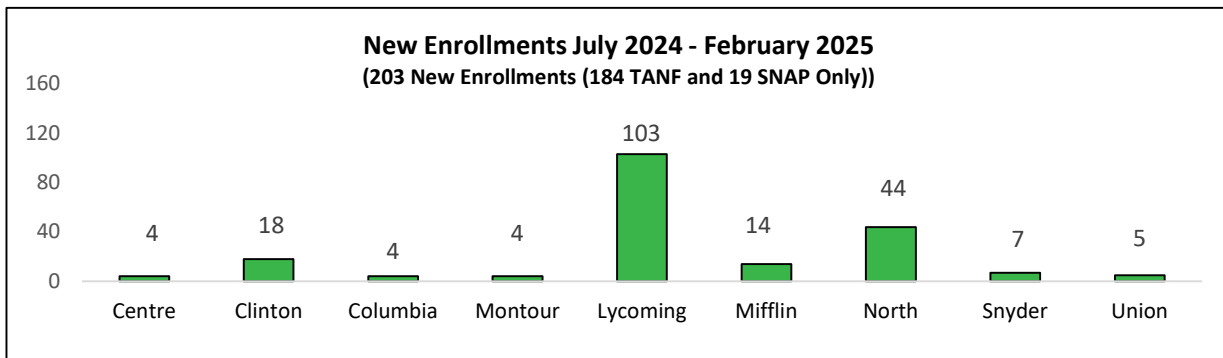
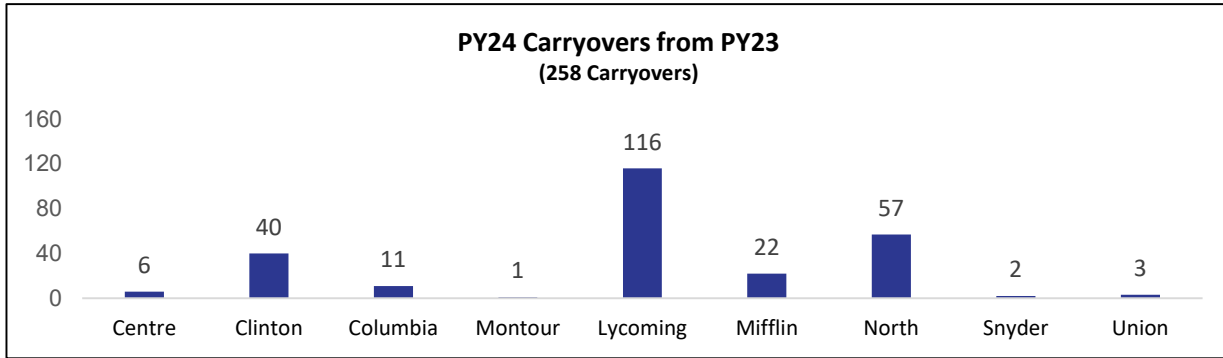
The Service Delivery budgets for CSO and TIU increased, while the Other Service Delivery budget decreased a corresponding amount as the DWG Opioid contract amounts were determined for CSO and TIU.

	CSO	TIU	CSIU	Other
Service Delivery Budgets presented 12/18/24	\$ 3,985,829	\$ 1,372,353	\$ 1,272,168	\$ 891,261
Net Increase/Decrease	<u>233,479</u>	<u>55,082</u>	<u>-</u>	<u>(288,561)</u>
Revised Service Delivery Budgets	<u><u>\$ 4,219,308</u></u>	<u><u>\$ 1,427,435</u></u>	<u><u>\$ 1,272,168</u></u>	<u><u>\$ 602,700</u></u>

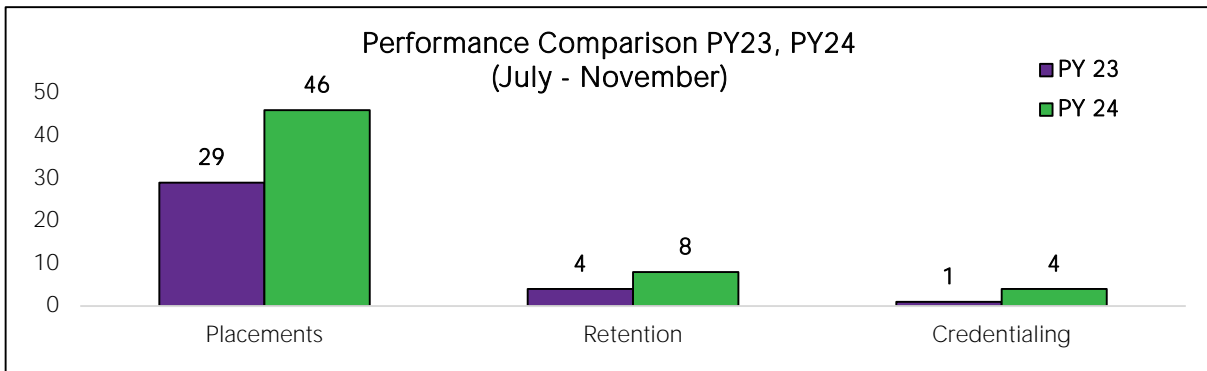
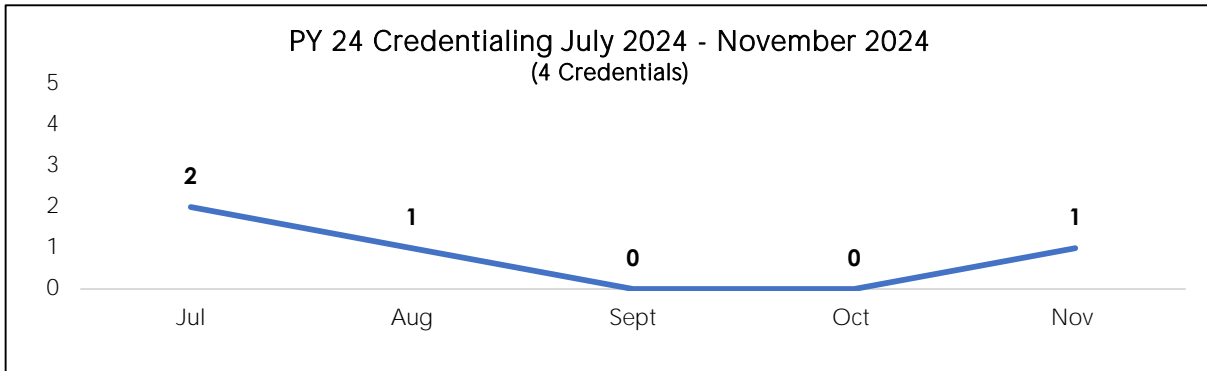
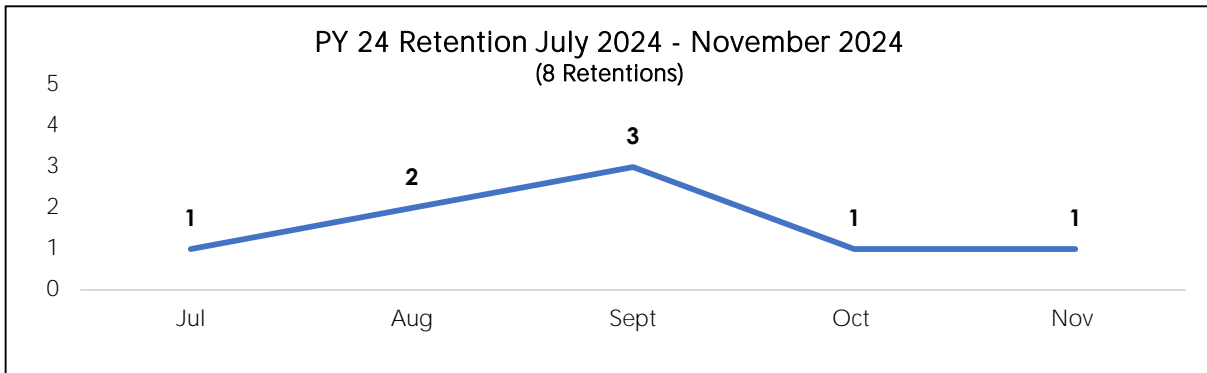
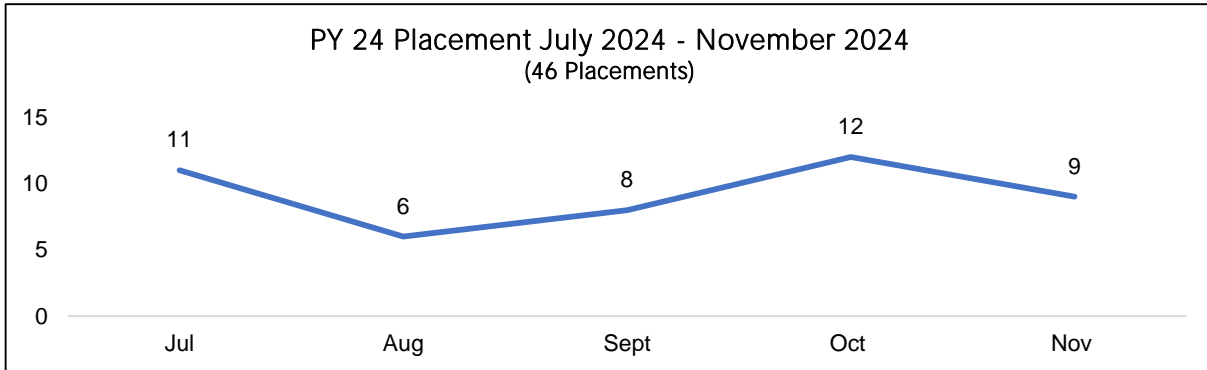
The unallocated amounts were adjusted to reflect the adjustments previously mentioned.

Unallocated Budget presented 12/18/24	\$ 2,386,710
Adjustments:	
Net Decrease	<u>(150,000)</u>
Revised Unallocated Budget	<u><u>\$ 2,236,710</u></u>

EARN Program Year 2024-2025 Enrollment Report



EARN Program Year 2024-2025 Performance Report



Monitoring Update

December 2024 through February 2025

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: 88

ON-THE-JOB TRAINING CONTRACTS

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

Desk Reviews

New Contracts Reviewed: 10 Open Contracts Reviewed: 10

Onsite Monitoring

Jobseeker Program	BST Subrecipient	Employer	County	Visit	Findings
Adult-TIU	CSO	Collegiate Furnishings	Centre	01/10/2025	Contract terminated by Advance Central PA
OSY-CSIU	CSO	Susquehanna Computer Innovations	Lycoming	01/24/2025	No corrective actions needed

SUBRECIPIENT FISCAL PRACTICES

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

Desk Reviews

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
No report this quarter – PA CareerLink® Lycoming County monitoring begins March 13, 2025 and PA CareerLink® Clinton County monitoring begins March 17.					

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
ISY/TANF YDP 2024 Summer/PY23 Operations	28	06/17/2024 10/04/2025	Pending	Pending	Pending	Pending
Adult/DW-CSO	45	07/16/2024	02/25/2025	8 Required Actions	Pending	Pending
Adult/DW-TIU	5	07/16/2024	11/06/2024	8 Required Actions	11/27/2024	12/23/2024
EARN-CSO	40	02/18/2025	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 the final BWDA's PY23 Monitoring Report on December 13, 2024. Staff responded to the 2 findings and 2 areas on January 9, 2025. The monitoring cycle was successfully closed February 3 with BWDA's issued resolution of findings.
- BWDA's PY24 monitoring is underway. Staff submitted all documents related to Sunshine Act monitoring (due January 17)
- Staff also submitted documents to BWDA in February as requested for 2025 LWDB Recertification.

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

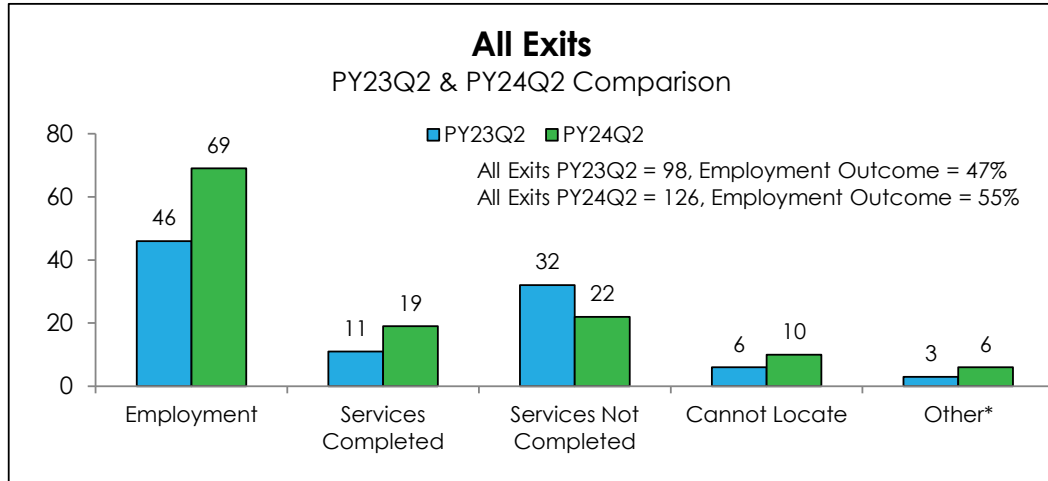
Monitoring of the local workforce development area's services to applicants, participants, and registrants for compliance with the equal opportunity and nondiscrimination requirements of WIOA

- On January 21, 2025, OEO provided their initial review of the 2024 Monitoring Survey staff had previously completed and submitted. Staff met virtually with OEO on February 6 to review initial findings and receive technical assistance. Staff must submit a revised monitoring survey by March 23.

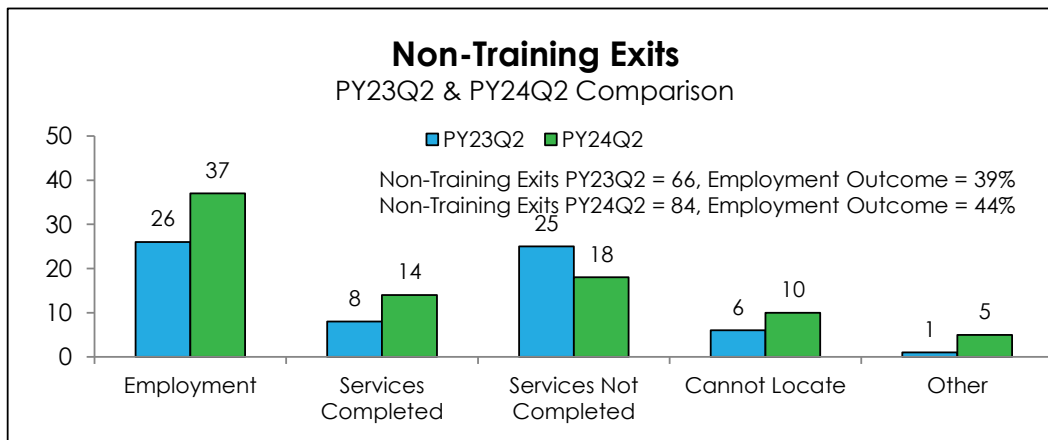
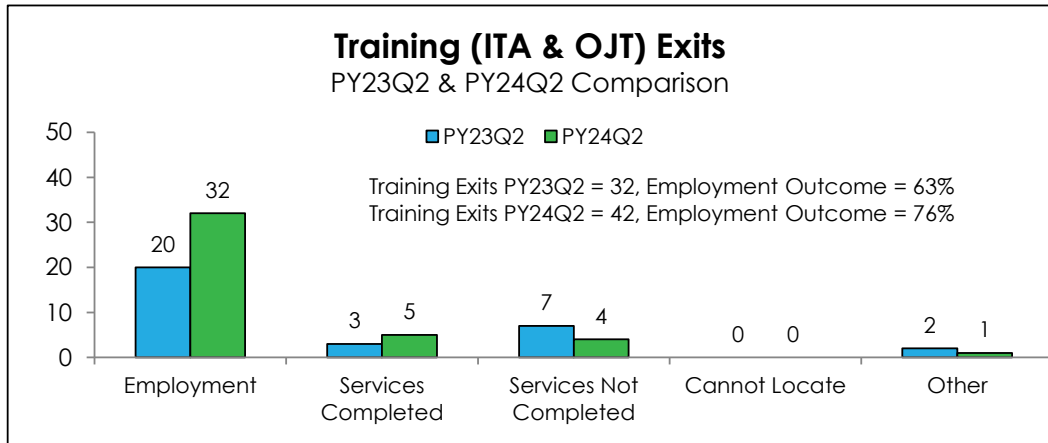
Adult/Dislocated Worker Outcomes Report PY23 Q2 and PY24 Q2 Comparison

July 1, 2023 - December 31, 2023 & July 1, 2024 - December 31, 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.

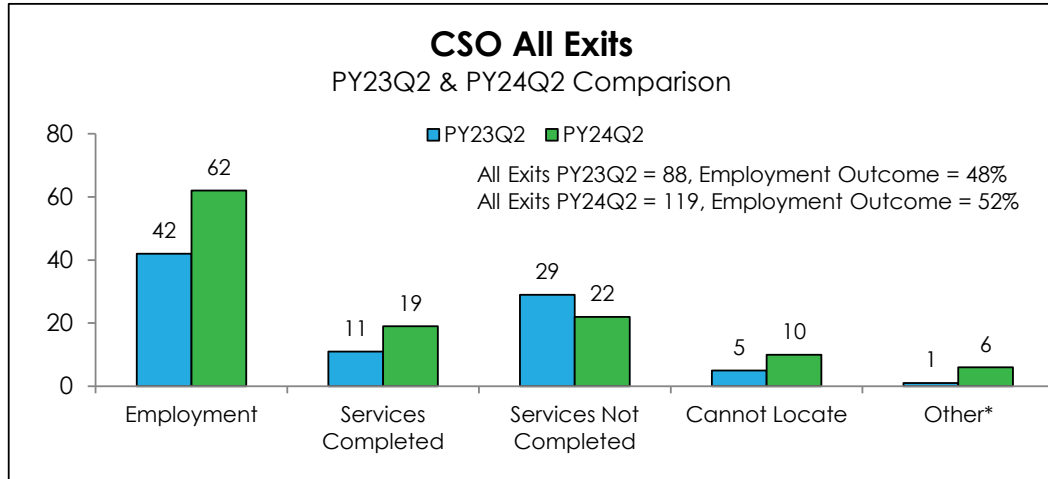


Other* PY23Q2: Health, Medical (3)
(applies to All Exits) PY24Q2: Deceased (1), Health, Medical (3), Institutionalized (2)

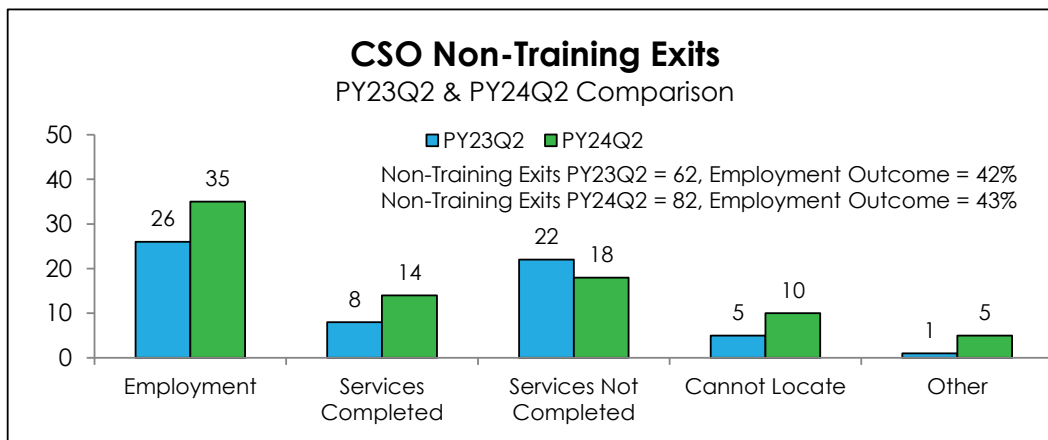
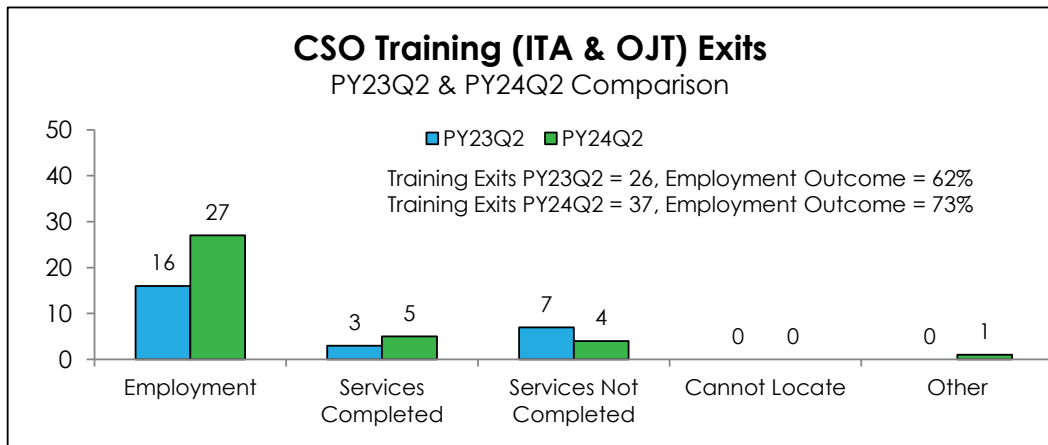
Adult/Dislocated Worker Outcomes Report PY23 Q2 and PY24 Q2 Comparison

July 1, 2023 - December 31, 2023 & July 1, 2024 - December 31, 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.

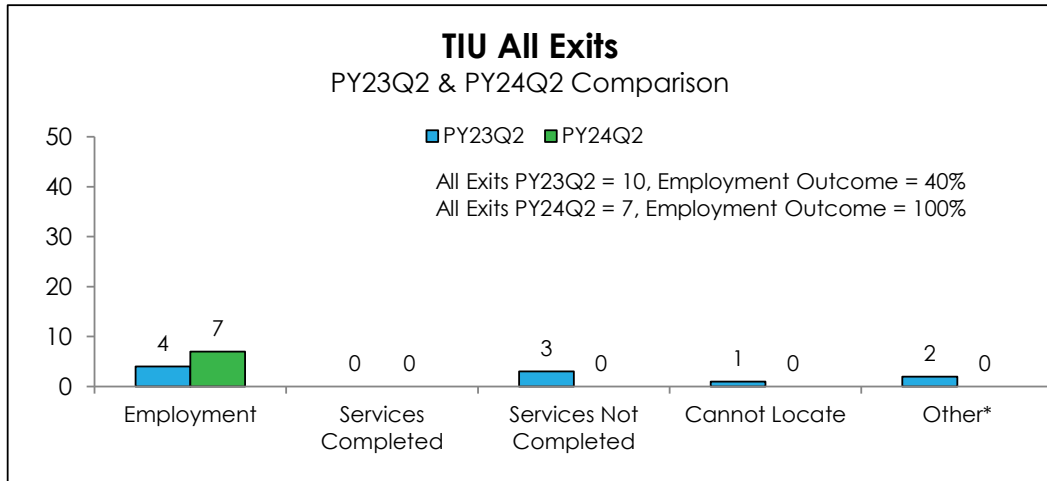


Other* PY23Q2: Health, Medical (1)
(applies to All Exits) PY24Q2: Deceased (1), Health, Medical (3), Institutionalized (2),

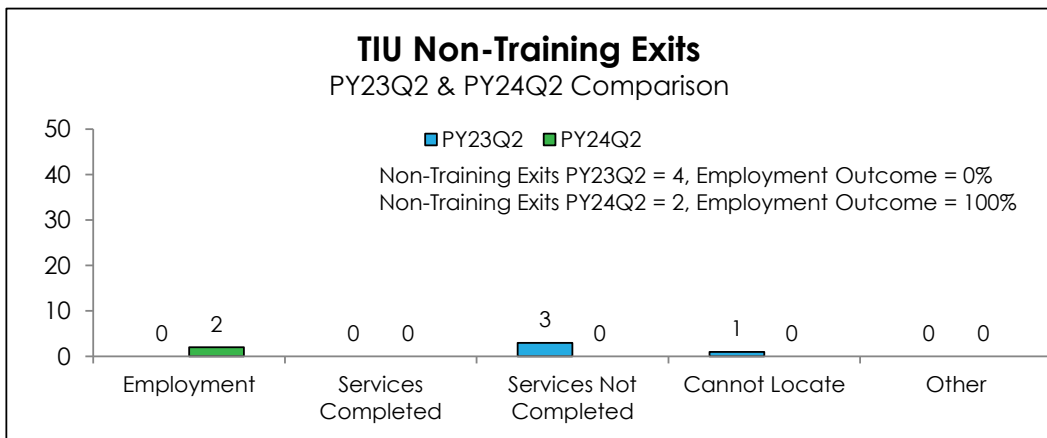
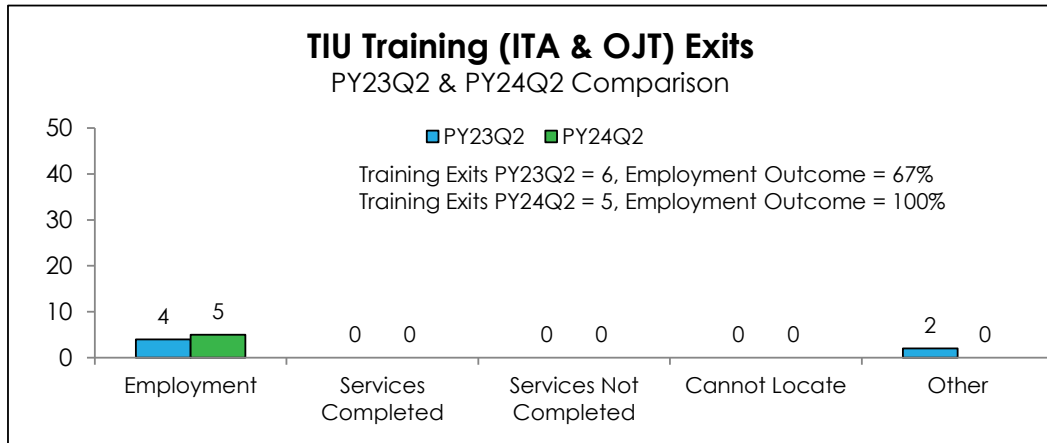
Adult/Dislocated Worker Outcomes Report PY23 Q2 and PY24 Q2 Comparison

July 1, 2023 - December 31, 2023 & July 1, 2024 - December 31, 2024

Tuscarora Intermediate Unit 11



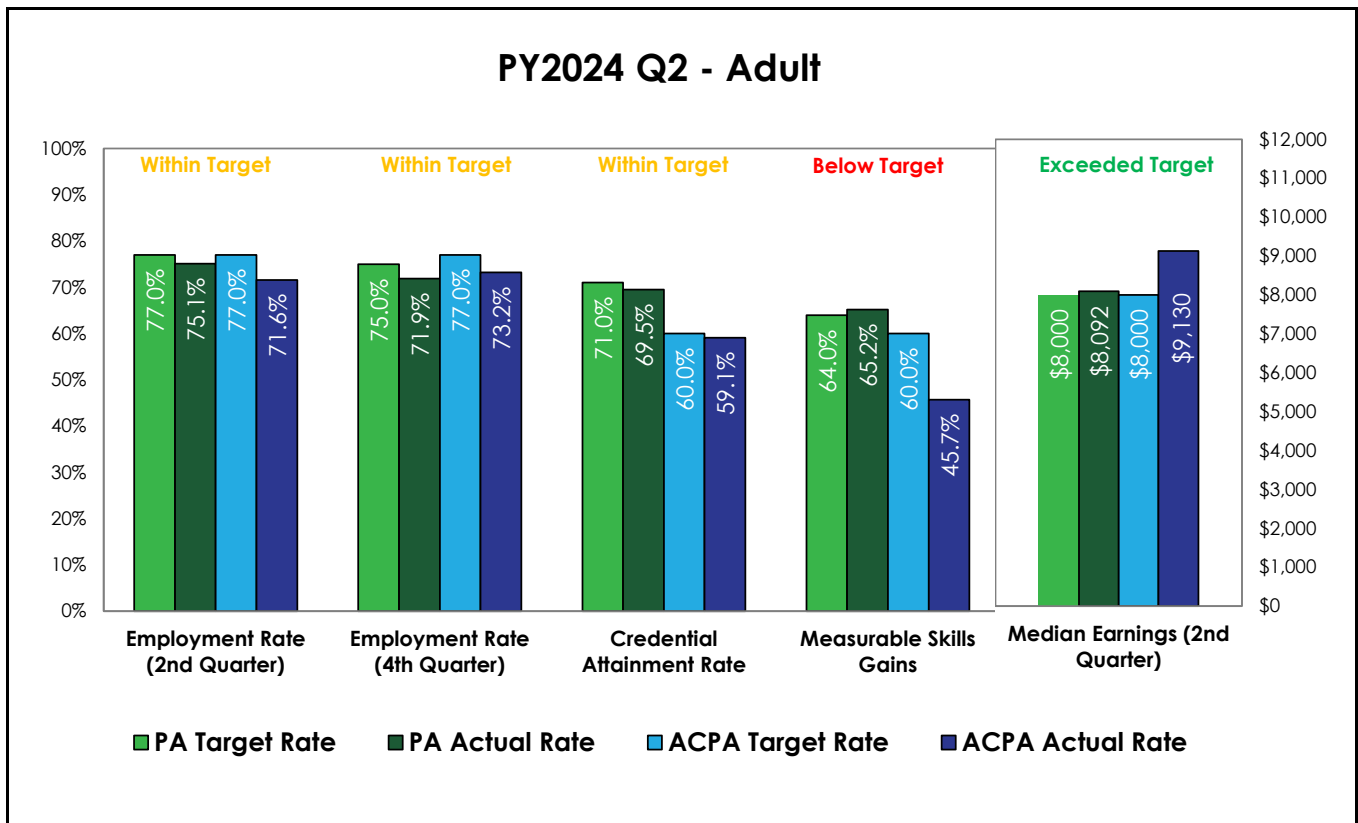
Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.



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

Common Measure Performance - Adult Program Year 2024 Q2

Performance Metric	Adult			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	53 74	71.6%	77.0%	93.0%
Employment Rate (4th Quarter)	52 71	73.2%	77.0%	95.1%
Median Earnings (2nd Quarter)	- -	\$9,130	\$8,000	114.1%
Credential Attainment Rate	13 22	59.1%	60.0%	98.5%
Measurable Skill Gains	42 92	45.7%	60.0%	76.2%
Average Program Score			✓	95.4%



Common Measure Definitions

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

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

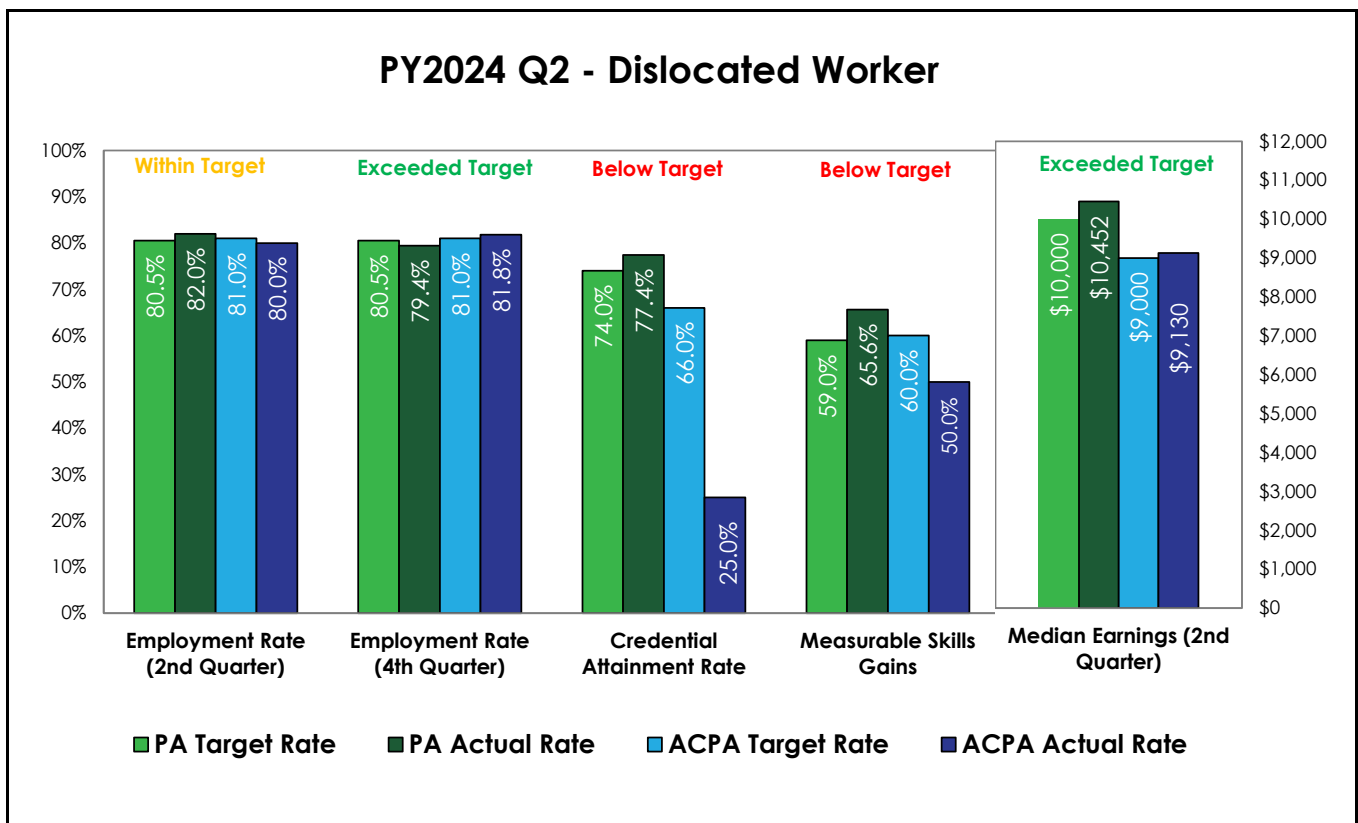
Credential Attainment Rate - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

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

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

Common Measure Performance - Dislocated Worker Program Year 2024 Q2

Performance Metric	Dislocated Worker			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	24 30	80.0%	81.0%	98.8%
Employment Rate (4th Quarter)	9 11	81.8%	81.0%	101.0%
Median Earnings (2nd Quarter)	- -	\$9,130	\$9,000	101.4%
Credential Attainment Rate	1 4	25.0%	66.0%	37.9%
Measurable Skill Gains	12 24	50.0%	60.0%	83.3%
Average Program Score			✓	84.5%



Common Measure Definitions

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

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

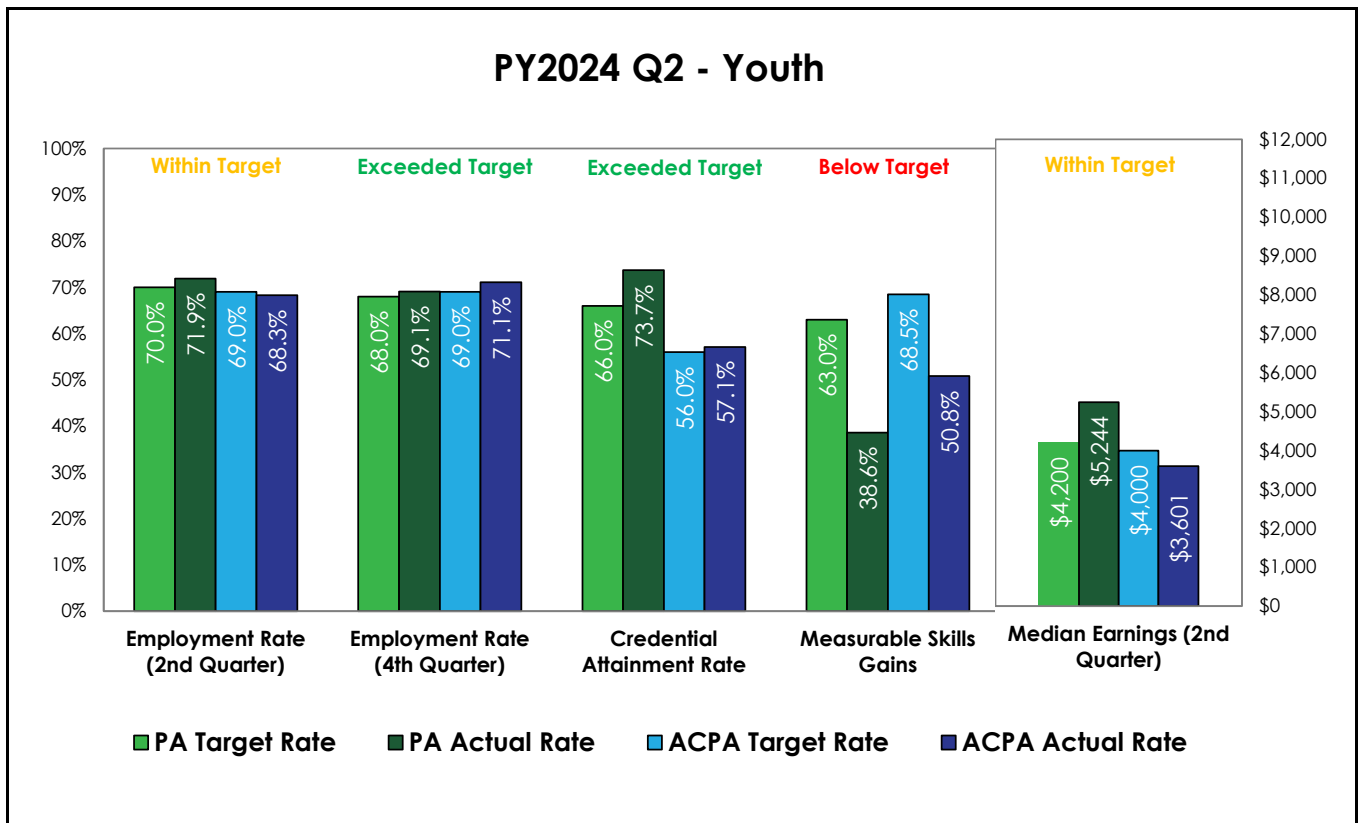
Credential Attainment Rate - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

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

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

Common Measure Performance - Youth Program Year 2024 Q2

Performance Metric	Youth			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	69 101	68.3%	69.0%	99.0%
Employment Rate (4th Quarter)	59 83	71.1%	69.0%	103.0%
Median Earnings (2nd Quarter)	- -	\$3,601	\$4,000	90.0%
Credential Attainment Rate	28 49	57.1%	56.0%	102.0%
Measurable Skill Gains	32 63	50.8%	68.5%	74.2%
Average Program Score			✓	93.6%



Common Measure Definitions

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

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

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

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

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

CSO Adult and Dislocated Worker Programs Goal Attainment

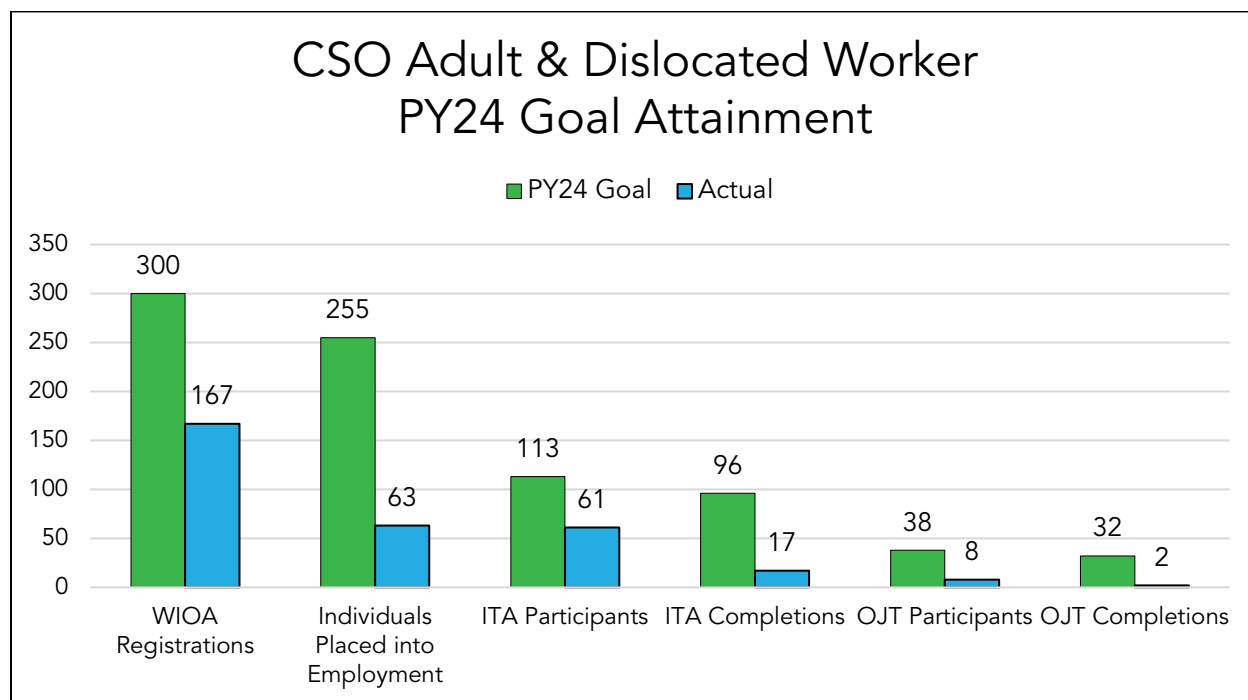
PY24: July 1, 2024- December 31, 2024

Program Element	Program Year Goal	Actual	% of goal reached
WIOA Registrations	300	167	56%
Individuals Placed into Employment	255	63	25%
ITA Participants	113	61 ¹	54%
ITA Completions	96	17 ²	18%
OJT Participants	38	8	21%
OJT Completions	32	2 ³	6%

¹ There are another 15 ITA contracts that are carryovers from PY23 not included in the measure.

² Seven (7) of the ITA Completions are ITA carryover contracts from PY23. There were 5 ITA participants that did not successfully complete training. The remaining ITA contracts are still ongoing.

³ The two OJT completion contracts are from PY23. The 8 OJT participants are still currently in training.



TIU Adult and Dislocated Worker Programs Goal Attainment

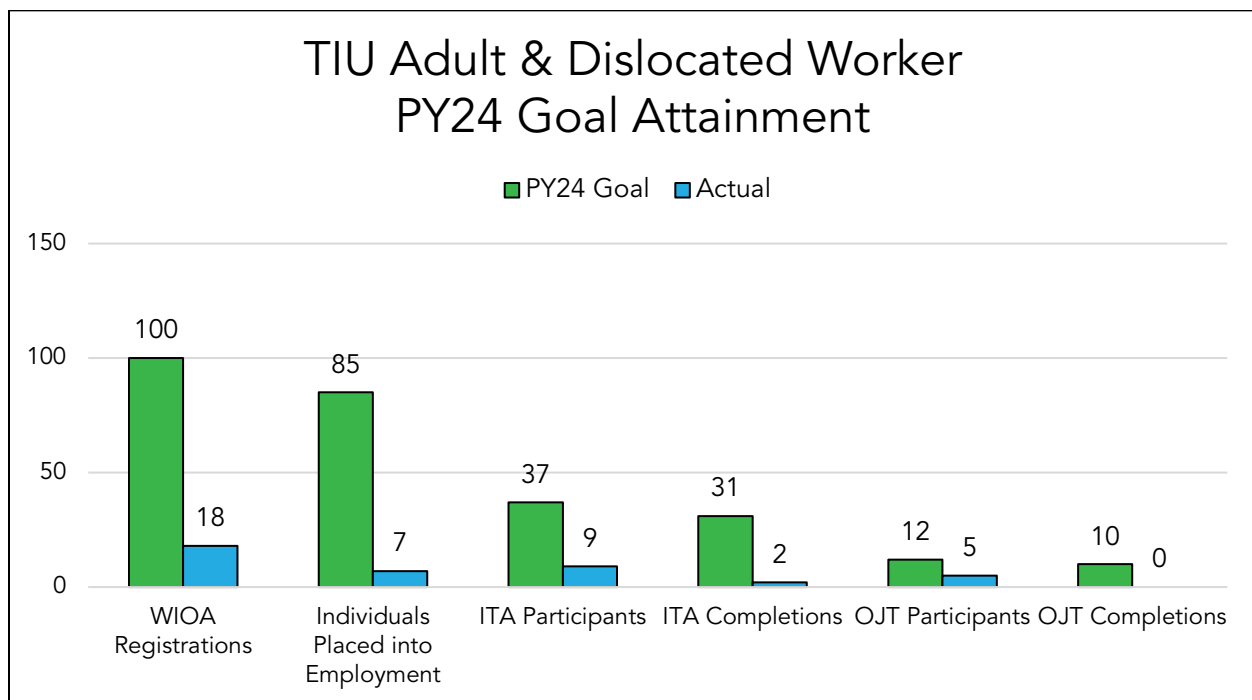
PY23: July 1, 2024- December 31, 2024

Program Element	Program Year Goal	Actual	% of goal reached
WIOA Registrations	100	18	18%
Individuals Placed into Employment	85	7	8%
ITA Participants	37	9 ¹	24%
ITA Completions	31	2 ²	6%
OJT Participants	12	5	42%
OJT Completions	10	0 ³	0%

¹ There are another 4 ITA contracts that are carryovers from PY23 not included in the measure.

² The 2 ITA completions are carryovers from PY23. One (1) ITA participant did not complete their training successfully. The remaining ITA contracts are ongoing.

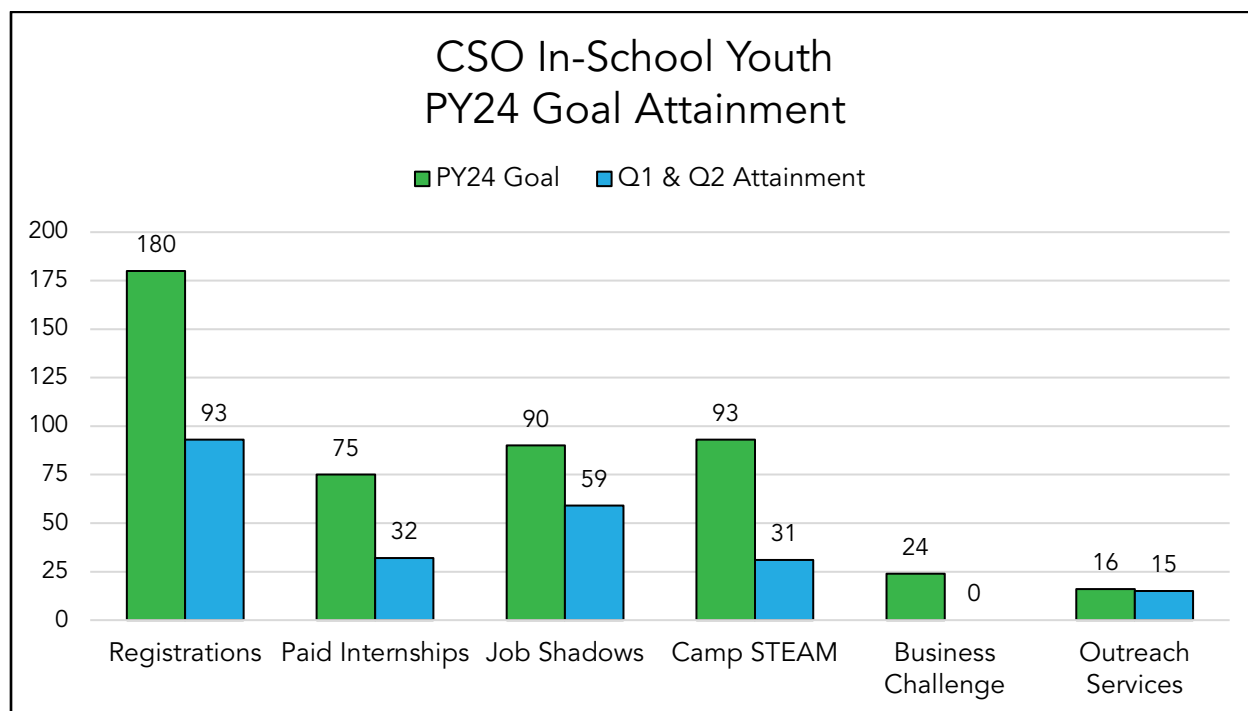
³ The 5 OJT participants are still currently in training.

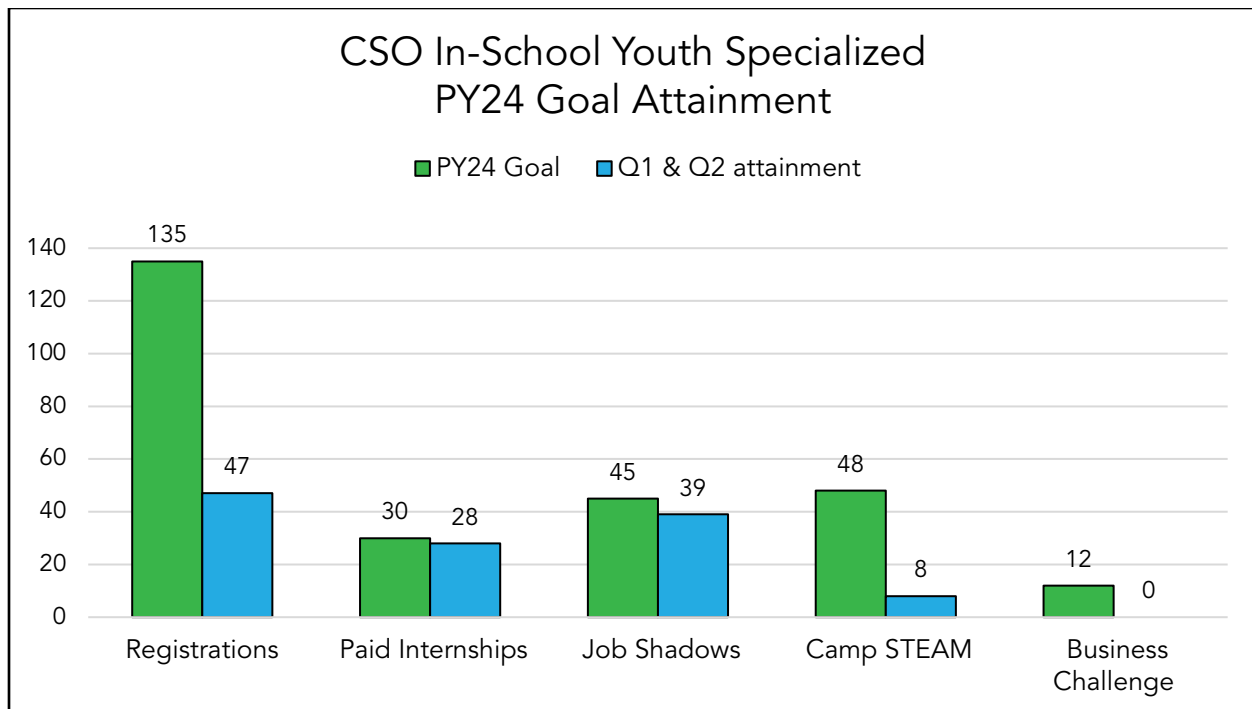
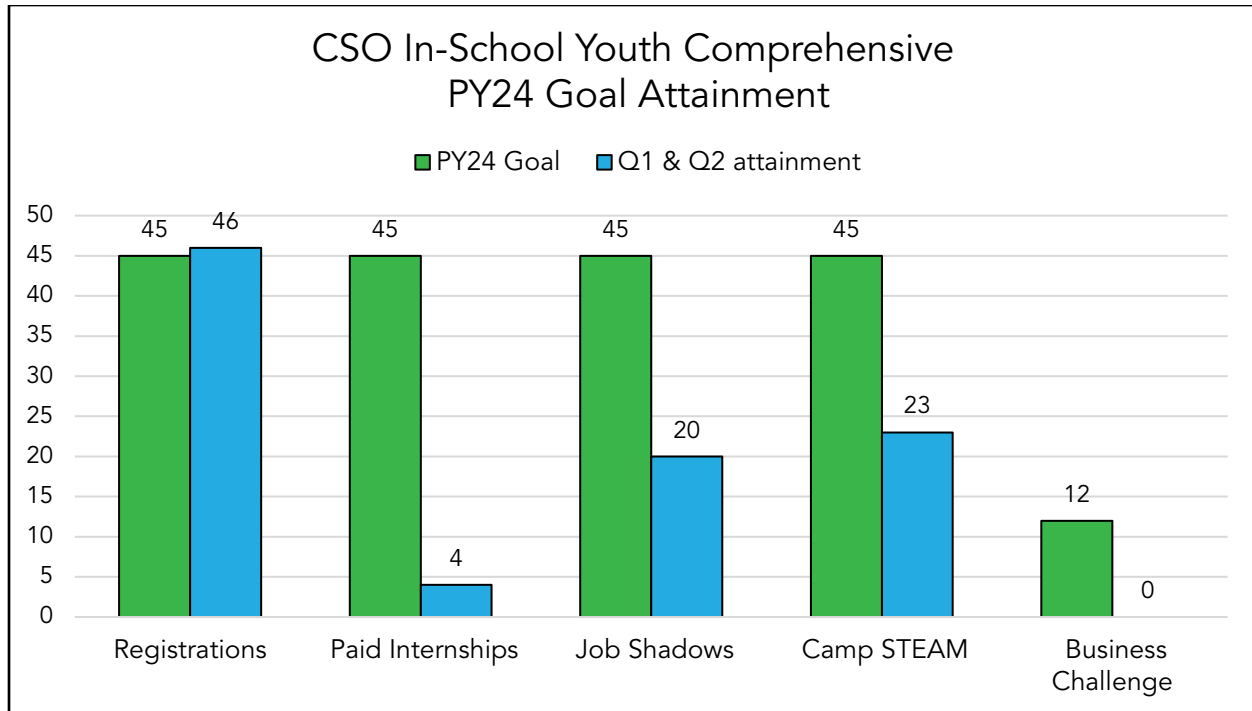


Bridges to the Future In-School Youth Program Goal Attainment

PY24 Q1 & Q2: July 1, 2024- December 31, 2024
Program Provider: CSO

Program Element	Program Year Goal	Q1 & Q2 Attainment	% of goal reached
Comprehensive Registrations	45	46	102%
Comprehensive Paid Internships	45	4	9%
Comprehensive Job Shadows	45	20	44%
Comprehensive Camp STEAM	45	23	51%
Comprehensive Business Challenge	12	0	0%
Specialized Registrations	135	47	35%
Specialized Paid Internships	30	28	93%
Specialized Job Shadows	45	39	87%
Specialized Camp STEAM	48	8	17%
Specialized Business Challenge	12	0	0%
School Districts Receiving Outreach Services (BEP Grant)	16	15	94%



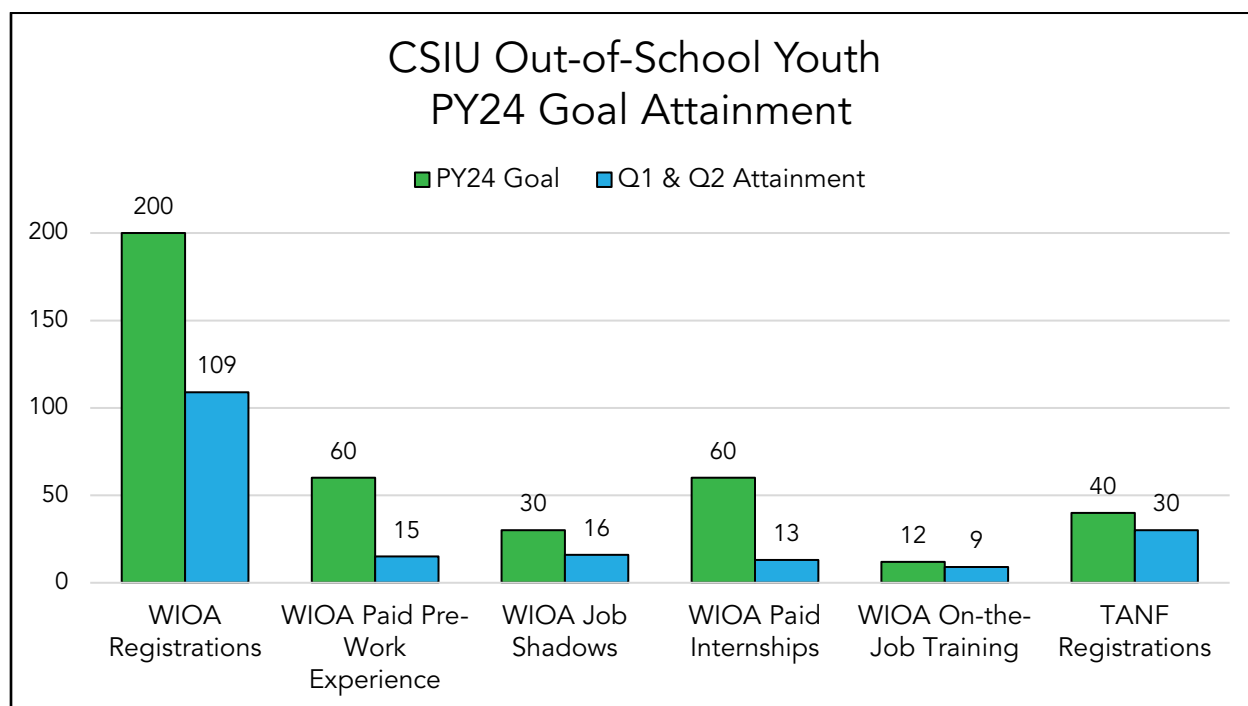


YES to the Future Out-of-School Youth Program Goal Attainment

PY24 Q1 & Q2: July 1, 2024- December 31, 2024

Program Provider: CSIU

Program Element	Program Year Goal	Q1 & Q2 Attainment	% of goal reached
WIOA Registrations	200	109	55%
WIOA Paid Pre-Work Experience	60	15	25%
WIOA Job Shadows	30	16	53%
WIOA Paid Internships	60	13	22%
WIOA On-the-Job Training	12	9	75%
TANF Registrations	40	30	75%



Local Elected Official Board Joint Meeting Action Items March 19, 2024

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

Motion:

Second:

Fiscal Year 2025 Competitive Funding Portfolio As of March 10, 2025

GRANTS CARRIED OVER FROM FY24

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

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

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

NEW GRANTS SECURED

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

GRANTS SUBMITTED

Program/Project Name & Funding Information	Funding Requested	Grant Objectives
Digital Equity Grant Program National Telecommunications and Information Administration Applications were due 9/23/2024	\$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®.
School-To-Work PA Dept. of Labor & Industry Applications were due 1/27/2025	\$103,592	Partnering with the IBEW, Advance Central PA will develop an electrical/construction pre-apprenticeship for high school students and recent graduates, developing a pipeline to the IBEW's long-standing Registered Apprenticeship program

GRANTS BEING EXPLORED

Funding Source/Grant Name	Funding to be Requested	Grant Details
Manufacturing-to-Career Grant Program PA Dept. of Community and Economic Development	Up to \$200,000	Support the advancement of the manufacturing industry through engagement of high school students in awareness building activities related to career opportunities in manufacturing.

GRANTS NOT FUNDED

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

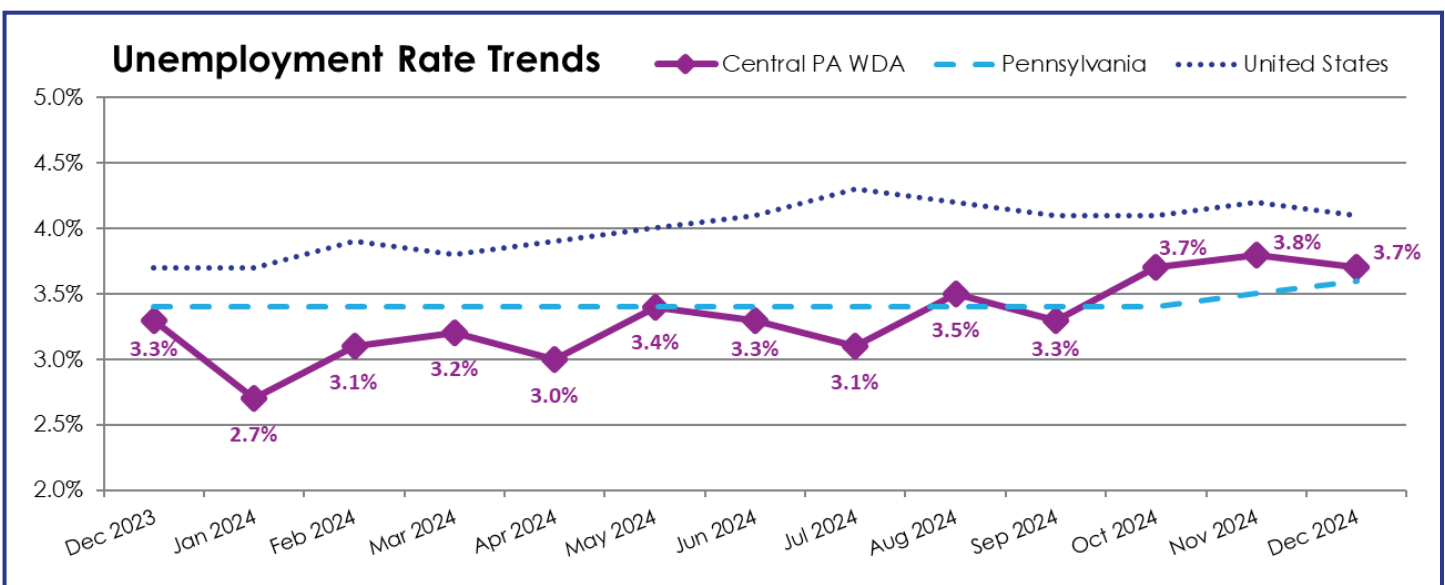
This report provides an overview of the labor market conditions in the Central Workforce Development Area (WDA), which includes Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties. In December 2024, the labor force saw a slight increase, with employment rising and unemployment declining, leading to a lower unemployment rate compared to the previous month.

Civilian Labor Force	
298,000	
Monthly Change	Annual Change
↑ 100	↓ -4,600

Employed Population	
287,000	
Monthly Change	Annual Change
↑ 600	↓ -5,800

Unemployed Population	
11,000	
Monthly Change	Annual Change
↓ -400	↑ 1,100

Unemployment Rates			
Region	December 2024	Monthly Change	Annual Change
Centre County	2.8%	↑	↑
Clinton County	4.7%	↑	↑
Columbia County	3.9%	↔	↑
Lycoming County	3.8%	↔	↑
Mifflin County	4.2%	↑	↑
Montour County	3.1%	↑	↑
Northumberland County	4.3%	↑	↑
Snyder County	4.1%	↑	↑
Union County	3.5%	↑	↑
Central WDA	3.7%	↓	↑
Pennsylvania	3.6%	↑	↑
United States	4.1%	↓	↑



December 2024 Preliminary Seasonally Adjusted Data (Downloaded February 2025)

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 ▲ December 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	December 2024		Monthly Change		Annual Change
Centre County	80,100	↓	-100	↓	-700
Clinton County	17,200	↔	0	↓	-200
Columbia County	34,400	↑	100	↓	-300
Lycoming County	55,400	↓	-100	↓	-300
Mifflin County	20,900	↑	100	↓	-400
Montour County	9,400	↑	100	↔	0
Northumberland County	42,100	↑	100	↓	-500
Snyder County	19,300	↔	0	↓	-500
Union County	19,600	↑	100	↓	-300
Central WDA	298,000	↑	100	↓	-4,600
Pennsylvania	6,490,000	↓	-17,000	↓	-48,000
United States	168,547,000	↑	243,000	↑	1,096,000

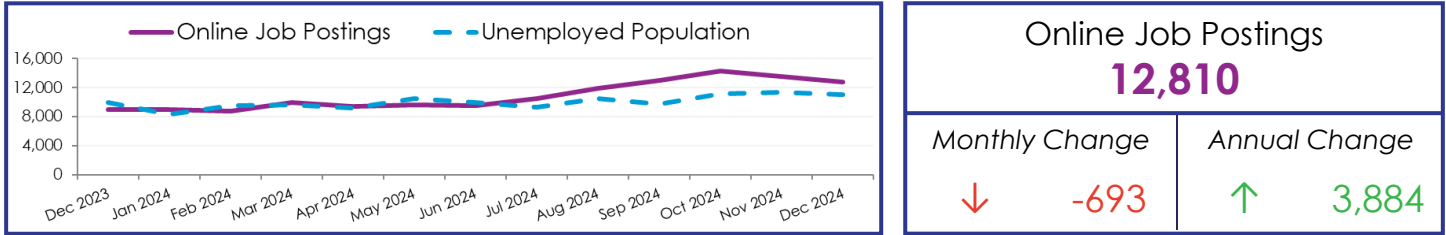
Region	Employed Population			Unemployed Population		
	December 2024	Monthly Change	Annual Change	December 2024	Monthly Change	Annual Change
Centre County	77,900	↓ -100	↓ -800	2,200	↔ 0	↑ 100
Clinton County	16,400	↓ -100	↓ -400	800	↔ 0	↑ 100
Columbia County	33,000	↑ 100	↓ -400	1,300	↔ 0	↔ 0
Lycoming County	53,300	↓ -100	↓ -500	2,100	↔ 0	↑ 200
Mifflin County	20,100	↔ 0	↓ -500	900	↑ 100	↑ 100
Montour County	9,100	↔ 0	↓ -100	300	↔ 0	↑ 100
Northumberland County	40,300	↓ -100	↓ -600	1,800	↑ 100	↑ 100
Snyder County	18,600	↓ -100	↓ -500	800	↑ 200	↑ 200
Union County	18,900	↔ 0	↓ -500	700	↑ 100	↑ 100
Central WDA	287,000	↑ 600	↓ -5,800	11,000	↓ -400	↑ 1,100
Pennsylvania	6,257,000	↓ -23,000	↓ -60,000	233,000	↑ 6,000	↑ 12,000
United States	161,661,000	↑ 478,000	↑ 478,000	6,886,000	↓ -235,000	↑ 618,000

December 2024 Preliminary Seasonally Adjusted Data (Downloaded February 2025)

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

Unemployment & Online Job Postings ▲ December 2024

In December 2024, there were 11,000 unemployed jobseekers in the Central WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 1,810 postings would remain unfilled.



Occupational Grouping	Online Job Postings December 2024	Unemployed December 2024
Healthcare Practitioners and Technical Occupations	3,476	198
Healthcare Support Occupations	1,008	356
Management Occupations	922	717
Sales and Related Occupations	798	526
Office and Administrative Support Occupations	670	858
Transportation and Material Moving Occupations	665	1,093
Community and Social Service Occupations	612	116
Educational Instruction and Library Occupations	586	167
Food Preparation and Serving Related Occupations	559	496
Unclassified Occupation	427	0
Installation, Maintenance, and Repair Occupations	424	420
Business and Financial Operations Occupations	416	264
Production Occupations	386	1,111
Life, Physical, and Social Science Occupations	331	123
Computer and Mathematical Occupations	283	195
Architecture and Engineering Occupations	269	153
Arts, Design, Entertainment, Sports, and Media Occupations	235	137
Construction and Extraction Occupations	223	1,944
Building and Grounds Cleaning and Maintenance Occupations	217	601
Personal Care and Service Occupations	149	182
Protective Service Occupations	106	137
Farming, Fishing, and Forestry Occupations	30	144
Legal Occupations	19	16
Military-only occupations	1	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
923 \$48.43

Nurse Practitioners
551 \$62.46

Home Health and Personal
Care Aides
377 \$14.95

Retail Salespersons
330 \$16.06

Substance Abuse, Behavioral
Disorder, and Mental Health
Counselors
292 \$85.50

Licensed Practical and Licensed
Vocational Nurses
290 \$28.43

Heavy and Tractor-Trailer
Truck Drivers
286 \$35.63

Postsecondary Teachers
210 \$32.86

Magnetic Resonance Imaging
Technologists
207 \$65.85

Nursing Assistants
185 \$19.26

Top Industries

Unique Job Postings

Health Care and Social Assistance
4,223

Educational Services
1,926

Administrative and Support
and Waste Management and
Remediation Services
1,095

Retail Trade
938

Manufacturing
513

Accommodation and Food
Services
455

Public Administration
414

Professional, Scientific, and
Technical Services
399

Transportation and Warehousing
274

Wholesale Trade
228

Top Employers

Geisinger Health System
2,322

Pennsylvania State University
Penn State York
1,503

Commonwealth Of Pennsylvania
322

UPMC Shadyside
School of Nursing
237

Sondermind
232

Aerotek
155

Weis Markets
124

BAYADA Home Health Care
95

Walmart
81

Bucknell University
74

Top Skills

Communication

Management

Customer Service

Operations

Cooperation

Leadership

Research

Sales

Detail Oriented

Interpersonal Communications

Top Qualifications

Valid Driver's License

Registered Nurse (RN)

Nurse Practitioner (APRN-CNP)

Basic Life Support (BLS) Certification

Licensed Practical Nurse (LPN)

Cardiopulmonary Resuscitation (CPR) Certification

Certified Nursing Assistant (CNA)

Licensed Clinical Social Worker (LCSW)

Licensed Professional Counselor (LPC)

Certified Medical Assistant (CMA)

Source: Lightcast, 2025.1 • Updated: February 2025

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

Pennsylvania Unemployment Rates

December 2024

County	
Adams County	2.8%
Centre County	2.8%
Chester County	2.9%
Lancaster County	2.9%
Lebanon County	3.0%
Cumberland County	3.1%
Franklin County	3.1%
Montour County	3.1%
Montgomery County	3.2%
Perry County	3.3%
Blair County	3.4%
Butler County	3.4%
York County	3.4%
Bucks County	3.5%
Union County	3.5%
Berks County	3.6%
Susquehanna County	3.6%
Allegheny County	3.7%
Dauphin County	3.7%
Delaware County	3.7%
Bedford County	3.8%
Bradford County	3.8%
Lycoming County	3.8%
Northampton County	3.8%
Wyoming County	3.8%
Columbia County	3.9%
Erie County	3.9%
Washington County	3.9%
Wayne County	3.9%
Westmoreland County	3.9%
Fulton County	4.0%
Lehigh County	4.0%
Warren County	4.0%
Carbon County	4.1%
Snyder County	4.1%
Beaver County	4.2%
Crawford County	4.2%
Jefferson County	4.2%
Juniata County	4.2%
Lackawanna County	4.2%
Mercer County	4.2%
Mifflin County	4.2%
Monroe County	4.2%
Schuylkill County	4.2%
Somerset County	4.2%
Venango County	4.2%
Cambria County	4.3%
Greene County	4.3%
Northumberland County	4.3%
Sullivan County	4.3%
Tioga County	4.3%
Clarion County	4.4%
McKean County	4.4%
Armstrong County	4.5%
Clearfield County	4.5%
Elk County	4.5%
Huntingdon County	4.5%
Indiana County	4.5%
Clinton County	4.7%
Luzerne County	4.7%
Lawrence County	4.8%
Potter County	4.8%
Philadelphia County	5.0%
Pike County	5.0%
Fayette County	5.1%
Forest County	5.4%
Cameron County	6.2%

Workforce Development Area (WDA)	
Chester County WDA	2.9%
Lancaster County WDA	2.9%
Montgomery County WDA	3.2%
South Central WDA	3.4%
Bucks County WDA	3.5%
Berks County WDA	3.6%
Central WDA	3.7%
Delaware County WDA	3.7%
Three Rivers WDA	3.7%
Lehigh Valley WDA	3.8%
Tri-County WDA	3.9%
Northern Tier WDA	4.0%
Pocono Counties WDA	4.1%
Lackawanna County WDA	4.2%
Luzerne-Schuylkill WDA	4.2%
Southern Alleghenies WDA	4.2%
Southwest Corner WDA	4.2%
Westmoreland-Fayette WDA	4.2%
Northwest WDA	4.5%
West Central WDA	4.6%
North Central WDA	4.7%
Philadelphia County WDA	5.0%

For Comparison Purposes	
Pennsylvania	3.6%
United States	4.1%

Seasonally adjusted, preliminary data provided by the Center for Workforce Information and Analysis (CWIA), PA Department of Labor and Industry (February 2025). 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

<p>February 14 <i>Second Friday</i></p>	<p>Executive Committee 10:00 a.m. to Noon</p>
<p>March 19 <i>Third Wednesday</i></p>	<p>LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon</p>
<p>April 11 <i>Second Friday</i></p>	<p>Executive Committee 10:00 a.m. to Noon</p>
<p>May 9 <i>Second Friday</i></p>	<p>Executive Committee 10:00 a.m. to Noon</p>
<p>June 18 <i>Third Wednesday</i> *Meeting at Playworld <i>1000 Buffalo Rd, Lewisburg, PA 17837</i></p>	<p>Annual Meeting of the Members (LEO) 9:00 a.m. to 9:30 a.m. WBD/LEO Board Meeting 10:00 a.m. to Noon</p>
<p>August 8 <i>Second Friday</i></p>	<p>Executive Committee 10:00 a.m. to Noon</p>
<p>September 17 <i>Third Wednesday</i></p>	<p>LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon</p>
<p>October 10 <i>Second Friday</i></p>	<p>Executive Committee 10:00 a.m. to Noon</p>
<p>November 14 <i>Second Friday</i></p>	<p>Executive Committee 10:00 a.m. to Noon</p>
<p>December 17 <i>Third Wednesday</i></p>	<p>LEO Board Meeting 9:00 a.m. to 9:30 a.m. WDB/LEO Board Meeting 10:00 a.m. to Noon</p>

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, Lewisburg.

Workforce Development Board (WDB) Membership

Michele Foust, Chairperson
Glenn O. Hawbaker, Inc.

Vice Chairperson
Vacant

Jamie Aurand, Treasurer
Lock Haven Rehabilitation & Senior Living

Dave Zartman, Immediate Past Chairperson
Zartman Construction

Jay Alexander
Wayne Township Landfill

Keith Koppenhaver
IUOE, Local #66

Jim Beamer
IBEW, Local #812

Lynn Kuhns
Apex Homes of PA, LLC

Talia Beatty
UPMC

Zollie Rayner
AFSCME Labor Union

Kenneth Chappell
Lycoming/Tioga County Assistance Office

Jonathan Ritter
Playworld

Misty Dion
*Roads to Freedom Center for Independent
Living of NCPA*

Stephanie Servose
Geisinger

Beth Gilmore
Kish Bank

Steve Stumbris
*Bucknell University Small Business
Development Center*

Dean Girton
Girton Manufacturing Company

Susan Swartz
Office of Vocational Rehabilitation

Jonah Howe
PPL Electric Utilities

Todd Taylor
*Central PA Institute of Science &
Technology*

Bruce Jones
*Bureau of Workforce Partnership &
Operations*

Jenna Witherite
Central Intermediate Unit 10

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

Jamie Aurand, Chair
 Dean Girton
 Susan Swartz
 Todd Taylor
 Angela Harding*
 Stacy Richards*
Staff Contact: Brooke Gessner

Governance Committee

Dean Girton, Chair
 Angela Harding*
 Rob Postal*
Staff Contact: Erica Mulberger

* LEO Board Member

^ Non-WDB/LEO Board Member

EARN Committee

Kenneth Chappell, Chair
 Patty Cox^
 Julie Eister^
 Tara Hough^
 Bruce Jones
 Michael Lisnock^
 Crystal Montgomery^
 Erica Mulberger^
Staff Contact: Patrick O'Connor

Personnel Committee

Dave Zartman, Chair
 Jamie Aurand
 Jay Alexander
 Michele Foust
Staff Contact: Erica Mulberger

Policy & Performance Committee

Jim Beamer, Chair
 Talia Beatty
 Beth Gilmore
 Zollie Rayner
 Todd Taylor
Staff Contact: Marca O'Hargan

Youth Committee

Jon Ritter, Chair
 Jonah Howe
 Stephanie Servose
 Jenna Witherite
Staff Contact: Allison Grose

Staff Listing

Policy and Management

Supporting the Workforce Development Board, Executive Committee, Governance Committee, Personnel Committee and Local Elected Official Board

Erica Mulberger, Executive Director: Responsible for overall management of Advance Central PA including finance, operations, policy and projects. Reports to the Chair of the Workforce Development Board. emulberger@AdvanceCentralPA.org

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

Finance Department

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

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

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

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

Operations Department

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

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

Allison Grose, Youth Programs Coordinator: Responsible for policy and program support for WIOA In-School Youth and Out-of-School Youth programs, TANF Youth programs and other youth initiatives in the PA CareerLink® sites and schools. Reports to the Assistant Director. agrose@AdvanceCentralPA.org

Jamie Mercado, 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. jmercado@AdvanceCentralPA.org

Patrick O'Connor, Adult Programs Coordinator: Responsible for policy and program support for WIOA Adult and Dislocated Worker programs and Department of Human Services EARN programs in the PA CareerLink® sites. Reports to the Assistant Director. poconnor@AdvanceCentralPA.org

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

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

Morgan Whitteker, Communications 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

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

Jamison Bond, 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. jbond@AdvanceCentralPA.org