



Local Elected Official (LEO) Board Meeting

June 18, 2025

Playworld, 1000 Buffalo Road
Lewisburg, Pennsylvania

Advance Central PA is an equal opportunity employer/program. Auxiliary aids and services available upon request to individuals with disabilities. Program funded with federal dollars. For more information, visit: <https://AdvanceCentralPA.org/about-us/public-notice>.

Local Elected Official (LEO) Board Meeting Agenda

Playworld, Lewisburg
Wednesday, June 18, 2025
9:00 a.m. – 9:30 a.m.

9:00 – 9:05	Call to Order and Approval of Minutes	Rob Postal
9:05 – 9:10	Public Comment	
9:10 – 9:15	WDB Membership	Rob Postal
	- Action Needed: Appoint new Workforce Development Board member	
9:15 – 9:25	Executive Director's Update	Erica Mulberger
9:25 – 9:30	Open Discussion	
9:30	Adjournment/Date of Next Meeting	Rob Postal
	<ul style="list-style-type: none"> Executive Committee – August 8, 2025 at 10:00 a.m. LEO Board Meeting – September 17, 2025 – 9:00 a.m. - 9:30 a.m. Union County Government Center WDB/LEO Board Joint Meeting – September 17, 2025 – 10:00 a.m. - 12:00 p.m. Union County Government Center 	

Local Elected Official Board Action Items

June 18, 2025

1. Motion to approve the minutes from the March 19, 2025 LEO Board meeting.

Motion:

Second:

ACTION NEEDED:

- Appoint new Workforce Development Board member

Local Elected Officials (LEO Board)

Meeting Minutes

March 19, 2025

The Local Elected Official (LEO) Board of Advance Central PA held a meeting Wednesday, March 19, 2025 at the Union County Government Center, Lewisburg, PA.

LEO Board Members Attending

Commissioner Angela Harding, Clinton County
Commissioner Rebecca Dressler, Montour County
Commissioner Joe Klebon, Northumberland County
Commissioner David Kovach, Columbia County
Commissioner Mark Mussina, Lycoming County
Commissioner Robert Postal, Mifflin County
Commissioner Chuck Steininger, Snyder County
Commissioner Stacy Richards, Union County

LEO Board Members Excused

Commissioner Steven Dershem, Centre County

Guests Attending

Michele Foust
Dean Girton
Dave Zartman

WDB Staff Attending

Allison Grose
Korrie Lucas
Erica Mulberger
Gabi Randall
Kelly Walter
Morgan Whitteker

Call to Order and Welcome

Commissioner Robert Postal opened the meeting at 9:02 a.m. and confirmed a quorum was met.

Approval of Meeting Minutes

Commissioner Postal called for a motion to approve the December 18, 2024, meeting minutes previously sent to all LEO Board members.



Commissioner Mark Mussina made a motion to approve the minutes from the December 18, 2024 LEO Board meeting as corrected. Commissioner Chuck Steininger seconded the motion. The motion was unanimously approved with no abstentions.

Invitation for Public Comments

Commissioner Postal opened the floor for public comments. There were none.

Workforce Development Board Membership

Erica Mulberger, Advance Central PA Executive Director, provided an update to discussions held at the December meeting regarding WDB member vacancies. Susie Weller, Executive Director at Union-Snyder Community Action Agency has submitted an application which was reviewed by the Governance Committee and recommended for the LEO Board's consideration.



Commissioner Stacy Richards made a motion to appoint Susie Weller, Executive Director for Union-Snyder Community Action Agency, to the Workforce Development Board as a Community Based Organization representative with a term from March 19, 2025 through June 30, 2028. Commissioner Joe Klebon seconded the motion. The motion was unanimously approved with no abstentions.

Executive Director's Update

Erica Mulberger, Advance Central PA Executive Director, provided updates.

Membership

With the appointment of Susie Weller, that leaves one vacancy on the WDB. This person will fill the private sector category and can come from any county in the region. Commissioner Richards asked if there are any specific skillsets the person should have; Erica responded that a person from finance or someone skilled in AI may be beneficial.

Workforce Innovation and Opportunity Act (WIOA) Re-Authorization

WIOA re-authorization was not included in the continuing resolution. The A Stronger Workforce for America Act (ASWA) may still be considered as review processes move forward. Concerns about the negative local impacts from the stringent requirements of ASWA were discussed in-depth at the December meeting and Erica and staff continue outreach with lawmakers to educate them on what stipulations would mean.

Julie Harshbarger, the North Central PA Regional Manager from US Senator David McCormick's office will be touring PA CareerLink® Lycoming County later this month following a productive meeting at the Advance Central PA office. Additionally, Julie plans to attend the WDB meeting scheduled for 10:00. Erica expressed gratitude for Julie's interest in workforce development.

Upcoming, Erica will be a panelist at the Business Resource Summit at Lock Haven University, hosted by Congressman Glenn Thompson, where she will share insights on workforce development and the employment needs of businesses in the region which relate back to the value of WIOA.

A two-page Impact Report created by Morgan Whitteker, Advance Central PA Outreach Coordinator, illustrates the positive impact of local WIOA services for people and businesses. This short graphic piece is being used to demonstrate the workforce system's value when speaking with the legislative community.

Commissioner Postal advised that when communicating with legislative figures, it is critically important to focus on how funding cuts impact customers and service delivery rather than staff. He inquired as to the Commonwealth's stance on reauthorization and ASWA. Erica responded that the Pennsylvania Dept. of Labor and Industry is concerned about ASWA requirements, including the statute to invest 50% of the allocation to training, and they are taking proactive steps to plan for that becoming law. Erica added that without adequate funding for career services and staff time providing case management, there could be low training completion rates and wasted resources. Commissioner Richards emphasized the importance of accounting for staff time in project planning and implementation, noting that without dedicated staff, projects cannot be executed effectively. Commissioner Postal agreed and advised the definition of "training" and what it includes is a critical advocacy point.

Funding for FY26

Erica recently learned that there will be a major cut to Advance Central PA's WIOA funding allocation starting July 1, 2025, due to the normal allocation calculations. With natural disasters in other states which have displaced many workers combined with relatively stable labor market data in Pennsylvania, the state has a decrease. Further, Central PA has deep cuts expected to total \$921,000 based on the determinations of allocations across the Commonwealth. This budget decrease would have been even steeper without the Commonwealth's implementation of a Stop Gain.

If funding continues to be decreased in future years, and if ASWA passes with the training stipulations, the area will not be able to support the current PA CareerLink® infrastructure. Strategies for this worst-case scenario might include models where staff are stationed throughout a community, such as in libraries, however, even with these partnerships, requirements to pay for space should be assumed. The LEO Board members held discussion, including how equipping staff with laptops versus having a large brick and mortar site or a fleet of costly mobile units may or may not work. Commissioner Postal closed the discussion by advising Erica that multiple strategic plans should be developed and shared with the LEO Board before moving forward with changes in service delivery.

Change in Hours- PA CareerLink® Centre County

Unrelated to the budget conversations, Erica shared that the Operator has determined the site in Bellefonte will adjust hours due to lack of sufficient coverage. Staff will work from home on Fridays attending to virtual customer appointments and data entry. Service delivery is not anticipated to be negatively impacted.

Open Discussion

Commissioner Harding emphasized the critical issue of workforce shortages and the impact on census numbers emphasizing population decline as a workforce problem.

Commissioner Richards voiced disagreement with the notion that everyone seeking work has found employment, highlighting transportation and childcare as significant barriers. She stressed the importance of addressing these issues, noting that childcare accessibility is particularly problematic due to long wait lists. Commissioner Richards also mentioned the working generation that is relocating to be near family for childcare assistance which impacts local workforce population and dynamics.

Commissioner Mussina pointed out legislative regulations that hinder at home childcare providers therefore exacerbating the problem.

Commissioner Postal advised that the issue of declining population and related barriers, such as childcare should be included as part of the LEO Board agenda for future meetings so strategies to result in correction can be discussed and taken where possible.

Commissioner Klebon shared with Merck's closing in Riverside, the infrastructure they leave behind should be promoted as the viable structure it is for a new business to come to the area. For example, Eli Lilly plans to invest \$50 billion to add four new sites across the US; Northumberland County wants to be considered as this would promise substantial economic benefits and job opportunities in our area.

Commissioner Richards requested information about service delivery to businesses in the individual counties of the region; specifically, she would like to see a breakdown for services related to Union County disaggregated from PA CareerLink® Northumberland/Snyder/Union Counties. Erica responded she will review this and provide available information.

Commissioner Kovach shared that Columbia County is partnering with Rabbit Transit so that seniors can access free transportation, and other residents can access low-cost transportation. He stressed the importance of finding solutions like this that can work in a rural area.

Date of Next Meetings

Commissioner Postal announced the following upcoming meetings:

- Executive Committee Meeting – April 11, 2025 at 10:00 a.m.
- Annual Meeting of the Members – June 18, 2025 at Playworld at 9:00 a.m.
- WDB/LEO Joint Meeting – June 18, 2025 Meeting at Playworld at 10:00 a.m.

Adjournment

With no further business to attend to, Commissioner Postal adjourned the LEO Board at 9:51 a.m.

Respectfully submitted,
Kelly Walter



Office/Board Coordinator

**Central Pennsylvania Workforce Development Board (WDB)
Membership Application**

Name Joshua Bell **Date of Application** 6/10/2025
Title Organizational Development Manager
Business/Organization SEKISUI KYDEX, LLC
Referred by Sean Stabler, Orion Behrer

Representation

Please select one or more of the following categories that you represent:

- | | | |
|---|--|---|
| <input type="checkbox"/> For-Profit Business - Large | <input type="checkbox"/> Labor Organization | <input type="checkbox"/> WIOA Program (list) |
| <input checked="" type="checkbox"/> For-Profit Business - Small | <input type="checkbox"/> Labor Apprenticeship | |
| <input type="checkbox"/> Community Based Organization | <input type="checkbox"/> Institution of Higher Ed. | <input type="checkbox"/> Economic Development |

Contact Information

Business/Organization Address SEKISUI KYDEX, LLC, 6685 Low Street
City Bloomsburg **State** PA **Zip** 17815
Phone 1-570-387-6997 **Fax**
Cell Phone 570-599-5151 **Email Address**
Website Address www.kydex.com

In which county(ies) does your organization have a physical presence and what is the approximate number of employees at each location?

- | | | |
|--|-----------------------------------|---|
| <input type="checkbox"/> Centre | <input type="checkbox"/> Lycoming | <input type="checkbox"/> Northumberland |
| <input type="checkbox"/> Clinton | <input type="checkbox"/> Mifflin | <input type="checkbox"/> Snyder |
| <input checked="" type="checkbox"/> Columbia 240 | <input type="checkbox"/> Montour | <input type="checkbox"/> Union |
| | | <input type="checkbox"/> Other |

County of residence:

- | | | |
|-----------------------------------|-----------------------------------|--|
| <input type="checkbox"/> Centre | <input type="checkbox"/> Lycoming | <input checked="" type="checkbox"/> Northumberland |
| <input type="checkbox"/> Clinton | <input type="checkbox"/> Mifflin | <input type="checkbox"/> Snyder |
| <input type="checkbox"/> Columbia | <input type="checkbox"/> Montour | <input type="checkbox"/> Union |
| | | <input type="checkbox"/> Other |

Contact Information *(to ensure our records are accurate)*

Please answer the following questions, using additional pages as necessary, and include your current resume:

1. **Number of current employees** 360
2. **Number of years with current business/organization** 1
3. **Number of years in business in the Central Pennsylvania region** 60
4. **Please describe the nature of your business and position.** We are a thermoplastics manufacturing company. I am the Organizational Development Manager for the company, meaning i spearhead the training and development of all employees within the company.
5. **Please list your organization's current chamber and association memberships and describe your personal level of involvement in any of these associations.** Columbia Montour Chamber of Commerce - Visionary Member
6. **Please list any professional award(s) or recognition you have received within the last five (5) years.**
7. **As a member of your business with optimum policy making authority, please describe your current responsibilities within your organization.** As the Organizational Development Manager, I am responsible for designing, leading, and continuously improving company-wide training and development initiatives for approximately 350 employees across three manufacturing plants (Bloomsburg, PA North & South Campuses, and Holland, MI). My core responsibilities include:
 - **Strategic Training Leadership:**
Develop and implement organizational training strategies aligned with business objectives, supporting employee development, leadership capability, and operational excellence.
 - **Program Development:**
Lead the creation and execution of new training programs, including:
 - o Train-the-Trainer program for frontline trainers.
 - o Onboarding and orientation programs for production and salaried employees.
 - o Operational Excellence (OpEx) training, including Lean, Six Sigma, and continuous improvement concepts.
 - o Hands-on hiring assessments to evaluate prospective hires in practical manufacturing tasks.
 - **OKR Implementation:**
Serve as a company leader for the implementation of Objectives and Key Results (OKRs) to drive alignment, accountability, and measurable outcomes.
 - o Lead KR teams, provide project management support, and facilitate team meetings.
 - o Develop tools such as Gantt charts and meeting structures to assist OKR champions across the organization.
 - **Process Improvement & SOP Standardization:**

Spearhead initiatives to standardize and improve SOP (Standard Operating Procedure) accessibility and usability to accelerate learning and reduce errors on the production floor.

- Training Evaluation & Accountability:

Establish metrics, feedback loops, and accountability measures to ensure training effectiveness and sustainability, including formal trainer observation and certification processes.

- Leadership Development & Succession Planning Support:

Partner with company leadership to support emerging leadership development, talent pipelines, and succession planning efforts.

- Culture & Employee Engagement:

Contribute to organizational culture through training and development efforts that reinforce Sekisui KYDEX's mission: "Challenge What's Possible, Deliver Beyond Imagination."

- Cross-functional Collaboration:

Work closely with Operations, HR, EHS, and Corporate leadership to align training initiatives with business needs and drive continuous improvement.

Letter of Recommendation

If you are selected for nomination to the WDB, you will be notified and required to provide a letter of recommendation.

- ☒ For business representatives, please provide a letter of recommendation from your Chamber of Commerce.
- ☐ For labor organization representatives, please provide a letter of recommendation from your local labor council affirming that you have been recommended.

Business References

Name	Sean Stabler	Title	VP. Innovation
Company	Kydex	Phone	
Email	StablerS@Kydex.com		

Name	Heather Miller	Title	Director Business Development
Company	Asa Enternatinment	Phone	
Email	Heather@Asaent.com		

Name	Sharon Fisher	Title	CEO
Company	Play with a Purpose	Phone	407-492-7650
Email	FisherS@Playwithapurpose.com		

Central Pennsylvania WDB Related Questions

- What do you hope to contribute (skills, training, experience, etc.) to the Central Pennsylvania WDB?** I would bring a diverse set of skills, training experience, and industry knowledge to the Central Pennsylvania Workforce Development Board.

In my current role as Organizational Development Manager at Sekisui KYDEX, I design and lead training programs for a multi-site manufacturing organization. I have experience building initiatives that help employees at all levels develop the skills needed to succeed and advance, from hands-on technical training to leadership development. One of my strengths is designing experiential learning programs and business simulations that engage adult learners — an approach I believe could enhance WDB-sponsored training and job readiness programs. I'm also deeply involved in building and sustaining Operational Excellence (Lean and Six Sigma) training at my organization, and I could help apply this mindset to workforce initiatives that support local industries in improving their competitiveness.

In addition, I bring experience in implementing Objectives and Key Results (OKRs) and project management practices that help organizations focus on measurable outcomes — an approach I would love to support within WDB efforts. I have also led efforts around succession planning, leadership development, and culture building, which could help local businesses create pipelines of talent and improve employee engagement and retention.

More recently, I have developed skills-based hiring models and hands-on assessments to better align hiring practices with job requirements in manufacturing — experience that could support the WDB's work to address skills gaps and promote better job matches across the region.

Beyond training, I bring a practical employer perspective from the advanced manufacturing sector, with direct experience partnering with HR on pay strategy, onboarding, and retention programs. I am passionate about helping adult learners build sustainable careers, and about fostering partnerships that strengthen the workforce ecosystem across Central Pennsylvania.
- What experience in the areas of fundraising, grant writing/monitoring, budget analysis, workforce policy development, youth services, knowledge of the labor market, and community involvement or linkages with education agencies do you bring to the Central Pennsylvania WDB, as applicable?** In terms of how I can contribute to key areas of Board work:

Fundraising, Grant Writing/Monitoring

While I have not written formal workforce development grants, I do have experience building business cases and writing formal proposals that secure leadership buy-in — most recently, a successful proposal to redesign our Train-the-Trainer program and increase OJT premium pay. I understand how to align training initiatives with measurable outcomes and return on investment, which is critical to supporting grant applications and performance tracking. I also routinely monitor and report on training program outcomes within my organization, which aligns with the grant reporting and compliance focus of Board work.

Budget Analysis

I have been actively involved in discussions around training budgets, pay strategies, and resource planning for multi-site initiatives. I led the development of costing models and justification for increasing our OJT premium, and I continuously assess the value of training investments against business needs. I also apply project management practices and OKR methodologies that help track performance against both financial and strategic targets — experience I would bring to Board discussions involving budget priorities.

Workforce Policy Development

In my role, I work closely with HR and leadership to shape workforce-related policies that impact hiring, onboarding, training, and retention. I have contributed to the development of hands-on hiring assessments, structured onboarding processes, and trainer accountability systems — all of which touch on broader workforce policy areas. I also participate in succession planning and leadership development efforts designed to strengthen internal talent pipelines. I would welcome the opportunity to contribute an employer's perspective and practical training experience to Board discussions on regional workforce policy.

3. **Membership on the Central Pennsylvania WDB requires that each member attend a full WDB meeting once each quarter (the 2nd Wednesdays of March, June, September and December) and participate on at least one subcommittee (schedules vary). The time commitment for these activities is approximately six (6) hours per quarter. Are you able to make that continued time commitment?**

☒ Yes

☐ No

4. **Central Pennsylvania WDB members agree to become knowledgeable of the breadth of PA CareerLink® services available to employers and job seekers, promote the services and encourage their own organization to use the services where possible and appropriate. Please describe any involvement your company has had with the PA CareerLink® system or ways your business is considering using PA CareerLink® services.**

5. **Why do you wish to serve on the Central Pennsylvania WDB?** I wish to serve on the Central Pennsylvania Workforce Development Board because I believe that a strong, skilled workforce is at the heart of any thriving community. As an Organizational Development professional working in manufacturing, I have seen firsthand how effective training, development, and workforce strategies can transform both businesses and individual career paths.

I am relatively new to the Central Pennsylvania region, and I am eager to become more involved in supporting and strengthening the community that I now call home. Serving on the WDB would give me an opportunity to contribute meaningfully, share my experience in training and workforce development, and learn from other leaders across the region.

I am passionate about helping individuals build sustainable careers and about helping employers develop the talent needed to succeed in a competitive economy. I also bring a practical employer perspective and hands-on experience building training programs, hiring models, and leadership development initiatives that could benefit the Board's work. I would be honored to contribute to the WDB's mission and to play a role in advancing workforce opportunities across Central Pennsylvania.

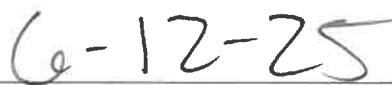
Signature and Acknowledgement

I, the undersigned, certify that the information on this application is true and correct to the best of my knowledge.

I understand that this application puts my name into consideration for WDB membership but does not guarantee appointment to the WDB. The information on this application will be used to evaluate and recommend members of the WDB to the Local Elected Official (LEO Board). Applicants may refuse to supply the requested information. However, except for the optional information below, failure to complete the entire application may result in non-consideration.

If appointed to serve, I will do so to the best of my ability and in the best interest of the Central Pennsylvania region and its residents.


Signature


Date

Optional Demographic Information

In an attempt to ensure Board representation reflects the makeup of our region, knowledge of the following information is helpful. However, completion of this information is completely voluntary.

Race:

- ☒ White
- ☐ Black
- ☐ Hispanic
- ☐ Asian or Pacific Islander
- ☐ Other:

Gender:

- ☒ Male
- ☐ Female
- ☐ Other

- ☐ Disabled

Please specify any special accommodations that are needed:

- ☐ Veteran

Questions?

For questions regarding this application, please contact Erica Mulberger at EMulberger@AdvanceCentralPA.org or 570.568.6868.

Completed applications and Conflict of Interest Code forms (Appendix A) may be returned by email or mail to:

Erica Mulberger
EMulberger@AdvanceCentralPA.org

Advance Central PA
Attn: Erica Mulberger
130 Kelly Sq., Ste. 1
Lewisburg, PA 17837