



**Advance  
Central PA**  
Linking People & Business

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

June 18, 2025

Playworld, 1000 Buffalo Road  
Lewisburg, Pennsylvania

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

## Agenda

Playworld, Lewisburg  
Wednesday, June 18, 2025 10:00 a.m.

- |               |   |                            |
|---------------|---|----------------------------|
| 10:00 – 10:10 | <b>Call to Order, Welcome, and Introduction of Guests</b>   | Michele Foust & Rob Postal |
| 10:10 – 10:15 | <b>Public Comment</b>   |                            |
| 10:15 – 10:25 | <b>PA CareerLink® Operator Update</b>   | Cheryl Johnson             |
| 10:25 – 11:45 | <b>Budget Presentation</b>  | Brooke Gessner             |
| 11:45 – 11:40 | <b>WDB and LEO Board Action Items</b>   | Michele Foust & Rob Postal |
|               | <ul style="list-style-type: none"> <li>• <b>WDB Non-Consent Agenda &amp; Committee Reports</b> <ul style="list-style-type: none"> <li>– Action Needed: Approval of Consent Agenda</li> <li>○ Audit/Finance                             <ul style="list-style-type: none"> <li>– Action Needed: Approval of Advance Central PA's FY 2026 Operating Budget</li> <li>– Action Needed: Approval of Advance Central PA's FY 2026 Central Region Budget</li> </ul> </li> <li>○ EARN</li> <li>○ Governance</li> <li>○ Personnel</li> <li>○ Policy &amp; Performance</li> <li>○ Youth</li> </ul> </li> <li>• <b>LEO Board Action Items</b> <ul style="list-style-type: none"> <li>– Action Needed: Approval of March 19, 2025 meeting minutes</li> <li>– Action Needed: Approval of Advance Central PA's FY 2026 Operating Budget</li> <li>– Action Needed: Approval of Advance Central PA's FY 2026 Central Region Budget</li> </ul> </li> </ul> |                            |
| 11:40 – 11:50 | <b>Executive Director's Update</b>  | Erica Mulberger            |
| 11:50 – 11:55 | <b>Open Discussion</b>  |                            |
| 11:55         | <b>Date of Next Meeting</b>   | Michele Foust              |
|               | <ul style="list-style-type: none"> <li>• Executive Committee – August 8, 2025 at 10:00 a.m.</li> <li>• LEO Board Meeting – September 17, 2025 – 9:00 a.m. - 9:30 a.m. at the Union County Government Center</li> </ul>  |                            |

- WDB/LEO Board Joint Meeting – September 17, 2025 – 10:00 a.m. - 12:00 p.m. at the Union County Government Center

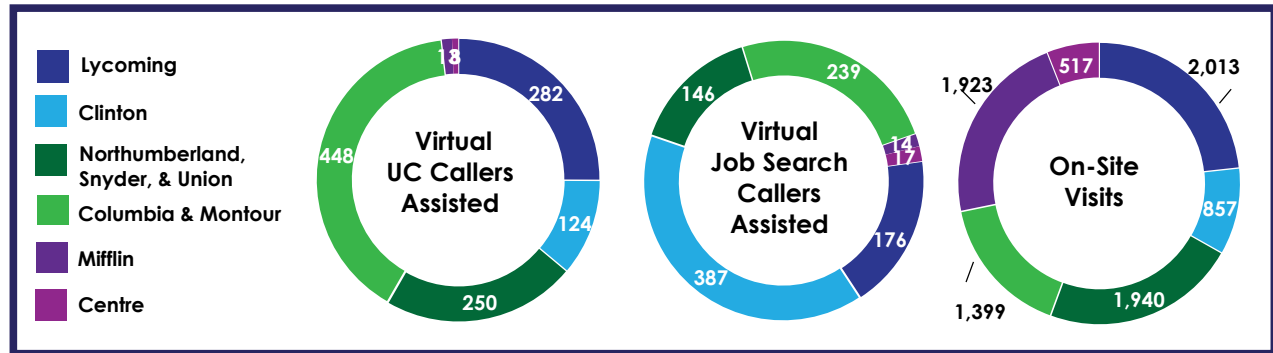
12:00

**Adjournment**

Michele Foust &  
Rob Postal

# PA CareerLink® Jobseeker Services

## January-March 2025 Q1

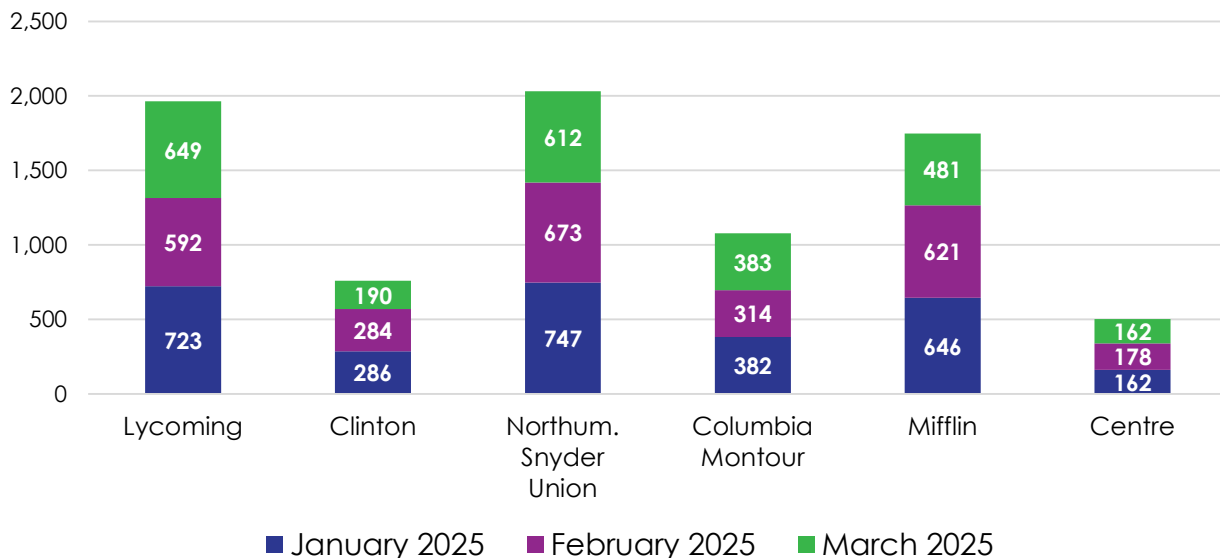


Includes on-site and virtual services

**Total Workshops Offered: 186**  
**Total Workshop Attendance: 1,013**  
**Total Services Provided: 31,075**  
**Unique Quarterly Participants: 5,875**

Includes on-site and virtual services

### Total Unique Participants Served By Month

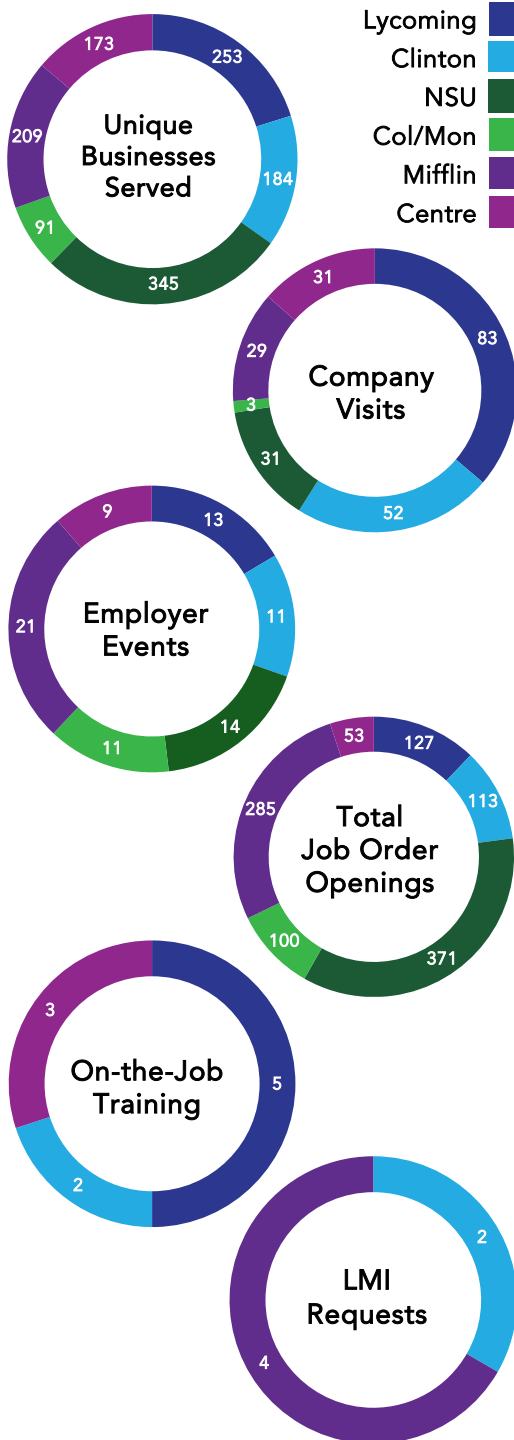


# PA CareerLink® Business Solutions

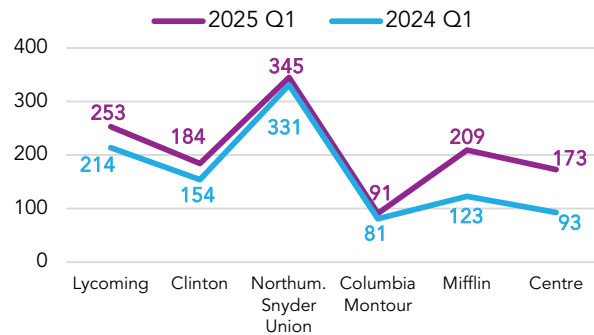
Q1 2025: January - March

## Employer Services Overview

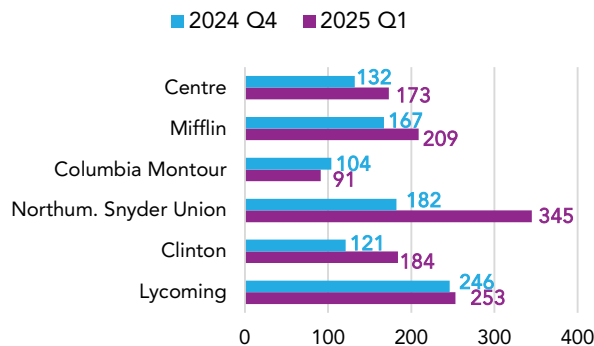
### Business Services Highlights



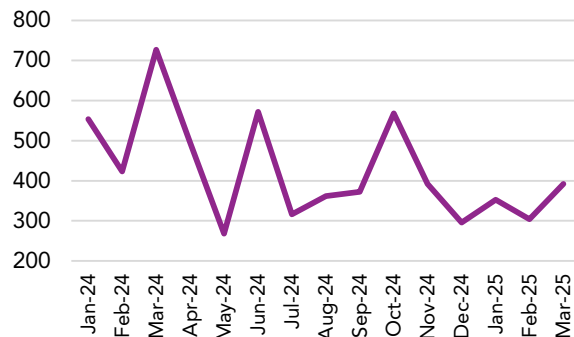
### Businesses Served: Annual Comparison



### Businesses Served: Quarter Comparison



### Job Openings Posted



### Top 3 Industries Served

1. Health Care and Social Assistance
2. Manufacturing
3. Construction

*Based on total services provided*

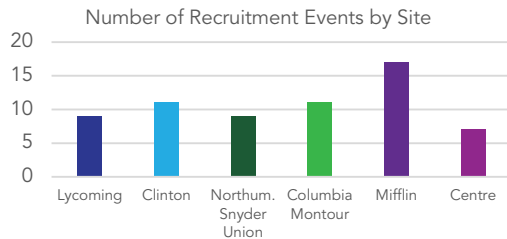
# PA CareerLink® Business Solutions

Q1 2025: January - March

## Employer Event Highlights

### Recruitment Events

64 on-site recruitment events served 116 employers and 598 jobseekers.



### Job Fairs

3 job fairs connected 96 employers with 274 jobseekers and 312 youth.

Events included:

- Centre County Spring Job Fair at CPI (51 employers, 112 jobseekers, 262 youth)
- Mifflin Job Fair at Army National Gaurd (37 employers, 120 jobseekers, 50 youth)
- Bright Farms Rapid Response Job Fair (8 employers, 42 jobseekers)

### Employer Seminars

5 regional employer seminars were attended by 120 total employers.

Topics included:

- WEDnetPA
- The Missing Workforce (Sansdemic)
- Career Fair Best Practices
- UC Relief of Charges
- Practical Tools for HR Professionals

### Student Events

2 student events occurred connecting 94 employers with 876 youth.

Events included:

- SUN Area Technical Institute Career Fair (54 employers, 276 youth)
- Career Fair at Susquehanna University (40 employers, 600 youth)

*Participating school districts: Lewisburg High School, Midd-West High School, and Selinsgrove High School.*

## Rapid Response Events

Company	Great Dane	Bright Farms
PA CareerLink® County	Columbia/Montour	NSU
Rapid Response Date	1/6/2025	3/6/2025
Workers Affected	155	76
Workers at RR Event	98	42
Layoff/Closure	Layoff	Closure
Status	Permanent	Permanent

Central Pennsylvania Workforce Development Corporation  
Central Region Fiscal Year 2026 Draft Budget  
For the Period July 1, 2025 to June 30, 2026

	CORE FUNDING									OTHER FUNDING														
		WIOA Dislocated Worker	WIOA Youth	EARN						Unrestricted (Gold Standard/ SIDCO)	Industry Partner Sustain.	DWG Opioid	ABA	BEP 2024	PASmart Apprent. CPI	CSIU PASmart	Industry Partnership Agriculture	Industry Partnership Construction	Statewide Communications Coordinator	Research Department	Electrical Pre-Apprentice	Total Other	Grand Total	% of Total
FY 26 Revenues:	WIOA Adult		Out-of-School	EARN TANF	EARN SNAP Federal	EARN SNAP State	Perform.	TANF Youth	Total Core															
FY 26 Allocation	1,061,507	1,362,287	1,395,019	2,010,846	25,952	25,952		790,256	6,671,820											21,000		21,000	6,692,819	55.79%
FY 25 Planned Carryover	400,000	-	200,000						600,000													-	600,000	5.00%
FY 25 Planned Additional Carryover	1,317,261		1,069,227				586,763	175,297	3,148,548	150,000	461,002	210,000	130,000	136,391	35,000	20,000	160,013	138,131	15,000		100,592	1,556,129	4,704,677	39.21%
Total FY 26 Revenues	2,778,768	1,362,287	2,664,246	2,010,846	25,952	25,952	586,763	965,553	10,420,367	150,000	461,002	210,000	130,000	136,391	35,000	20,000	160,013	138,131	15,000	21,000	100,592	1,577,129	11,997,496	100.00%
FY 26 Expense Budgets:																								
Advance Central PA^	333,452	163,474	372,994	201,085	2,595	2,595		96,555	1,172,751			20,000	90,000	18,000	20,000	20,000	15,000	16,000	15,000	21,000	48,056	283,056	1,455,807	12.13%
Operating Budget (PA CareerLink® Operations)	239,229	239,229	187,186	341,088			25,000		1,031,732													-	1,031,732	8.60%
Reserve for FY 27 (7/1/26-6/30/27)	600,000	300,000	300,000						1,200,000													-	1,200,000	10.00%
Training:																						-		
New ITAs & OJTs	350,000	108,983	150,000						608,983													-	608,983	5.08%
ITA/OJT Obligation (From FY 25)	40,000	2,500	5,000						47,500									6,875				6,875	54,375	0.45%
Incumbent Worker Training									-								125,000	95,000				220,000	220,000	1.83%
Other Training									-													-	-	0.00%
Service Delivery:																						-	-	
CSO									-													-	-	0.00%
Jobseeker	888,871	311,470							1,200,341												25,000	25,000	1,225,341	10.21%
EARN				1,445,252	23,357	23,357	6,368		1,498,333													-	1,498,333	12.49%
ISY								794,278	794,278					82,000								82,000	876,278	7.30%
TIU									-													-	-	0.00%
Business Services	251,805	173,871	300,000	23,422				10,000	759,098													-	759,098	6.33%
CSIU									-													-	-	0.00%
OSY			1,242,168					30,000	1,272,168													-	1,272,168	10.60%
Other Service Delivery									-			190,000	40,000	30,950	15,000		20,013	20,256			27,536	343,755	343,755	2.87%
Regional Technology	960								960					5,441								5,441	6,401	0.05%
Regional Outreach									-													-	-	0.00%
Regional Evaluation									-													-	-	0.00%
Regional Training									-													-	-	0.00%
Regional Vehicles									-													-	-	0.00%
WorkKeys Assessments	1,000	1,000	500						2,500													-	2,500	0.02%
Total Budgeted	2,705,317	1,300,527	2,557,848	2,010,846	25,952	25,952	31,368	930,833	9,588,644	-	-	210,000	130,000	136,391	35,000	20,000	160,013	138,131	15,000	21,000	100,592	966,127	10,554,772	87.97%
Unallocated	73,451	61,760	106,398	(0.00)	-	-	555,395	34,720	831,723	150,000	461,002	-	-	-	-	-	-	-	-	(0)	-	611,002	1,442,725	12.03%
TOTAL	2,778,768	1,362,287	2,664,246	2,010,846	25,952	25,952	586,763	965,553	10,420,367	150,000	461,002	210,000	130,000	136,391	35,000	20,000	160,013	138,131	15,000	21,000	100,592	1,577,129	11,997,496	187.97%
% of Total	23.16%	11.35%	22.21%	16.76%	0.22%	0.22%	4.89%	8.05%	86.85%	1.25%	3.84%	1.75%	1.08%	1.14%	0.29%	0.17%	1.33%	1.15%	0.13%	0.18%	0.84%	13.15%	100.00%	

FY 26 RSAB by County	Adult	DW	OSY	EARN	Advance Central PA Total	Required Partners	Other Renters	Other FY 26 Total	FY 26 Total Budget	FY 25 Total	Difference #
Centre (CE)	24,097	24,097	16,065	48,194	112,453	126,739	-	126,739	239,192	195,096	44,096
Clinton (CL)	29,948	29,948	19,965	19,965	99,826	178,467	-	178,467	278,293	199,067	79,226
Columbia/Montour (CM)	21,823	21,823	43,646	-	87,291	266,720	28,355	295,074	382,365	270,163	112,202
Lycoming (LY)	74,353	74,353	45,755	148,703	343,164	206,125	21,236	227,361	570,526	499,841	70,685
Mifflin (MI)	51,995	51,995	30,585	61,171	195,746	179,708	-	179,708	375,454	347,224	28,230
Northumberland/Snyder/Union (NSU)	37,014	37,014	31,170	88,055	193,252	172,667	14,000	186,667	379,919	335,630	44,289
Total	239,229	239,229	187,186	366,088	1,031,732	1,130,426	63,591	1,194,017	2,225,748	1,847,021	378,727
% of Total	23%	23%	18%	35%	46%	51%	3%	54%	100%		

\* Carryover amounts are based on estimated balances remaining 7/1/25.  
^ Advance Central PA actual Operating Budget is \$1,409,147  
# The budget increases are mostly due to including The Link Mobile Unit and Communications Coordinator as shared expenses paid by all PA CareerLink® partners; whereas they were previously only funded by Advance Central PA.

Service Contract Details	Program	Counties	Funded With:	FY 26 Budget	FY 25 Budge	Difference	% Change
CSO	Job Seeker	All	Adult, DW, Electrical Pre-Apprentice	\$1,225,341	\$1,604,133	(\$378,792)	-24%
TIU	Business Services	All	Adult, DW, Youth, EARN, TANF Youth	\$759,098	\$931,719	(\$172,621)	-19%
CSIU	Out-of-School Youth	All	WIOA Youth, TANF	\$1,272,168	\$1,272,168	\$-	0%
CSO	In-School Youth	All	TANF Youth, BEP	\$876,278	\$980,496	(\$104,218)	-11%
CSO	EARN	All	EARN	\$1,498,333	\$1,498,333	\$-	0%
CSO	The Link	All	Previously: Rapid Response, Dislocated Worker; Proposed for FY 26: RSAB	\$153,692	\$155,593	(\$1,901)	-1%

# Advance Central PA

## Proposed Fiscal Year 2026 Operational Budget

7/1/25 - 6/30/26

OPERATIONAL COSTS	FY 25 Initial Budget	FY26 Initial Budget	Net Change from FY25 Budget and FY26	% Change
Salaries and Benefits	1,353,122	1,180,157	(172,965)	-13%
Staff Travel and Development	35,207	16,948	(18,259)	-52%
Board Expenses	8,413	4,933	(3,480)	-41%
General Office Supplies	6,996	6,046	(950)	-14%
Leases - Copiers/Equipment	2,289	2,109	(180)	-8%
Outreach	2,050	1,400	(650)	-32%
Subscriptions	18,647	17,709	(938)	-5%
Memberships	10,998	9,138	(1,860)	-17%
Equipment and Furnishings	11,237	11,237	-	0%
Professional Fees	16,950	16,575	(375)	-2%
Business Services	14,760	14,760	-	0%
Computer Services	45,144	44,182	(962)	-2%
Facility Costs	76,808	83,875	7,067	9%
Operation Costs	78	78	-	0%
Reserve <sup>1</sup>			-	0%
<b>TOTAL OPERATIONAL COSTS</b>	<b>1,602,699</b>	<b>1,409,147</b>	<b>(193,552)</b>	<b>-12.1%</b>

<sup>1</sup> The reserve amount may increase during the fiscal year if additional revenues become available to Advance Central PA which can be carried over to the next fiscal year.



## **Definitions of Advance Central PA Operational Budget Line Items**

**June 2025**

Advance Central PA's Operational Budget includes costs associated with internal business operations, including personnel and other administrative functions. These functions include maintaining personnel, board oversight and management, equipment and supplies to provide services to customers and rent. The following is a brief description of the major categories of the Operational Budget and items included in each line item. The Operational Budget represents a combination of historical cost analysis over past fiscal years and input from managerial staff on expected expenditures for the upcoming fiscal year.

**Salaries and Benefits:** Salary is calculated based on the actual and/or estimated annual salaries. The benefits are calculated based on actual rates in relation to total salaries. Personnel needs are reviewed annually to ensure that staffing is appropriate for available funding. Changes in benefits occur from one year to the next based on employees' length of service and the type of health insurance an individual chooses.

**Note:** FY 26 Salaries and Benefits, no budget is included for a merit or cost of living increase. A 1% overtime pool for non-exempt staff is included. The salaries and benefits represent Advance Central PA at current employment levels without the Operations Manager and Mentor Coordinator position. The Communications Coordinator is included in this budget as well as the Operating Budget while Advance Central PA waits to hear if the Operating Budget is approved. If the Operating Budget is approved with the Communications Coordinator included, the costs will be removed from the Advance Central PA Operational Budget.

**Staff Travel and Development:** Projected expenditures are for travel and registration fees associated with development and training activities to enhance job performance. The costs include: mileage at the federal rate, lodging, airfare, meals, registration fees and tuition reimbursement.

**Board Expenses:** Costs for travel, registration fees associated with providing Board members with development and training to enhance membership performance. The costs include: lodging, airfare, meals, registration fees and Board Insurance for Director and Officer Liability protection. Board Meeting costs includes food and meeting rooms for all Board, Committees and/or Partnerships.

**General Office Supplies:** Costs for outside printing, general office, computer, janitorial, kitchen, postage and other supply items that are defined as having a short useful life and/or not defined as property.

**Leases-Business Equipment:** Costs includes lease and maintenance agreements for copiers.

**Outreach:** Costs include advertising to comply with the Sunshine Law, public notification of program and/or service availability and performance outcomes.

**Subscriptions:** Trade periodicals, reference materials, database and software access that requires an annual usage fee, including software used by the Research Department and ACT licensing necessary to administer and sell WorkKeys® assessments. The cost for the research department software is offset by membership dues from each of the WDBs participating in the Research Consortium.

**Memberships:** Annual dues or memberships for organizations that are local, state and national, including memberships to chambers of commerce, Pennsylvania Workforce Development Association, National Association of Workforce Boards, and other organizations vital to the continued success of the organization.

**Equipment and Furnishings:** Purchase of technology equipment and office furniture.

**Professional Fees:** Costs associated with contracted services for auditing and legal services.

**Business Services:** Costs associated with subcontracted fees such as Advance Central PA's Research Consortium and personnel consultation.

**Computer Services:** Costs for the hosting of our accounting software, website maintenance and hosting and computer maintenance fees for Advance Central PA.

**Facility Costs:** Costs in this category include rent, utilities, insurance, cleaning, internet and telephone.

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

**Joint Meeting  
March 19, 2025**

Advance Central PA's Workforce Development Board (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, March 19, 2025, at the Union County Government Center in Lewisburg, PA.

## WDB Members Attending

Jay Alexander  
Jamie Aurand  
Jim Beamer  
Talia Beatty  
Kenneth Chappell  
Misty Dion  
Michele Foust  
Beth Gilmore  
Dean Girton  
Jonah Howe  
Bruce Jones  
Lynn Kuhns  
Jonathan Ritter  
Susan Swartz  
Todd Taylor  
Jenna Witherite  
Dave Zartman

## LEO Board Members Attending

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

## WDB Staff Attending

Jamison Bond  
Allison Grose  
Korrie Lucas  
Jamie Mercaldo  
Erica Mulberger  
Patrick O'Connor  
Gabi Randall  
Rachael Ulmer  
Kelly Walter  
Morgan Whitteker

## WDB Members Excused

Keith Koppenhaver  
Zollie Rayner  
Stephanie Servose  
Steve Stumbris

## LEO Board Members Excused

Steven Dershem  
Angela Harding

## Guests Attending

Lenair Ahlum  
Megan Bair  
Hank Baylor  
Beth Bittenbender  
Shirley Brough  
Jon DeWald  
Judy Fitzgerald  
Jennifer Gurski  
Angelic Hardy  
Juliet Harshbarger  
Cheryl Johnson  
Jonathon Juhas  
Ann Kaufman  
Angela Miller  
Gary Pfleegor  
Jeff Schlick  
Michaelene Shirey  
Matthew Wise

## Call to Order and Welcome

Shelly Foust, Workforce Development Board Chairperson, called the meeting to order at 10:01 am with a quorum present.

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. She also welcomed three guests. Julie Harshbarger from US Senator David McCormick's office, Ann Kaufman from US Representative Glenn Thompson's office and Matt Wise from PA Senator Gene Yaw's office.

Commissioner Rob Postal, LEO Chairperson, also welcomed the guests to the meeting in addition to his fellow Commissioners, confirming a quorum.

## Invitation for Public Comments

There were none.

## PA CareerLink® Operator Update

### Operator Report

Cheryl Johnson shared an update from the Operator.

In January, PA CareerLink® welcomed Jamison Bond as the new Site Administrator for PA CareerLink® sites in Sunbury and Bloomsburg. With training and support from Advance Central PA, Operator members, and Site Administrators Judy Fitzgerald and Rachael Ulmer, Jamison smoothly transitioned into his role.

With rising dislocations, Cheryl reported that the sites are responding through Rapid Response sessions, job fairs, and recruitment events. Many displaced workers were assisted from Great Dane (98 attendees) and Bright Farms (76 affected workers). One High School Career Fair connected 600 students with 43 vendors and regular recruitment events like New Talent Tuesday and Third Thursday continue to grow.

The Operators is also focused on expanding CareerLink® access through creative outreach such as: diaper distributions, assisting the unsheltered at Code Blue Berwick, providing career resources to Danville State Hospital patients, and strengthening partnerships through regional networking.

In December 2024, over 300 employees from Cabinetworks in Mifflintown faced sudden layoffs, but PA CareerLink® Mifflin County was proactive. Before the layoffs took effect, the team helped workers register on [pacareerlink.pa.gov](https://pacareerlink.pa.gov) and organized a customized job fair. Nearly 100 former employees attended, eager to secure new opportunities.

## Rise Above the Storm Presentation

Beth Bittenbender, Executive Director of Operations for Workforce Development with Pennsylvania College of Technology provided a presentation based on a new *Demographic Drought* report from Lightcast: *The Rising Storm- Building a Future-ready Workforce to Withstand the Looming Labor Shortage*. Beth shared critical insights and actionable strategies to help employers adapt to changing workforce dynamics.

Beth explained that workforce dynamics are influenced by generational changes. In the past, the Baby Boomer era saw high birth rates and a significant increase in women joining the workforce. However, today's labor market is shrinking due to declining birth rates and an aging population. She noted that the average retirement age in America is 61, and there is a concerning trend of prime-age males dropping out of the workforce.

The opioid epidemic, which began impacting the workforce around 2015, has exacerbated these challenges, with many individuals unable to work due to addiction and related issues. Beth emphasized

the need for actionable strategies to adapt to these changing workforce dynamics and address the ongoing demographic challenges.

Beth also discussed the challenges and strategies for the decade ahead, emphasizing the impact of low birth rates, reduced workforce participation, and longer lifespans adding to the problem. She pointed out that two-thirds of the workforce will be dependent on the remaining one-third.

She stressed the importance of employer engagement and preparation, advising against frantic hiring practices. Instead, employers should focus on planning and identifying their strengths, determining what they are willing to do, and recognizing what practices should be discontinued. Having a clear workforce vision and effectively communicating it to partners and constituents is crucial. Employers need to identify the team members and partners necessary to execute this vision.

Workforce agility is essential, requiring teams that can readily adjust by retaining, rewarding, training, and hiring effectively. Employers should establish career pathways for their most critical jobs and be willing to pivot from traditional methods. Adapting to changing circumstances and being flexible in their approach will be key to navigating the challenges of the future workforce.

WDB and LEO Board members discussed key tenants of Beth's presentation as well as population decline, the impact of new technology, the upcoming generation and the talents they will bring to the workforce, and opportunities in a variety of industries, including agriculture.

Erica Mulberger, Advance Central PA Executive Director, discussed pipeline development and the importance of working more closely with high schools. She noted the importance of In-School Youth (ISY) programming to develop that pipeline and made reference to the Workforce Innovation & Opportunity Act requirements that prioritize Out-of-School Youth (OSY) programming over ISY though perhaps the greatest impact can be made with students while they are in school developing career plans.

## 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 March 19, 2025 Consent Agenda Action Items. Ken Chappell seconded the motion. The motion was unanimously approved with no abstentions.**

## Audit/Finance Committee

Jamie Aurand, Audit/Finance Committee Chair, provided the update.

### Financial Reports

Jamie referenced the Financial Reports through 12/31/24 and the Fiscal Year 2025 Budget Update Report; there were no questions.

### Adult Training Funds

Jamie highlighted the current budget constraints for Adult training funds, noting that \$86,000 more has been spent this year through February compared to the entire previous year. A total of 102 Adult ITAs and OJTs have been funded so far, surpassing last year's total of 77. Due to a decrease in Adult funding in the upcoming fiscal year and increased operating expenses, additional funds will not be allocated until further review is complete. Importantly, staff are investigating whether some ITAs funded as Adult could be eligible for National Dislocated Worker grant funding, allowing us to reallocate Adult training funds to other individuals.

The Audit/Finance Committee will meet as needed.

## EARN Committee

Ken Chappell, EARN Committee Chair, provided the update.

### EARN Program Updates

Ken reported 203 new enrollments between July 1, 2024 through February 1, 2025.

The EARN Performance Report shows Placement, Retention, and Credentialing metrics between July 1, 2024 and November 30, 2024. All three metrics are tracking higher than last program year's performance during the same time period.

A number of events for EARN participants and their families have been held. This included active parenting sessions, a diaper distribution, and an event with River Valley Transit staff teaching participants how to use the bus system in Lycoming County.

### EARN Contract

Ken shared the EARN contract being a result of a competitive procurement with original contract terms October 1, 2021 – June 30, 2022 with an option to extend funding annually through June 2026. Staff recommends proceeding with the available contract extension.



**Ken Chappell made a motion to extend the current contract for EARN service delivery with Central Susquehanna Opportunities, Inc. for the period July 1, 2025 through June 30, 2026 with funding to be negotiated. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

Commissioner Postal questioned if the 'funding to be negotiated' is included in contract extension motions so that funding adheres to the available budget. Erica affirmed that is the case.

The EARN Committee will meet as needed.

## **Governance Committee**

Dean Girton, Governance Committee Chair, provided the update.

### Recruitment

Dean reported the Governance Committee provided recommendation to the LEO Board who took action at their meeting earlier, to appoint Susie Weller to fill the vacancy for a community-based organization, a role critical to maintaining compliance with the 20% Labor/community-based organization category of membership.

The WDB has one vacancy for a person representing the private sector that needs filled as soon as possible. This member can come from any of the nine counties and referrals are needed as soon as possible.

### Workforce Development Leadership

Jamie Aurand continues to fill the role as Treasurer; a new member is being sought starting in January 2026. Additionally, the workforce development board Vice-Chair position is vacant. The Governance Committee welcomes private-sector members interested in either position to speak with Erica.

The Governance Committee will meet as needed.

## **Personnel Committee**

Dave Zartman, Personnel Committee Chair, provided the update.

### Salary and Performance Tool Analysis

The Personnel Committee last met in January and moved to procure a third-party vendor to complete a market analysis of Advance Central PA's salary scale as per normal protocol; the last analysis was complete in 2021. The Committee also directed staff to procure an expert to review the currently complex performance management tool.

The Personnel Committee will meet as needed.

## **Policy & Performance Committee**

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

#### Monitoring Update (December 2024 – February 2025)

Jim referenced the report with detailed updates on the status of monitoring both at the local staff level and the state level.

#### Adult/Dislocated Worker Exit Report

Adult/Dislocated Worker programming operated by Central Susquehanna Opportunities, Inc. (CSO) and Tuscarora Intermediate Unit 11 (TIU) has shown notable improvements from the second quarter of program year 2023 to the second quarter of program year 2024 with an increased overall rate of exits with employment.

#### Common Measures PY2024 Quarter 2 Reports

These are the official measures for Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth Programs. The Average Program Score indicates the strength of each overall program across measures.

Each program's lowest performance was in either the Credential Attainment Rate or Measurable Skill Gains. Improvements in both measures are anticipated as the year progresses.

#### Adult and Dislocated Worker Programs Goal Attainment

CSO is on track to meet their goal of 300 new registrations and is maintaining a steady number of ITA participants, although their OJT numbers are below expectations. TIU performance is under target for new registrations. Both CSO and TIU have few ITA and OJT completers at this time, but this number is expected to increase as the year progresses and individuals complete their training.

#### Contract Extensions

Jim shared several programs were scheduled for procurement this program year, however, due to continued uncertainty around WIOA reauthorization and federal funding levels, each of which will impact the provision of services, it is most practical to allow special contract extensions with current subcontractors.

Provision of services on The Link was last procured and awarded to CSO. for July 1, 2021 through June 30, 2022 with annual renewals available through June 30, 2025.

- ▲ **Jim Beamer made a motion to extend the current contract for The Link with Central Susquehanna Opportunities, Inc. for the period July 1, 2025 to June 30, 2026 with funding to be negotiated. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.**

The current contract for business solutions was awarded to TIU with terms July 1, 2021 through June 30, 2022 and annual renewals available through June 30, 2025.

- ▲ **Jim Beamer made a motion to extend the current contract for Title I Business Solutions with Tuscarora Intermediate Unit 11 for the period July 1, 2025 to June 30, 2026 with funding 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 report.

#### Youth Program Updates

In-School Youth (ISY) program and the Out-of-School Youth (OSY) program for July 1, 2024 are on target to meet enrollment goals and other metrics related to provision of program activities based on data through December 31, 2024.

#### Business Education Partnership Grant Update

Advance Central PA continues to plan Dinner & Dessert Student Networking events through June 2025 when grant funding ends. Jon thanked the Board members who have participated or plan to this spring.

#### In-School Youth Contract

The In-School Youth contract with CSO is a result of a competitive procurement with original contract terms January 1, 2022 – June 30, 2023 with an option to extend funding annually through June 30, 2026. Staff recommends proceeding with the available extension utilizing TANF Youth Development funding.

- ▲ **Jon Ritter made a motion to extend the current In-School Youth contract with Central Susquehanna Opportunities, Inc. for the period July 1, 2025 through June 30, 2026 with funding to be negotiated. Lynn Kuhns seconded the motion. The motion was unanimously approved with no abstentions.**

#### Out-of-School Youth Contract

The Out-of-School Youth contract with Central Susquehanna Intermediate Unit (CSIU) is a result of a competitive procurement with original contract terms July 1, 2021 – June 30, 2022 with an option to extend funding annually through June 30, 2025. With uncertainty related to WIOA re-authorization, staff recommend implementing an additional extension to the existing contract rather than releasing a procurement that will likely not be relevant once re-authorization is complete. Staff do not have concerns with the current provider's service delivery or quality.

- ▲ **Jon Ritter made a motion to extend the current Title I Out-Of-School Youth and TANF Youth Development contract with Central Susquehanna Intermediate Unit for the period July 1, 2025 through June 30, 2026 with funding to be negotiated. Todd Taylor seconded the motion. The motion was unanimously approved with no abstentions.**

#### Youth Summit

During the Pennsylvania Workforce Development Association's Youth Summit last week, Allison Grose, Advance Central PA Youth Coordinator, facilitated a panel of current and former young adults enrolled in In-School-Youth and Out-of-School Youth programs to discuss how the programs impacted them. When asked for a final thought, one participant spoke to the room of workforce professionals and said, "Don't belittle the work you do or sell yourselves short. The work you do matters and saves lives."

Jon reiterated that important message for all the PA CareerLink® and Advance Central PA staff.

The Youth Committee will meet as needed.

### **LEO Board Action Items**

- ▲ **Commissioner Steininger made a motion to approve the minutes from the December 18, 2024 Joint WDB/LEO Board meeting. Commissioner Dressler seconded the motion. The motion was unanimously approved with no abstentions.**

Commissioner Richards asked for the consistent use of "notes" versus "minutes" going forward and requested that the minutes from the LEO Board meeting be printed and included as part of the overall joint meeting packets.

### **Executive Director's Update**

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

#### Competitive Funding Portfolio

Erica provided updates including to highlight an application to the School-To-Work grant in partnership with the Williamsport Joint Apprenticeship Training Committee to develop an electrical/construction pre-apprenticeship program.

She also shared one of the current grants, National Dislocated Worker Grant to address the opioid crisis may be in jeopardy if the project is rescinded at the federal level.



### WIOA Re-Authorization

The proposed A Stronger Workforce For America Act was not included in the continuing resolution as anticipated and discussed in December as the re-authorization for WIOA, therefore operations continue under WIOA. Draft allocations based on the normal WIOA calculations are significantly decreased for Pennsylvania as other states have increases based on natural disasters and other factors impacting the workforce. Locally, the budget cut to Title I funded is anticipated to total \$921,000. Advance Central PA is diligently working to absorb those decreases and determine necessary changes while maintaining quality provision of services.

The A Stronger Workforce for America Act (ASWA) may still be considered at the federal level and concerns about the negative local impacts from the stringent requirements of ASWA were discussed in-depth at the December meeting. Advocacy efforts are still underway in this regard.

The draft budget for PA CareerLink® operations is due to the state on May 1 and an overall budget presentation will be provided at the Joint WDB/LEO meeting in June.

### Labor Market Information (LMI)

Erica referenced the labor market information in the packets noting that additional information can be found online.

### Social Media

Erica directed everyone to QR codes that lead directly to Advance Central PA's social media accounts; she asked members to please follow them and share posts.

## Open Discussion

There was none.

## Date of Next Meetings

Upcoming meetings are as follow:

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

## Adjournment

With no further business to attend to, Commissioner Robert Postal then Shelly Foust adjourned the LEO Board and WDB meetings at 11:52 a.m.

Respectfully submitted,



Kelly Walter, Office/Board Coordinator



# 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

# Workforce Development Board Consent Agenda

## Action Items

### June 18, 2025

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

# Workforce Development Board Non-Consent Agenda

## Action Items

### June 18, 2025

1. Motion to approve the June 18, 2025 Consent Agenda Action Items.

Motion:

Second:

#### Audit/Finance Committee • Jamie Aurand, Chair

The Audit/Finance Committee unanimously approved the following motions with no abstentions during a meeting held May 14, 2025.

2. Motion to approve Advance Central PA's Fiscal Year 2026 Operating Budget.

Motion:

Second:

3. Motion to approve Advance Central PA's Fiscal Year 2026 Central Region Budget.

Motion:

Second:

The Audit/Finance Committee will meet as necessary.

#### EARN Committee • Kenneth Chappell, Chair

The EARN Committee will meet June 23, 2025.

#### 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

The Policy and Performance Committee will meet as necessary.

#### Youth Committee • Jon Ritter, Chair

The Youth Committee will meet as necessary.

Advance Central PA  
 FY 25 Contract Expense and Obligation Report  
 From 7/1/2024 Through 3/31/25

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds <sup>1</sup>	% of Total Oblig. and Exp	Unoblig. Amount
07/23 - 06/25	PY23 1st Inc. WIOA Adult	7,148	7,148	0	100.00%	0
10/23 - 06/25	PY23 2nd Inc. WIOA Adult	1,105,194	1,105,194	0	100.00%	0
07/24 - 06/26	PY24 1st Inc. WIOA Adult	242,160	226,524	278	93.66%	15,358
10/24 - 06/26	PY24 2nd Inc. WIOA Adult	989,634	0	989,634	100.00%	0
10/24 - 06/26	PY24 WIOA DW to WIOA Adult Transfer	1,000,000	0	67,476	6.75%	932,524
	<b>Adult Programs</b>	<b>3,344,136</b>	<b>1,338,866</b>	<b>1,057,388</b>	<b>71.66%</b>	<b>947,882</b>
10/23 - 06/25	PY23 2nd Inc. WIOA Dislocated Worker	596,857	596,857	0	100.00%	0
07/24 - 06/26	PY24 1st Inc. WIOA Dislocated Worker	411,078	411,078	0	100.00%	0
07/24 - 06/26	PY24 2nd Inc. WIOA Dislocated Worker	495,884	322,188	173,696	100.00%	0
	<b>Dislocated Worker Programs</b>	<b>1,503,819</b>	<b>1,330,123</b>	<b>173,696</b>	<b>100.00%</b>	<b>0</b>
10/23 - 06/25	PY22 Rapid Response	69,027	69,027	0	100.00%	0
	<b>Rapid Response Programs</b>	<b>69,027</b>	<b>69,027</b>	<b>0</b>	<b>100.00%</b>	<b>0</b>
04/23 - 06/25	PY23 WIOA Youth	1,069,231	1,055,712	0	98.74%	13,519
04/24 - 06/26	PY24 WIOA Youth	1,612,444	0	460,578	28.56%	1,151,866
07/23 - 06/25	PY23 TANF Youth	453,976	453,976	0	100.00%	0
07/24 - 06/25	PY24 TANF Youth	762,667	346,378	393,439	97.00%	22,850
06/23 - 06/25	PY22 Business & Education Partnership	63,942	39,099	16,370	86.75%	8,473
09/24 - 06/26	PY24 Business & Education Partnership 1st Inc.	51,450	2,937	0	5.71%	48,513
10/24 - 06/26	PY24 Business & Education Partnership 2nd Inc.	98,550	0	0	0.00%	98,550
	<b>Youth Programs</b>	<b>4,112,260</b>	<b>1,898,102</b>	<b>870,387</b>	<b>67.32%</b>	<b>1,343,771</b>
07/24 - 06/25	EARN	2,684,111	1,387,809	624,774	74.98%	671,528
	<b>Welfare Programs</b>	<b>2,684,111</b>	<b>1,387,809</b>	<b>624,774</b>	<b>74.98%</b>	<b>671,528</b>
02/20 - 06/25	Next Gen 19 - Healthcare	227,294	3,036	0	1.34%	224,258
02/20 - 06/25	Next Gen 19 - Adv. Man.	217,904	1,616	0	0.74%	216,288
01/24 - 06/26	Next Gen 23 - Building & Construction	175,000	744	0	0.43%	174,256
01/24 - 06/26	Next Gen 23 - Agricultural	149,692	1,069	0	0.71%	148,623
NA	IP Sustainability Fund	411,002	0	0	0.00%	411,002
	<b>Industry Partnerships</b>	<b>1,180,892</b>	<b>6,465</b>	<b>0</b>	<b>0.55%</b>	<b>1,174,427</b>
01/22 - 06/26	PASmart CPI Apprenticeship	194,571	67,619	101,747	87.05%	25,205
01/23 - 06/25	Apprenticeship Building America	159,642	8,152	8,975	10.73%	142,515
	<b>Reemployment Services</b>	<b>354,213</b>	<b>75,771</b>	<b>110,722</b>	<b>52.65%</b>	<b>167,720</b>
08/22 - 06/25	DCED Videos	29,810	1,368	0	4.59%	28,442
10/20 - 09/24	ARC Reboot	361,065	57,577	0	15.95%	303,488
07/24 - 12/24	Statewide - CareerLink Awareness	19,597	19,597	0	100.00%	0
07/24 - 06/26	Statewide - Communications Coordinator	49,525	16,299	0	32.91%	33,226
04/24 - 04/26	DWG Opioid <sup>2</sup>	386,912	81,257	215,626	76.73%	90,029
NA	Research Department	111,571	35,587	0	31.90%	75,984
NA	Gold Standard	53,144	3,073	0	5.78%	50,071
NA	Highmark Initiative	777	310	0	39.90%	467
NA	Engage	28,828	145	0	0.50%	28,683
NA	Fit4Construction	42,500	0	0	0.00%	42,500
NA	ELIC	432	138	0	31.94%	294
	<b>Other Programs</b>	<b>237,252</b>	<b>39,253</b>	<b>0</b>	<b>16.54%</b>	<b>197,999</b>
	<b>Grand Total</b>	<b>13,485,710</b>	<b>6,145,416</b>	<b>2,836,967</b>	<b>66.61%</b>	<b>4,503,327</b>

**Notes:**

- 1 Obligated funds include the funds unexpended but obligated for the FY 24 subcontractor, training, and Resource Sharing Agreement budgets.  
 2. Grant was separated into increments, second increment has been rescinded.

Advance Central PA  
Operating Budget to Actual Comparison  
From 7/1/2024 Through 3/31/25

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	1,353,122	771,744	581,377.74	57.03%
Staff Travel & Development	35,207	8,889	26,317.91	25.25%
Board Expenses	8,413	4,026	4,386.81	47.86%
General Office Supplies	6,996	4,469	2,526.51	63.89%
Leases - Copiers/Equipment	2,289	1,374	915.33	60.01%
Outreach	2,050	1,347	702.53	65.73%
Subscriptions	18,647	15,923	2,723.81	85.39%
Memberships	10,998	10,748	249.91	97.73%
Vehicles	0	0	0.00	0.00%
Equipment And Furnishings	11,237	1,670	9,567.43	14.86%
Professional Fees	16,950	12,941	4,009.18	76.35%
Business Services	14,760	1,654	13,106.12	11.21%
Computer Services	45,144	20,807	24,337.22	46.09%
Facility Costs	<u>76,886</u>	<u>57,768</u>	<u>19,117.80</u>	<u>75.13%</u>
Total Operational Expenses	1,602,699.00	913,360.70	689,338.30	<u>56.99%</u>
Total Expenditures	1,602,699.00	913,360.70	689,338.30	<u>56.99%</u>

Notes:

\* Anticipated expenditure rate of 75%.

Advance Central PA  
FY25 Consolidated RSAB Budget to Actual Comparison  
From 7/1/2024 Through 3/31/25

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
<b>REVENUE:</b>					
WIOA Adult	234,608	147,296	87,312	62.78%	37.22%
WIOA Dislocated	234,608	147,296	87,312	62.78%	37.22%
WIOA Out of School	133,946	84,289	49,657	62.93%	37.07%
EARN	264,688	162,883	101,805	61.54%	38.46%
Advance Central PA Total: <sup>1</sup>	867,849	541,763	326,086	62.43%	37.57%
WAGNER PEYSER	254,608	159,141	95,467	62.50%	37.50%
WP REGIONAL	15,420	10,045	5,375	65.14%	34.86%
VETS	121,097	77,502	43,595	64.00%	36.00%
RAPID RESPONSE	12,234	7,526	4,708	61.52%	38.48%
OVR	114,584	71,475	43,109	62.38%	37.62%
OVERSIGHT	15,420	10,405	5,015	67.48%	32.52%
RESEA	217,036	136,138	80,898	62.73%	37.27%
STAFF DEVELOPMENT	29,378	19,984	9,394	68.02%	31.98%
TRADE	0	-	-	0.00%	100.00%
State Partner Total:	779,776	492,216	287,560	63.12%	36.88%
Total REVENUE	1,647,625	1,033,979	613,645	62.76%	37.24%
<b>EXPENSES:</b>					
<b>PERSONNEL</b>					
Total PERSONNEL	848,971	565,578	283,392.75	66.62%	33.38%
<b>FACILITY</b>					
Total FACILITY	693,729	507,935	185,794.08	73.22%	26.78%
<b>OPERATIONAL</b>					
Total OPERATIONAL	304,321	133,049	171,272	43.72%	56.28%
<b>USAGE FEE (Non-Partner Renters)</b>					
Total USAGE FEE	199,396	172,943	26,453	86.73%	13.27%
TOTAL EXPENDITURES	1,647,625	1,033,619	614,005	62.73%	37.27%

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 75%.

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



Advance Central PA  
 Subcontractor Budget and Actual Comparison  
 From 7/1/2024 Through 3/31/25

**Tuscarora Intermediate Unit 11 (TIU)**

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended <sup>1</sup>	Percent Total Budget Remaining
<b>OPERATIONAL EXPENSES <sup>2</sup></b>					
Adult Pool	528,641	360,459	168,182	68.19%	31.81%
Dislocated Worker Pool	521,905	461,941	59,964	88.51%	11.49%
PACL Awareness	1,188	1,188	-	100.00%	0.00%
OS Youth Pool <sup>3</sup>	100,000	61,135	38,865	61.14%	38.87%
TANF	10,000	6,413	3,587	64.13%	35.87%
ARC Reboot <sup>5</sup>	18,999	15,992	3,007	84.17%	15.83%
NDWG	26,941	26,941	-	100.00%	0.00%
EARN Pool <sup>3</sup>	100,000	64,134	35,866	64.13%	35.87%
<b>Total OPERATIONAL EXPENSES</b>	<b>1,307,673</b>	<b>998,203</b>	<b>309,470</b>	<b>76.33%</b>	<b>23.67%</b>
<b>DIRECT CUSTOMER SERVICES <sup>4</sup></b>					
ARC Reboot	6,693	-	-	0.00%	100.00%
<b>Total DIRECT CUSTOMER SERVICES</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.00%</b>	<b>100.00%</b>
<b>TOTAL EXPENDITURES</b>	<b>1,307,673</b>	<b>998,203</b>	<b>309,470</b>	<b>76.33%</b>	<b>23.67%</b>

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

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended <sup>1</sup>	Percent Total Budget Remaining
<b>OPERATIONAL EXPENSES <sup>2</sup></b>					
Adult Pool	619,254	409,947	209,307	66.20%	33.80%
IS Youth Pool	39,735	23,025	16,710	57.95%	42.05%
TANF Youth	583,520	378,475	205,045	64.86%	35.14%
Dislocated Worker Pool	607,399	426,219	181,180	70.17%	29.83%
Business Edu. Partnership	30,452	17,568	12,884	57.69%	42.31%
Rapid Response	65,913	65,913	0	100.00%	0.00%
ARC Reboot <sup>5</sup>	32,620	28,164	4,456	86.34%	13.66%
NDWG	48,989	48,989	-	100.00%	0.00%
EARN Pool	1,420,619	934,841	485,778	65.81%	34.19%
EARN SNAP	46,714	38,764	7,950	82.98%	17.02%
<b>Total OPERATIONAL EXPENSES</b>	<b>3,495,215</b>	<b>2,371,905</b>	<b>1,123,310</b>	<b>67.86%</b>	<b>32.14%</b>



DIRECT CUSTOMER SERVICES <sup>4</sup>					
Adult Pool	10,000	8,315	1,685	83.15%	16.85%
IS Youth Pool	6,014		6,014	0.00%	100.00%
TANF Youth	238,775	113,430	125,345	47.50%	52.50%
Dislocated Worker Pool	5,000	3,055	1,945	61.10%	38.90%
ARC Reboot <sup>5</sup>	7,535	474	7,061	6.29%	93.71%
EARN Pool	31,000	31,079	(79)	100.25%	-0.25%
Total DIRECT CUSTOMER SERVICES	298,324	156,353	141,971	52.41%	47.59%
TOTAL EXPENDITURES	3,793,539	2,528,258	1,265,281	66.65%	33.35%

#### Central Susquehanna Intermediate Unit

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
OPERATIONAL EXPENSES <sup>2</sup>					
TANF Youth	184,796	120,767	64,029	65.35%	34.65%
OS Youth Pool	768,299	591,718	176,581	77.02%	22.98%
Total OPERATIONAL EXPENSES	953,095	712,485	240,610	74.75%	25.25%
DIRECT CUSTOMER SERVICES <sup>4</sup>					
TANF Youth	58,122	58,122	-	100.00%	0.00%
OS Youth Pool	260,951	143,166	117,785	54.86%	45.14%
Total DIRECT CUSTOMER SERVICES	319,073	201,288	117,785	63.09%	36.91%
TOTAL EXPENDITURES	1,272,168	913,773	358,395	71.83%	28.17%

#### NOTES:

1 Anticipated expenditure rate of 75% for operating expenses.

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

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

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

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



**FY25 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS**  
**As of 5/31/2025**

Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance	Number of Participants	Percentage of Total Budget Obligated
<b>INDIVIDUAL TRAINING ACCOUNTS (ITAs)</b>						<b>FY25 ITA</b>	
Adult	\$5,054	\$1,567	\$2,760	\$4,327	\$727	3	85.61%
Adult POS	\$248,539	\$72,874	\$156,754	\$229,628	\$20,911	86	91.65%
Dislocated Worker	\$91,546	\$13,468	\$42,830	\$56,298	\$35,248	18	61.50%
NDWG	\$67,057	\$20,061	\$36,968	\$57,029	\$10,028	17	85.05%
<b>TOTAL ITA</b>	<b>\$412,197</b>	<b>\$107,970</b>	<b>\$239,312</b>	<b>\$347,282</b>	<b>\$66,915</b>	<b>124</b>	<b>84.25%</b>

<b>ON THE JOB TRAININGS (OJTs)</b>						<b>FY25 OJT</b>	
Adult	\$12,036	\$775	\$10,776	\$11,551	\$485	2	95.97%
Adult POS	\$88,847	\$44,152	\$44,033	\$88,185	\$662	14	99.25%
Dislocated Worker	\$61,031	\$12,285	\$33,523	\$45,808	\$15,222	7	75.06%
Out of School Youth	\$152,329	\$44,001	\$58,158	\$102,159	\$50,170	18	67.06%
<b>TOTAL OJT</b>	<b>\$314,243</b>	<b>\$101,213</b>	<b>\$146,490</b>	<b>\$247,703</b>	<b>\$66,540</b>	<b>41</b>	<b>78.83%</b>
<b>TOTAL ITA/OJT</b>	<b>\$726,440</b>	<b>\$209,184</b>	<b>\$385,802</b>	<b>\$594,985</b>	<b>\$133,455</b>	<b>165</b>	<b>81.90%</b>

<b>INCUMBENT WORKER TRAINING</b>						<b>Number of Participants</b>	<b>Percentage of Total Budget Obligated</b>
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
Adv. Manufacturing	\$197,975	\$0	\$20,565	\$20,568	\$177,407	53	10%
Healthcare	\$206,431	\$0	\$13,970	\$13,970	\$192,461	26	7%
Agriculture	\$102,052	\$0	\$0	\$0	\$102,052	0	0%
Construction	\$134,170	\$0	\$0	\$0	\$134,170	0	0%
<b>Total</b>	<b>\$640,628</b>	<b>\$0</b>	<b>\$34,535</b>	<b>\$34,538</b>	<b>\$606,090</b>	<b>79</b>	<b>5%</b>

## FY25 Central Region Budget Updates

### As of June 18, 2025

The Central Region's revenues increased by \$767,577 due to additional WIOA Adult, Dislocated Worker, and TANF Youth funds, a new Degenstein Foundation restricted grant, and a new PAsmart Electrical Pre-Apprentice grant.

The budget also reflects a transfer of funds from WIOA Dislocated Worker to Adult allowing more flexibility in who can be served.

Advance Central PA's budget increased by \$161,572 due to the increase in Adult and TANF funds, modifications to the Next Gen Healthcare and Manufacturing grants, and the new Electrical Pre-Apprenticeship contract.

Advance Central PA's share of the Operating Budget decreased by \$15,115 due to Operating Budget updates.

The Central Region's training budget increased by \$17,622 due to modifications in the Next Gen Healthcare and Manufacturing budgets.

The Service Delivery budgets for CSO increased due to the addition of the Electrical Pre-Apprentice grant. Other Service Delivery decreased due to the Next Gen Manufacturing and Healthcare modifications.

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

**Advance Central PA  
FY 25 Central Region Budget Updates  
As of June 18, 2025**

Following is the net change to the FY25 Revenues that were presented on March 19, 2025. This includes additional Adult, Dislocated Worker, and TANF funds, a new Degenstein Foundation restricted grant, a new Electrical Pre-Apprentice grant and a transfer in Dislocated Worker to Adult funds.

<b>Total Revenues presented 3/19/25</b>	\$ 14,283,465
<b>Adjustments:</b>	
Adult	1,318,426
Dislocated Worker	(681,575)
Degenstein Restricted	3,000
TANF Youth	24,134
Electrical Pre-Apprentice	103,592
Net Increase	<u>767,577</u>
<b>Revised Available Revenues</b>	<u><u>\$ 15,051,042</u></u>

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

<b>Total Budget presented 3/19/25</b>	\$ 14,286,466
Net Increase in Allocated Funds	185,910
Net Increase in Unallocated Funds	<u>196,781</u>
<b>Revised Total Budget</b>	<u><u>\$ 14,669,158</u></u>

Advance Central PA's available budget had a net increase due to the increase in Adult and TANF funds, modifications to the Next Gen Healthcare and Manufacturing grants, and the new Electrical Pre-Apprenticeship contract.

<b>Advance Central PA Budget presented 3/19/25</b>	\$ 1,594,512
<b>Adjustments:</b>	
Net Increase	<u>161,572</u>
<b>Revised Advance Central PA Budget</b>	<u><u>\$ 1,756,084</u></u>

Advance Central PA's share of the Operating Budget decreased due to Operating Budget updates.

<b>Operating Budget presented 3/19/25</b>	\$ (15,115)
Net Decrease	
<b>Revised Operating Budget</b>	<u><u>\$ (15,115)</u></u>

The training budget increased due to modifications in the Next Gen Manufacturing and Healthcare budgets.

<b>Training Budget presented 3/19/25</b>	\$ 1,433,805
Net Increase	<u>17,622</u>
<b>Revised Training Budget</b>	<u><u>\$ 1,451,427</u></u>

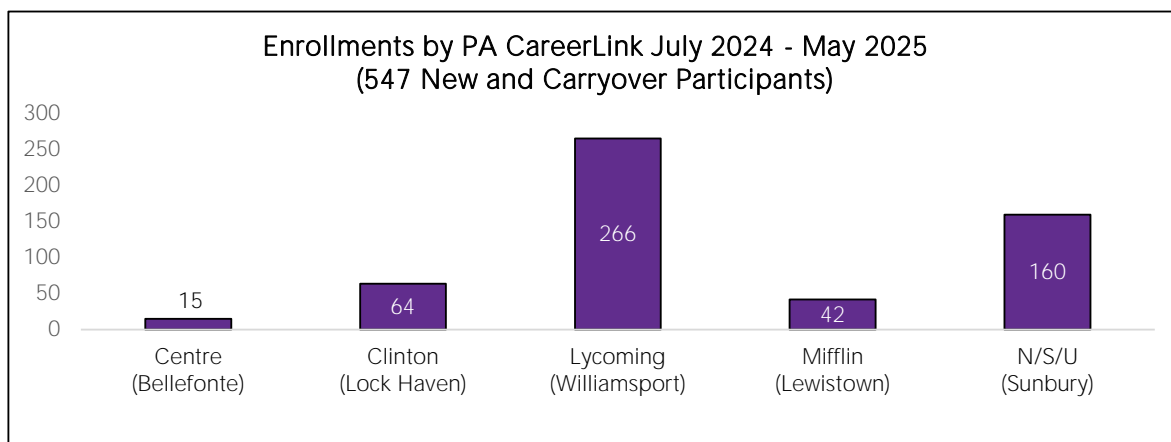
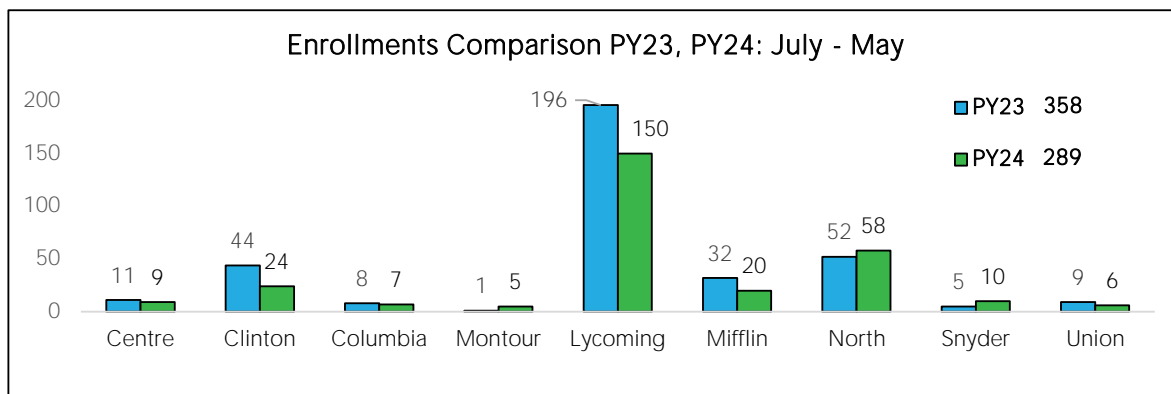
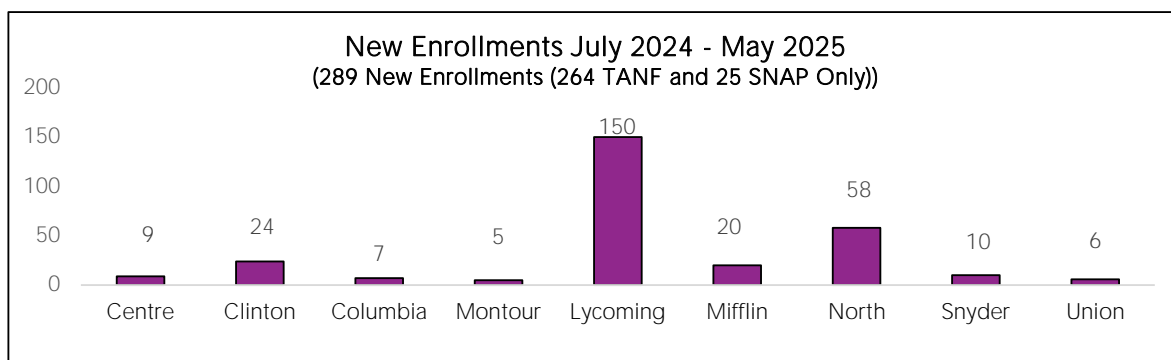
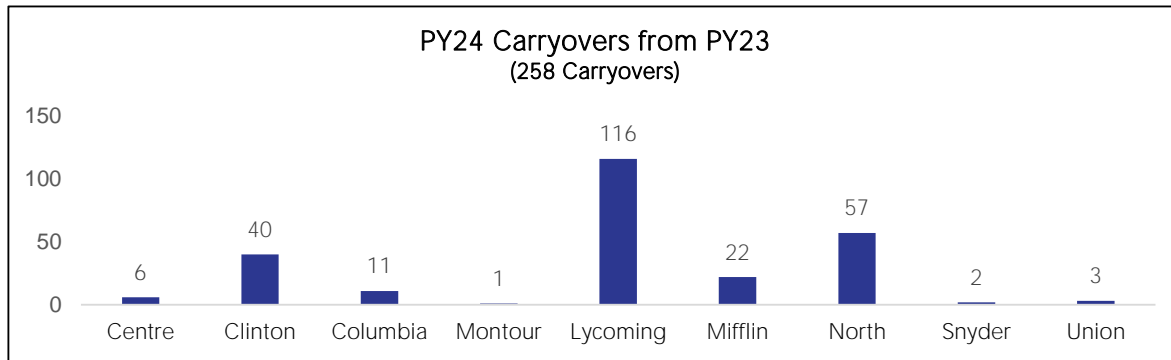
The Service Delivery budgets for CSO increased due to the addition of the Electrical Pre-Apprentice grant. Other Service Delivery decreased due to the Next Gen Manufacturing and Healthcare modifications.

	<b>CSO</b>	<b>TIU</b>	<b>CSIU</b>	<b>Other</b>
<b>Service Delivery Budgets presented 3/19/25</b>	\$ 4,219,308	\$ 1,427,435	\$ 1,272,168	\$ 602,700
Net Increase/Decrease	<u>25,000</u>	<u>-</u>	<u>-</u>	<u>(18,284)</u>
<b>Revised Service Delivery Budgets</b>	<u><u>\$ 4,244,308</u></u>	<u><u>\$ 1,427,435</u></u>	<u><u>\$ 1,272,168</u></u>	<u><u>\$ 584,416</u></u>

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

<b>Unallocated Budget presented 3/19/25</b>	\$ 2,236,710
<b>Adjustments:</b>	
Net Increase	<u>196,781</u>
<b>Revised Unallocated Budget</b>	<u><u>\$ 2,433,491</u></u>

## EARN Program Year 2024-2025 Enrollment Report



# Monitoring Update

## March 2025 through May 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: 89**

### ON-THE-JOB TRAINING CONTRACTS

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

#### Desk Reviews

**New Contracts Reviewed: 4**

**Open Contracts Reviewed: 16**

#### Onsite Monitoring

Jobseeker Program	BST Subrecipient	Employer	County	Visit	Findings
OSY-CSIU (2 contracts)	TIU	Lycoming County Gov.	Lycoming	03/18/2025	No corrective actions needed
DW-TIU	TIU	Bellefonte YMCA	Centre	04/01/2025	No corrective actions needed
OSY-CSIU	TIU	CSIU Five Star Elementary	Lycoming	05/21/2025	No corrective actions needed
Adult-CSO	TIU	Keystone Central SD	Clinton	05/22/2025	No corrective actions needed
DW-CSO	TIU	Keystone Central SD	Clinton	05/22/2025	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.

## ONE-STOP OPERATOR CONSORTIUM

Monitored for quality, compliance, and performance.

### Self-Monitoring Tool/Partner Staff Survey

Self-Monitoring Tool Issued	Returned	Staff Surveyed	Responses Received	Closed
04/22/2025	05/12/2025	65	47	Pending

## PA CAREERLINK® OPERATIONS

Monitored for quality, compliance, and performance.

### Onsite Monitoring/Desk Reviews/Self-Monitoring Surveys

Site	Visit/ Begin	Report	Findings	CAP (Initial)	Closed
Lycoming County	03/13/2025; 03/14/2025	04/25/2025	4 required actions 2 recommendations	05/23/2025	05/28/2025
Clinton County	03/17/2025	05/28/2025	3 required actions 1 recommendation	Due 06/11/2025	Pending

## SUBRECIPIENT PROGRAM OPERATIONS

Monitored for quality, compliance, and performance.

### File & Desk Reviews; Onsite Visits; Remote Observations

Program-Subrecipient	Files	Begin	Report	Findings	CAP (Initial)	Closed
ISY/TANF YDP 2024 Summer/PY23 Operations	28	06/17/2024 10/04/2025	04/04/2025	7 required actions 2 recommendations	05/02/2025; revisions due 05/26/2025	Pending
Adult/DW-CSO	45	07/16/2024	02/25/2025	8 Required Actions	03/26/2025	05/22/2025
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

- BWDA's PY24 monitoring is underway. This reporting period, staff satisfied document requests for two sections of this monitoring, Fiscal Integrity & Audits and Local Monitoring, One-Stop Operator, & Performance.
- Staff submitted all requested documents for 2025 LWDB Recertification and was informed in April 2025 that compliance with WIOA Section 107(c)(2) and Local Governance is met; certification status is confirmed until January 2027.
- BWDA's PY24 Fiscal onsite monitoring visit was May 28, 2025. Staff answered several questions from the Oversight Analyst. BWDA reported no findings or concerns at that time.

#### 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

- The OEO monitoring cycle starting October 2024 was successfully closed in March 2025. Staff were informed that the Central LWDA was determined to be in compliance with EO/ADA accessibility requirements, effective until December 31, 2025.

# Adult/Dislocated Worker Outcomes Report

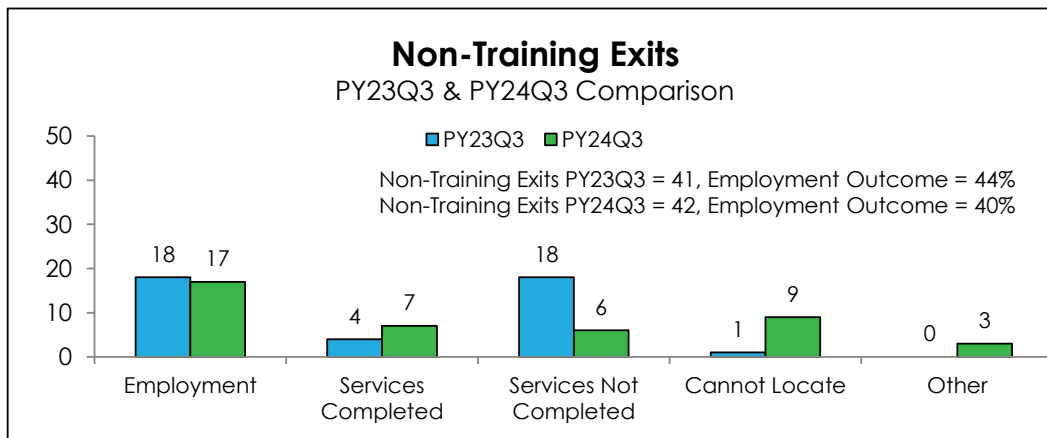
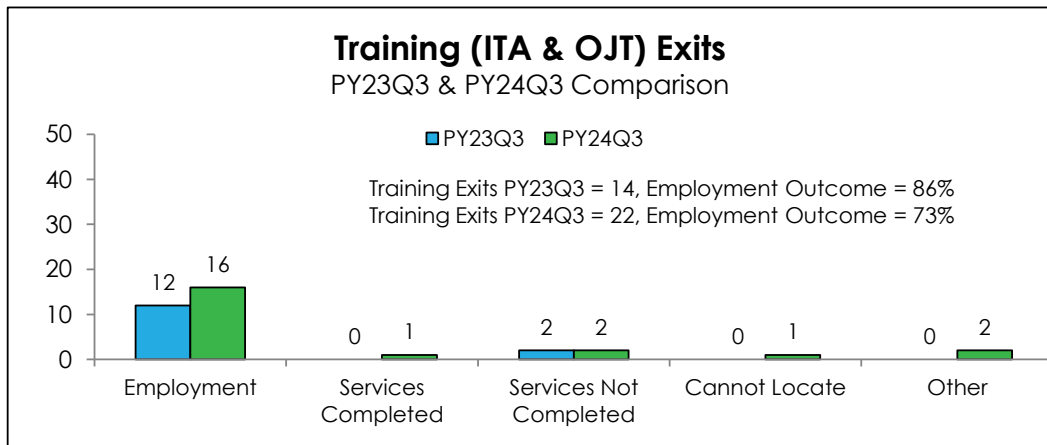
## PY23 Q3 and PY24 Q3 Comparison

January 1, 2024 - March 31, 2024 & January 1, 2025 - March 31, 2025

### Central Pennsylvania



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



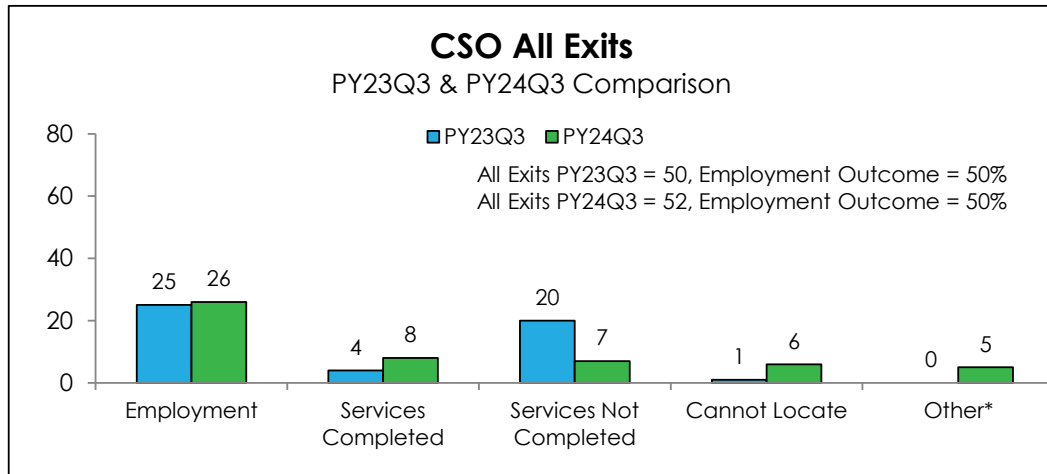
**Other\***  
(applies to All Exits) PY24Q3: Health, Medical (3), Retirement (1), Reservists Called to Active Duty (1)

# Adult/Dislocated Worker Outcomes Report

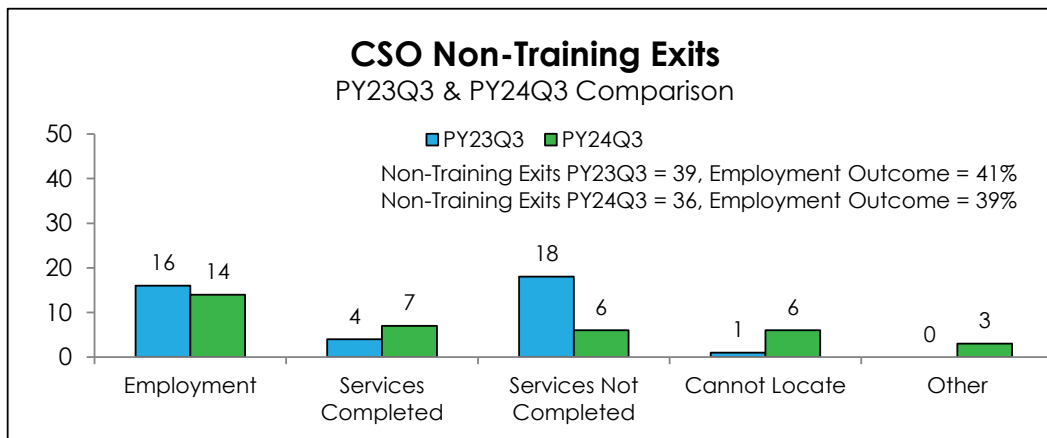
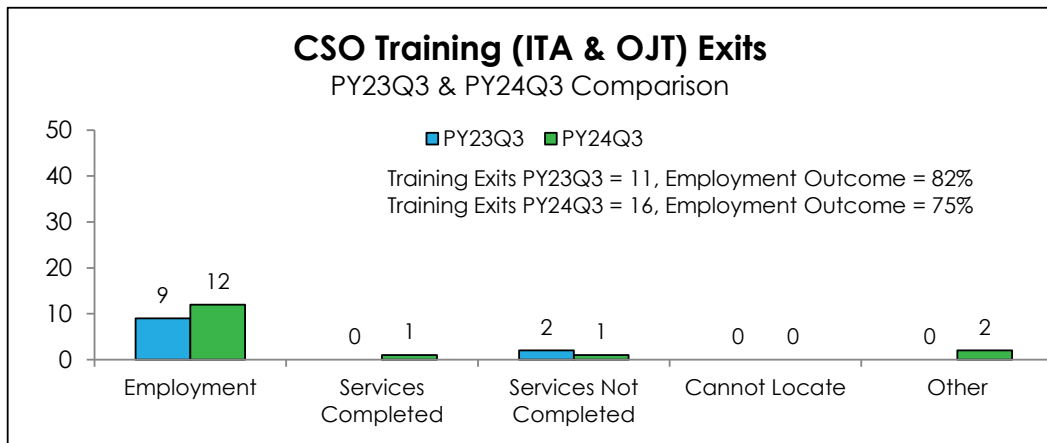
## PY23 Q3 and PY24 Q3 Comparison

January 1, 2024 - March 31, 2024 & January 1, 2025 - March 31, 2025

### Central Susquehanna Opportunities, Inc.



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



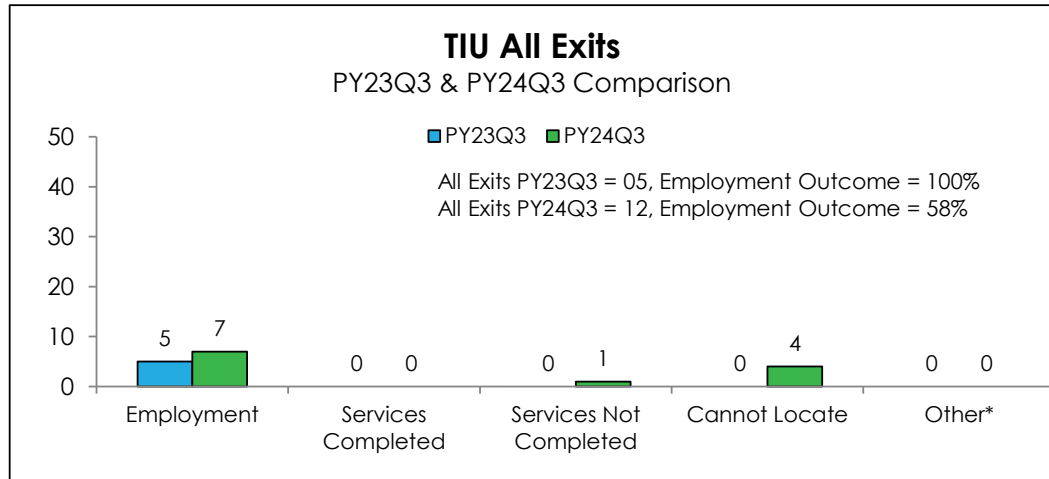
**Other\***  
(applies to All Exits) PY24Q3: Health, Medical (3),  
Retirement (1), Reservists Called to Active Duty (1)

# Adult/Dislocated Worker Outcomes Report

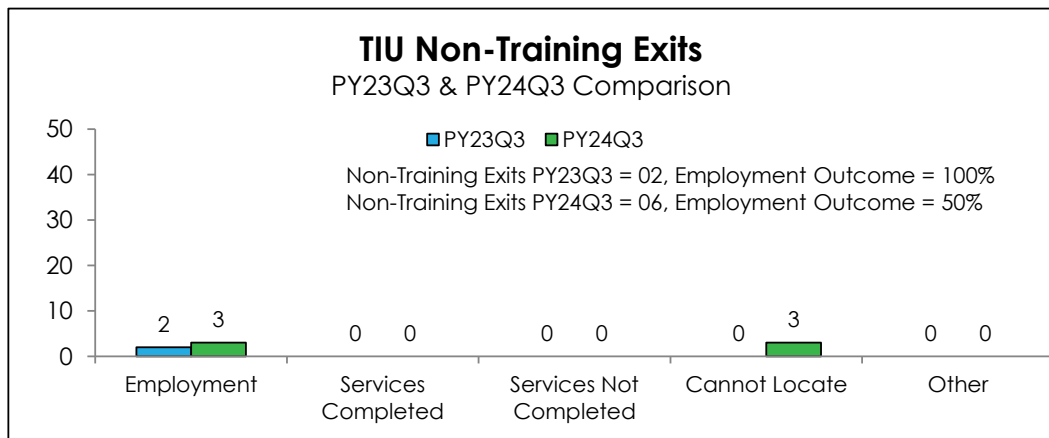
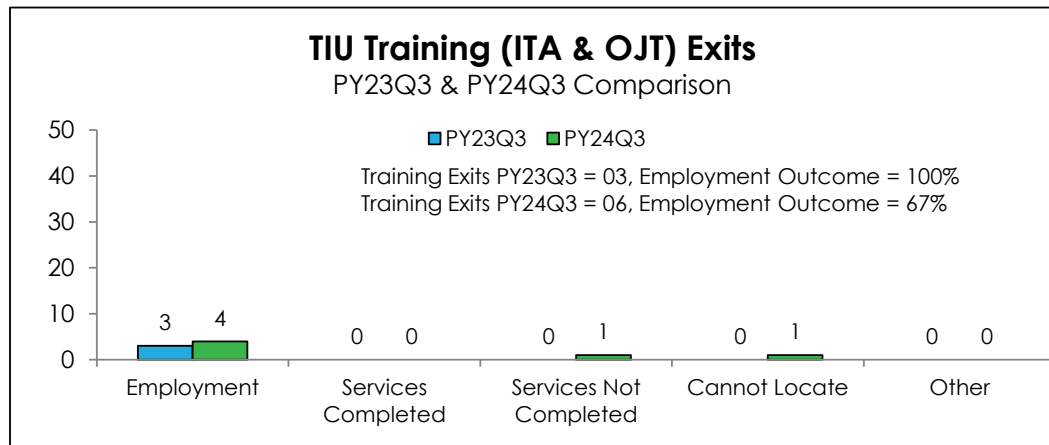
## PY23 Q3 and PY24 Q3 Comparison

January 1, 2024 - March 31, 2024 & January 1, 2025 - March 31, 2025

### Tuscarora Intermediate Unit 11



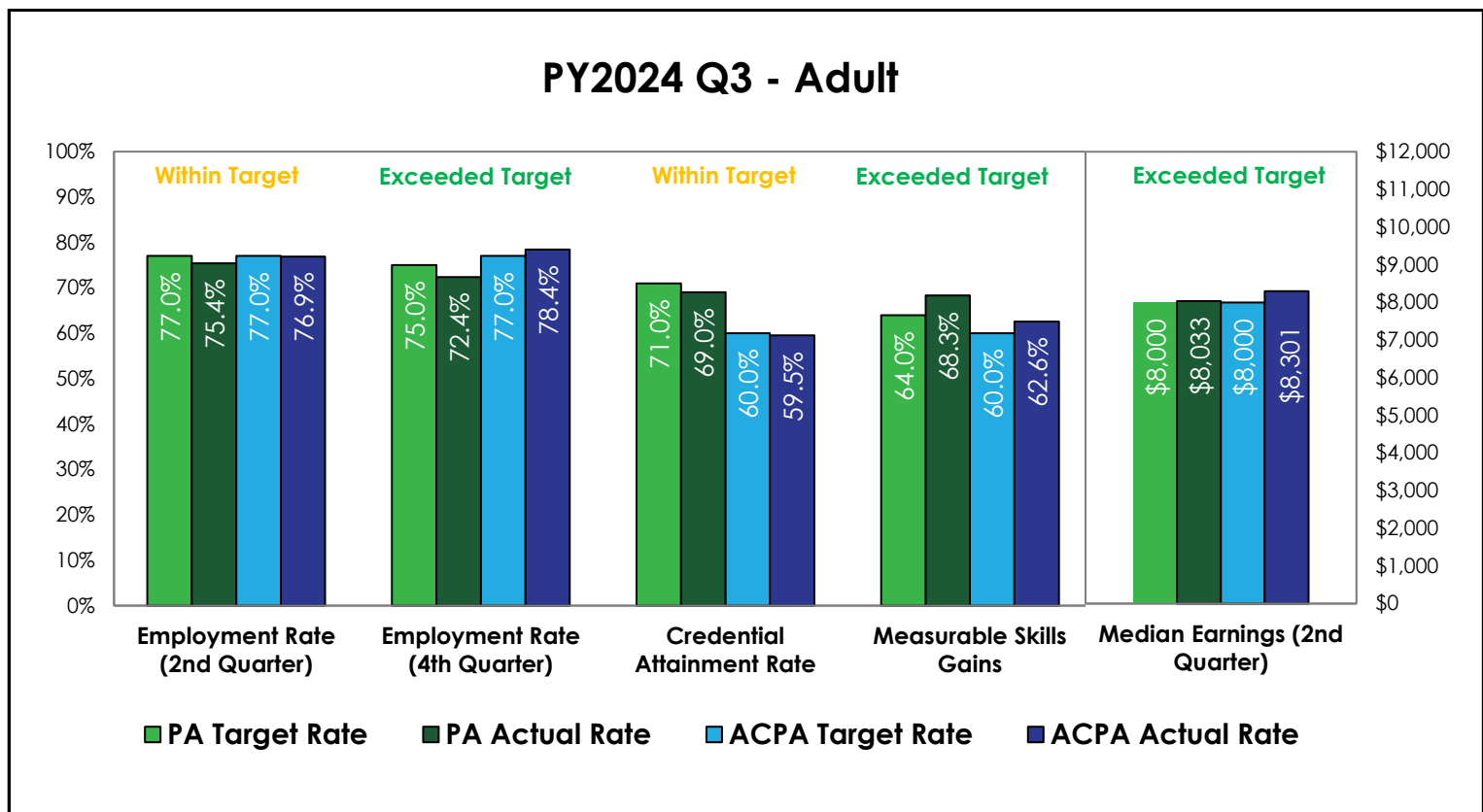
**Breakdown between Adult and Dislocated Worker Participants based on accessing ITA (individual training account for classroom training) and/or OJT or not.**



**Other\***  
(applies to All Exits)

## Common Measure Performance - Adult Program Year 2024 Q3

Performance Metric	Adult			
	Numerator	Actual	Negotiated	% of Goal
	Denominator			
Employment Rate (2nd Quarter)	90 117	76.9%	77.0%	99.9%
Employment Rate (4th Quarter)	87 111	78.4%	77.0%	101.8%
Median Earnings (2nd Quarter)	- -	\$8,301	\$8,000	103.8%
Credential Attainment Rate	22 37	59.5%	60.0%	99.2%
Measurable Skill Gains	77 123	62.6%	60.0%	104.3%
<b>Average Program Score</b>			✓	<b>101.8%</b>



### Common Measure Definitions

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

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

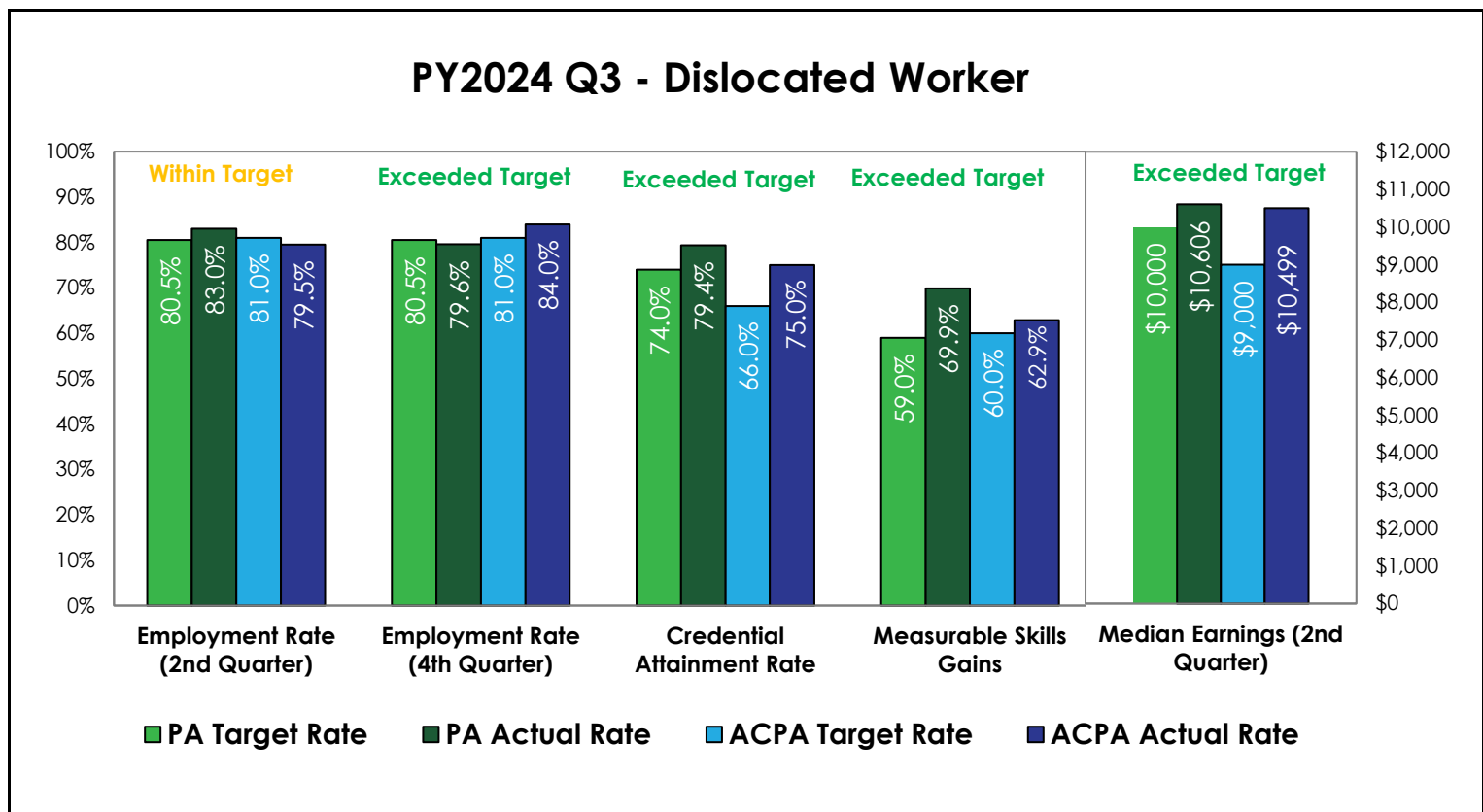
**Credential Attainment Rate** - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

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

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

## Common Measure Performance - Dislocated Worker Program Year 2024 Q3

Performance Metric	Dislocated Worker			
	Numerator	Actual	Negotiated	% of Goal
	Denominator			
Employment Rate (2nd Quarter)	35 44	79.5%	81.0%	98.1%
Employment Rate (4th Quarter)	21 25	84.0%	81.0%	103.7%
Median Earnings (2nd Quarter)	- -	\$10,499	\$9,000	116.7%
Credential Attainment Rate	9 12	75.0%	66.0%	113.6%
Measurable Skill Gains	22 35	62.9%	60.0%	104.8%
<b>Average Program Score</b>			✓	<b>107.4%</b>



### Common Measure Definitions

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

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

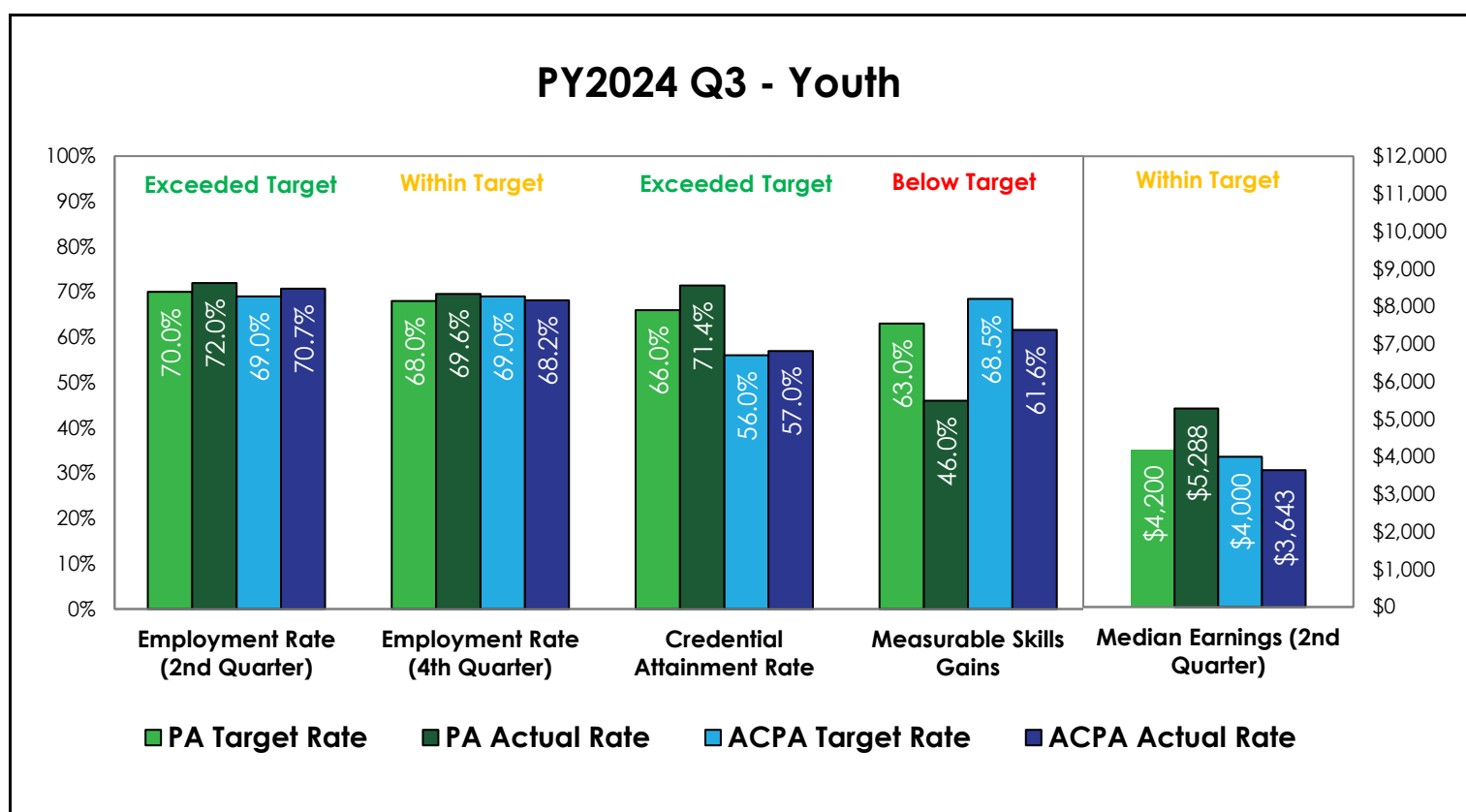
**Credential Attainment Rate** - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

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

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

## Common Measure Performance - Youth Program Year 2024 Q3

Performance Metric	Youth			
	Numerator Denominator	Actual	Negotiated	% of Goal
Employment Rate (2nd Quarter)	99 140	70.7%	69.0%	102.5%
Employment Rate (4th Quarter)	90 132	68.2%	69.0%	98.8%
Median Earnings (2nd Quarter)	- -	\$3,643	\$4,000	91.1%
Credential Attainment Rate	45 79	57.0%	56.0%	101.8%
Measurable Skill Gains	45 73	61.6%	68.5%	89.9%
<b>Average Program Score</b>			✓	<b>96.8%</b>



### Common Measure Definitions

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

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

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

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

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

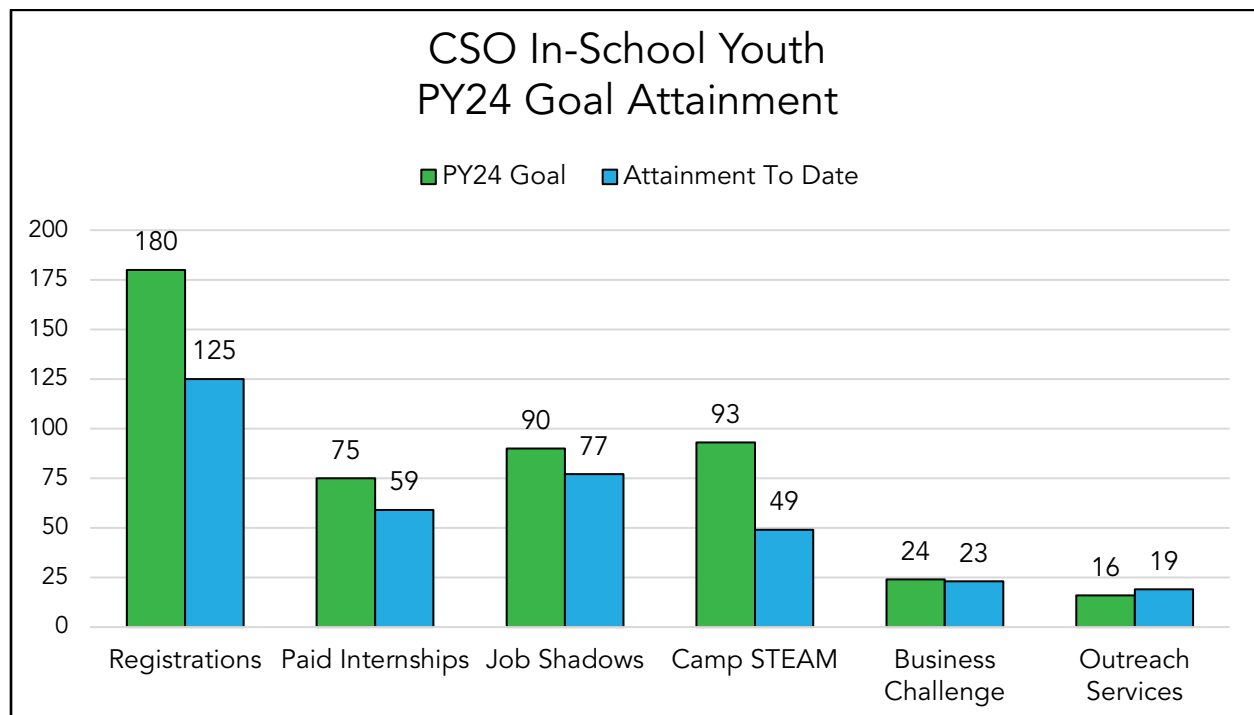
# Bridges to the Future In-School Youth Program

## Goal Attainment

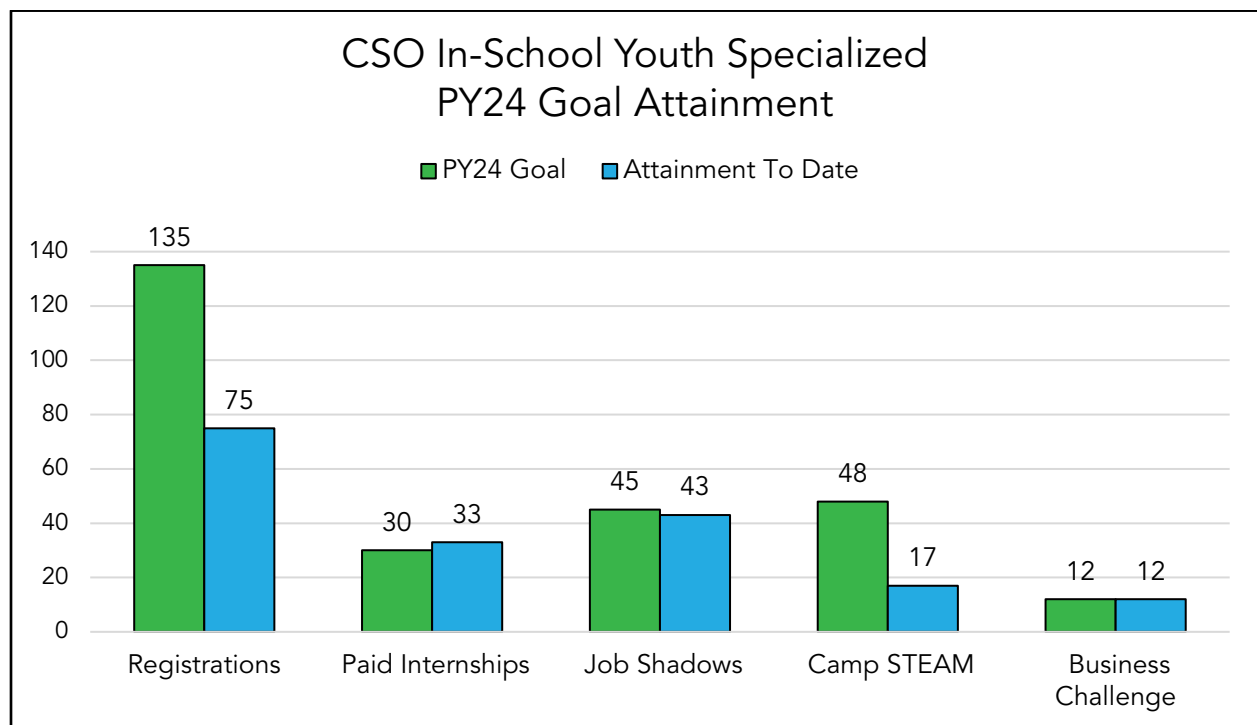
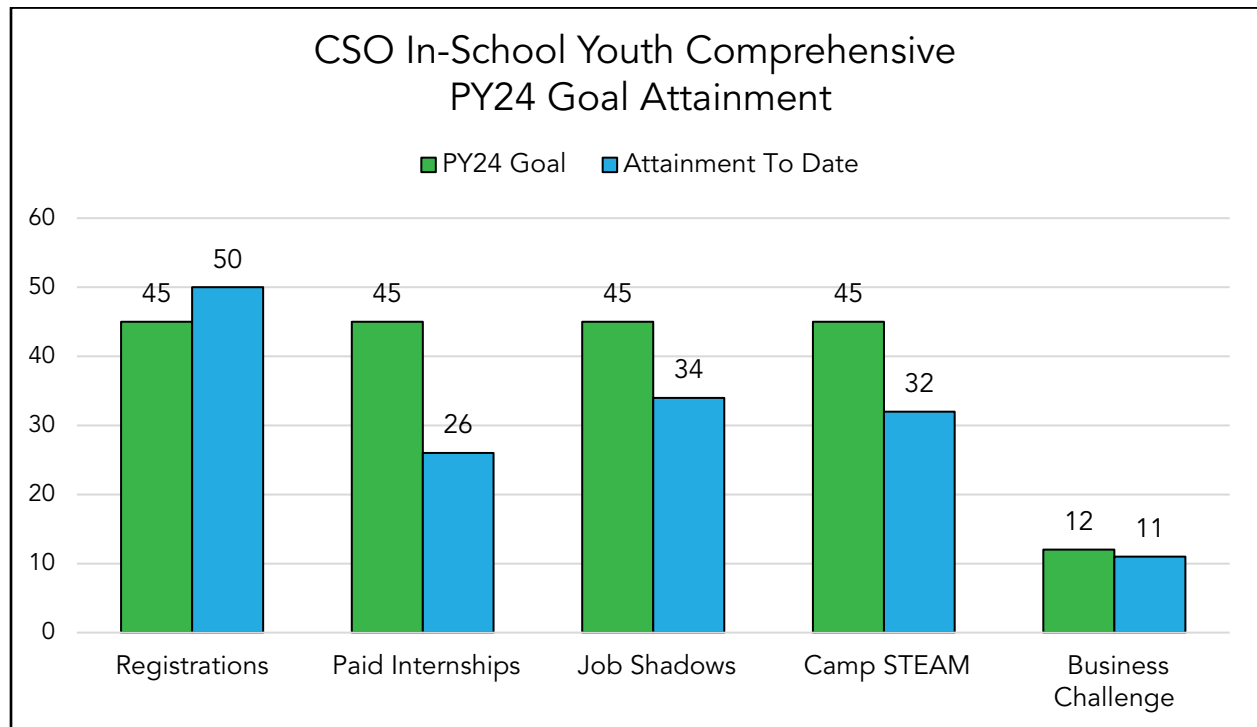
PY24 July 1, 2024- May 22, 2025

Program Provider: CSO

Program Element	Program Year Goal	Attainment To Date	% of goal reached
Comprehensive Registrations	45	50	111%
Comprehensive Paid Internships	45	26	58%
Comprehensive Job Shadows	45	34	76%
Comprehensive Camp STEAM	45	32	71%
Comprehensive Business Challenge	12	11	92%
Specialized Registrations	135	75	56%
Specialized Paid Internships	30	33	110%
Specialized Job Shadows	45	43	96%
Specialized Camp STEAM	48	17	35%
Specialized Business Challenge	12	12	100%
School Districts Receiving Outreach Services (BEP Grant)	16	19	119%





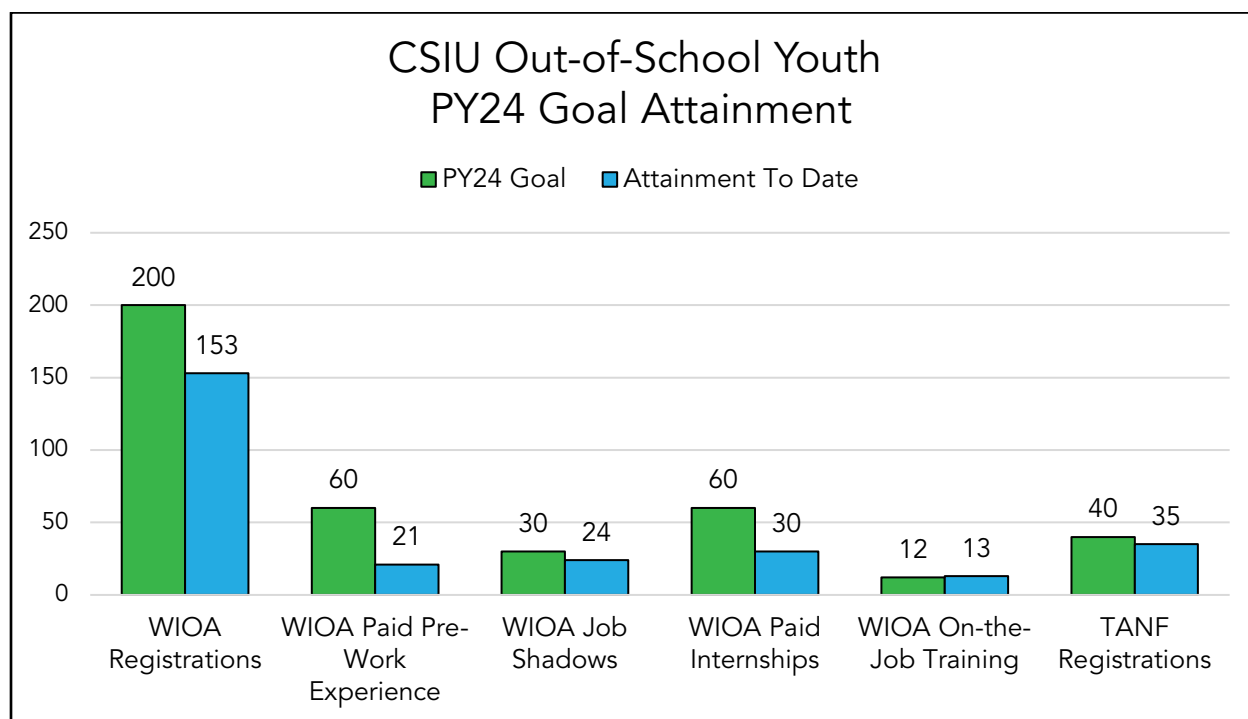


## YES to the Future Out-of-School Youth Program Goal Attainment

PY24 July 1, 2024- May 22, 2025

Program Provider: CSIU

Program Element	Program Year Goal	Attainment To Date	% of goal reached
WIOA Registrations	200	153	77%
WIOA Paid Pre-Work Experience	60	21	35%
WIOA Job Shadows	30	24	80%
WIOA Paid Internships	60	30	50%
WIOA On-the-Job Training	12	13	108%
TANF Registrations	40	35	88%



## Local Elected Official Board Joint Meeting Action Items June 18, 2025

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

Motion:

Second:

2. Motion to approve Advance Central PA's Fiscal Year 2026 Operating Budget.

Motion:

Second:

3. Motion to approve Advance Central PA's Fiscal Year 2026 Central Region Budget.

Motion:

Second:

## Fiscal Year 2025 Competitive Funding Portfolio As of May 30, 2025

### GRANTS CARRIED OVER FROM FY24

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<b>Appalachian Regional Commission Partnership for Opportunity and Workforce and Economic Revitalization (POWER) Initiative</b>  Appalachian Regional Commission  October 2020- September 2023 (Extended through September 30, 2024)	\$531,280	<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"> <li>Expand access to treatment services by connecting individuals impacted by opioid using telemedicine.</li> <li>Referral of patients to CPWDC's Reboot program initiated via the National Dislocated Worker Grant to Address the Opioid Crisis.</li> <li>Connect individuals in recovery to businesses who are "Recovery Friendly" as identified by the PA CareerLink® Business Service Team and SEDA-COG.</li> <li>Educate businesses and increase "Recovery Friendly" statuses.</li> </ul>
<b>Apprenticeship Building America</b>  PA Dept. of Labor & Industry Apprenticeship & Training Office  January 1 2023 – March 31, 2026	\$181,537	<ul style="list-style-type: none"> <li>Develop actionable Registered Apprenticeship (RA) and Pre-Apprenticeship (Pre-RA) strategies for incorporation within the Local and Regional Plan.</li> <li>Engage career &amp; technical education to develop and successfully register 1 new Pre-RA program and 1 new RA program.</li> <li>Serve 27 Pre-Apprentices and 27 Apprentices, half of whom will be underserved.</li> <li>Provide comprehensive support services to participants.</li> <li>Supplement the cost of RA Related Technical Instruction.</li> </ul>
<b>Apprenticeship Grant- PAsmart</b>  PA Dept. of Labor & Industry  January 1, 2022 – June 30, 2024 (Extended through June 30, 2026)	\$273,379	<ul style="list-style-type: none"> <li>Supports Central Pennsylvania Institute of Science and Technology (CPI), development of non-traditional Registered Apprenticeship (RA) programs: Water Operator, Wastewater Operator, and Solar Photovoltaic (PV) Installer.</li> <li>Enroll 25 Apprentices, including 7 Veterans or underserved/non-traditional populations.</li> <li>Expand Registered Apprenticeship programs to new businesses.</li> </ul> <p>(Note: Effective 11/9/23 per guidance from the PA Dept. of Labor &amp; Industry, Solar PV Installer may not be pursued; goals have been modified including to enroll 15 Apprentices)</p>

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<b>Business Education Partnership (PY22)</b>  PA Dept. of Labor & Industry, Bureau of Workforce Development Administration  June 1, 2023 - August 31, 2024 (Extended through June 30, 2025)	\$146,837	<ul style="list-style-type: none"> <li>• Provide outreach services to students across the 31 public school districts in the region to increase career awareness and readiness.</li> <li>• Support the 2024 <i>What's So Cool About Manufacturing?</i> challenge in partnership with Innovative Manufacturers' Center, Central Susquehanna Intermediate Unit, BLaST Intermediate Unit, and the Foundation of the Columbia Montour Chamber.</li> <li>• Facilitate 6 Educator in the Workplace Events and support school participation in Manufacturing Month, October 2023.</li> <li>• Path to Careers enhancements and outreach material development and printing.</li> <li>• Purchase Virtual Reality simulated career awareness hardware.</li> <li>• Support two STEM Aviation Camps in partnership with Susquehanna STEM to the Skies increasing career awareness in aviation-related occupations.</li> </ul>
<b>Disaster Recovery National Dislocated Worker Grant to Address the Opioid Crisis</b>  US Dept. of Labor Employment & Training Administration  April 8, 2024 – April 7, 2026	\$1,211,675 (as part of larger grant submitted by PA Dept. of Labor & Industry)  <b>Reduced to            \$386,912.32            due to federal            recission of            future            allocations</b>	<ul style="list-style-type: none"> <li>• Supports provision of workforce employment and training services to dislocated workers impacted by opioid use, addiction, and overdose.</li> <li>• ITAs that lead to eligible HPO's that can positively impact the opioid epidemic with scholarships up to \$20,000 each; in addition to above targeted population, these ITAs are open to any dislocated worker.</li> <li>• Funds four (4) Title I Career Coach staff (1 new hire) and two (2) Wellness Coaches (both new hires.)</li> </ul> <p>(Note: Goals are reduced as is the staffing model due to the federal recission of future funding allocations.)</p>
<b>Industry Partnerships</b>  PA Dept. of Labor & Industry  January 1, 2024 – June 30, 2025	\$150,000	<ul style="list-style-type: none"> <li>• Supports the development/launch of an Industry Partnership for Agriculture.</li> <li>• Includes funds for incumbent worker training.</li> <li>• Goals include: improved worker retention, increased prosperity, increased job quality, and expansion of the partnership members' employee base to include marginalized populations with barriers.</li> </ul>
<b>Industry Partnerships</b>  PA Dept. of Labor & Industry  January 1, 2024 – June 30, 2025	\$175,000	<ul style="list-style-type: none"> <li>• Supports the development/launch of an Industry Partnership for the Building &amp; Construction sector.</li> <li>• Includes funds for incumbent worker training.</li> <li>• Goals include: improved worker retention, increased prosperity, increased job quality, and expansion of the partnership members' employee base to include marginalized populations with barriers.</li> </ul>
<b>Industry Partnerships- PAsmart Next Generation (2020/2021)</b>  PA Dept. of Labor & Industry  July 1, 2019 – June 30, 2022 (Extended through June 30, 2025)	\$235,332	<ul style="list-style-type: none"> <li>• Supports the Central Region's Next Generation Healthcare Partnership.</li> <li>• Requires a 1:1 match; incumbent worker training requires a 35% cash match from employers with additional match met through employer and partner participation in partnership activities.</li> </ul>

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

## NEW GRANTS SECURED

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

<b>Engage!</b> PA Dept. of Community and Economic Development July 1, 2024 – June 30, 2025	\$12,350 (as part of larger grant submitted by SEDA-COG)	<ul style="list-style-type: none"> <li>As a partner in the grant, Advance Central PA and TIU business services staff will conduct interviews of C-Suite executives from a minimum of 13 companies to discuss each company's needs and match them with solutions for economic stability and/or growth.</li> </ul>
<b>School-To-Work</b> PA Dept. of Labor & Industry June 1, 2025 – May 1, 2027	\$103,592	<ul style="list-style-type: none"> <li>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.</li> </ul>

## GRANTS SUBMITTED

Program/Project Name & Funding Information	Funding Requested	Grant Objectives
<b>Williamsport- Lycoming County Competitive Grant Program 2025</b> First Community Foundation Partnership Award announcement: 9/2025	\$187,112	Funds will be used to increase access to services at PA CareerLink® Lycoming County including to purchase and professionally install a new computer server, customer computers, Microsoft licenses, and ADA software in addition to funding a new supervisory position focused on customer experience.
<b>ARPA Digital Technology Program- Round Two</b> PA Broadband Development Authority Award Announcement: 8/2025	\$246,925	Laptops for customer use will be distributed throughout the PA CareerLink® sites, including The Link; usage will include job preparation and job search, digital literacy, and health access and monitoring.
<b>Greater Susquehanna Valley Competitive Grant Program 2025</b> First Community Foundation Partnership Award Announcement: 9/2025	\$25,000	Funds will be used to increase access to services at PA CareerLink® Northumberland/Snyder/Union Counties including to purchase and professionally install a new computer server, customer computers, Microsoft licenses, and ADA software.

## GRANTS BEING EXPLORED

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

## GRANTS NOT FUNDED

Funding Source/Grant Name	Funding to be Requested	Grant Details
<b>Digital Equity Grant Program</b> <b>National Telecommunications and Information Administration</b> Applications were due 9/23/2024	\$2,000,000 (as part of a larger grant submitted by CSIU)	As a partner in the grant Advance Central PA would have purchased a new mobile unit (The Link), hired two additional grant-focused instructors at the PA CareerLink®, and funded one CRA Specialist at the PA CareerLink®.

# Central WDA Labor Market Report



April 2025

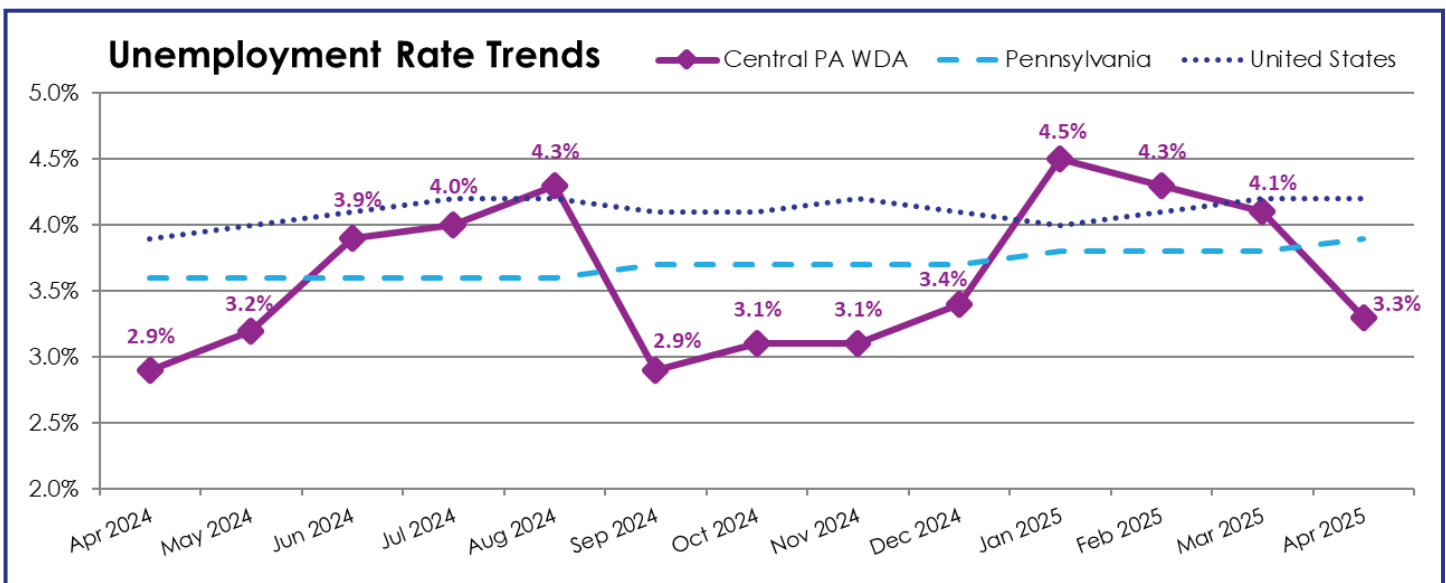
This report provides an overview of the labor market conditions in the Central Workforce Development Area (WDA), which includes Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties. In April 2025, the labor force declined, while a modest rise in the employed population, coupled with a significant drop in the unemployed population, led to a lower unemployment rate compared to previous months. **Please note the local labor market data in this report is not seasonally adjusted while state and national data are seasonally adjusted. Additionally, all 2024 historical data has been revised as part of the annual benchmarking process.**

Civilian Labor Force	
<b>292,200</b>	
Monthly Change	Annual Change
↓ -1,300	↓ -2,500

Employed Population	
<b>282,400</b>	
Monthly Change	Annual Change
↑ 800	↓ -3,700

Unemployed Population	
<b>9,800</b>	
Monthly Change	Annual Change
↓ -2,100	↑ 1,200

Unemployment Rates			
Region	April 2025	Monthly Change	Annual Change
Centre County	2.5%	↓	↑
Clinton County	3.9%	↓	↑
Columbia County	3.8%	↓	↑
Lycoming County	3.8%	↓	↑
Mifflin County	3.3%	↓	↑
Montour County	2.8%	↓	↑
Northumberland County	3.9%	↓	↑
Snyder County	3.2%	↓	↑
Union County	3.1%	↓	↑
<b>Central WDA</b>	<b>3.3%</b>	↓	↑
<b>Pennsylvania</b>	<b>3.9%</b>	↑	↑
<b>United States</b>	<b>4.2%</b>	↔	↑



**April 2025 Labor Market Data** (Downloaded June 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

April 2025

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	April 2025	Monthly Change		Annual Change	
Centre County	77,200	↓	-600	↓	-1,000
Clinton County	17,400	↔	0	↔	0
Columbia County	31,700	↓	-100	↓	-400
Lycoming County	52,700	↓	-300	↓	-300
Mifflin County	23,700	↑	100	↑	100
Montour County	9,200	↔	0	↓	-100
Northumberland County	51,900	↓	-200	↓	-500
Snyder County	19,800	↔	0	↔	0
Union County	17,800	↓	-100	↓	-300
<b>Central WDA</b>	<b>292,200</b>	<b>↓</b>	<b>-1,300</b>	<b>↓</b>	<b>-2,500</b>
Pennsylvania	6,548,000	↑	6,000	↓	-54,000
United States	171,109,000	↑	518,000	↑	3,121,000

Employed Population					Unemployed Population				
Region	April 2025	Monthly Change		Annual Change	April 2025	Monthly Change		Annual Change	
Centre County	75,300	↔	0	↓ -1,200	1,900	↓	-600	↑ 200	
Clinton County	16,700	↑	100	↓ -100	700	↓	-200	↑ 100	
Columbia County	30,500	↑	300	↓ -500	1,200	↓	-300	↑ 100	
Lycoming County	50,700	↑	100	↓ -500	2,000	↓	-400	↑ 200	
Mifflin County	22,900	↑	100	↔ 0	800	↓	-100	↑ 200	
Montour County	8,900	↔	0	↓ -200	300	↔	0	↑ 100	
Northumberland County	49,900	↑	100	↓ -800	2,000	↓	-300	↑ 200	
Snyder County	19,200	↑	200	↓ -100	600	↓	-200	↔ 0	
Union County	17,200	↔	0	↓ -400	500	↓	-200	↔ 0	
<b>Central WDA</b>	<b>282,400</b>	<b>↑</b>	<b>800</b>	<b>↓ -3,700</b>	<b>9,800</b>	<b>↓</b>	<b>-2,100</b>	<b>↑ 1,200</b>	
Pennsylvania	6,293,000	↑	2,000	↓ -72,000	256,000	↑	5,000	↑ 19,000	
United States	163,944,000	↑	436,000	↑ 2,449,000	7,165,000	↑	82,000	↑ 673,000	

**April 2025 Labor Market Data** (Downloaded June 2025)

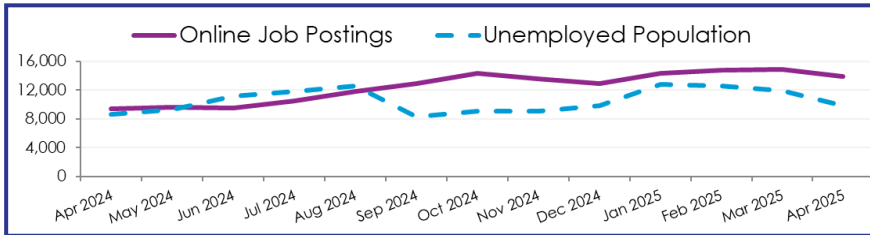
Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry. CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

# Unemployment & Online Job Postings



April 2025

In April 2025, there were 9,800 unemployed jobseekers in the Central WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 4,110 postings would remain unfilled.



Online Job Postings	
13,910	
Monthly Change	Annual Change
↓ -949	↑ 4,514

Occupational Grouping	Online Job Postings April 2025	Unemployed April 2025
Healthcare Practitioners and Technical Occupations	3,639	224
Healthcare Support Occupations	1,028	395
Sales and Related Occupations	911	607
Management Occupations	901	779
Transportation and Material Moving Occupations	898	1,147
Office and Administrative Support Occupations	708	981
Educational Instruction and Library Occupations	620	130
Food Preparation and Serving Related Occupations	579	515
Installation, Maintenance, and Repair Occupations	549	379
Production Occupations	543	1,157
Business and Financial Operations Occupations	446	267
Life, Physical, and Social Science Occupations	416	94
Unclassified Occupation	382	0
Community and Social Service Occupations	365	125
Construction and Extraction Occupations	346	1,570
Arts, Design, Entertainment, Sports, and Media Occupations	339	160
Architecture and Engineering Occupations	298	178
Building and Grounds Cleaning and Maintenance Occupations	289	384
Computer and Mathematical Occupations	261	240
Personal Care and Service Occupations	165	185
Protective Service Occupations	130	141
Farming, Fishing, and Forestry Occupations	79	77
Legal Occupations	19	21
Military-only occupations	2	3

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	1,186	\$48.43
Home Health and Personal Care Aides	512	\$14.95
Licensed Practical and Licensed Vocational Nurses	373	\$30.77
Heavy and Tractor-Trailer Truck Drivers	352	\$35.63
Retail Salespersons	322	\$16.06
Postsecondary Teachers	234	\$33.17
Nursing Assistants	184	\$19.26
First-Line Supervisors of Retail Sales Workers	177	\$23.45
Physicians, All Other	158	\$99.88
Janitors and Cleaners, Except Maids & Housekeeping Cleaners	155	\$17.05

### Top Industries

Unique Job Postings

Health Care and Social Assistance	3,398
Administrative and Support and Waste Management and Remediation Services	1,822
Educational Services	1,772
Retail Trade	1,079
Manufacturing	790
Accommodation and Food Services	598
Professional, Scientific, and Technical Services	482
Public Administration	381
Transportation and Warehousing	280
Wholesale Trade	279

### Top Employers

Unique Job Postings

Geisinger Health System	1,335
Pennsylvania State University	1,283
University of Pittsburgh Medical Center	315
Commonwealth Of Pennsylvania	304
Aerotek	239
BAYADA Home Health Care	141
Soliant Health	122
Walmart	105
Sondermind	89
Genesis HealthCare	78

### Top Skills

Communication  
Management  
Customer Service  
Operations  
Leadership  
Sales  
Research  
Detail Oriented  
Problem Solving  
Lifting Ability

### Top Qualifications

Valid Driver's License  
Registered Nurse (RN)  
Basic Life Support (BLS) Certification  
Licensed Practical Nurse (LPN)  
Cardiopulmonary Resuscitation (CPR) Certification  
Certified Nursing Assistant (CNA)  
Nurse Practitioner (APRN-CNP)  
Advanced Cardiovascular Life Support (ACLS) Certification  
Board Certified/Board Eligible  
Commercial Driver's License (CDL)

Source: Lightcast, 2025.2 • Updated: June 2025

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

# Pennsylvania Unemployment Rates



April 2025

County			
<b>Centre County</b>	<b>2.5%</b>	Erie County	3.7%
Chester County	2.6%	Indiana County	3.7%
Lancaster County	2.7%	Wyoming County	3.7%
Cumberland County	2.8%	<b>Columbia County</b>	<b>3.8%</b>
<b>Montour County</b>	<b>2.8%</b>	Huntingdon County	3.8%
Montgomery County	2.9%	Jefferson County	3.8%
Adams County	3.0%	Lackawanna County	3.8%
Perry County	3.0%	Lehigh County	3.8%
Bucks County	3.1%	<b>Lycoming County</b>	<b>3.8%</b>
Butler County	3.1%	McKean County	3.8%
Franklin County	3.1%	Armstrong County	3.9%
Lebanon County	3.1%	Cambria County	3.9%
<b>Union County</b>	<b>3.1%</b>	Carbon County	3.9%
<b>Snyder County</b>	<b>3.2%</b>	Clearfield County	3.9%
Blair County	3.3%	<b>Clinton County</b>	<b>3.9%</b>
Fulton County	3.3%	Mercer County	3.9%
<b>Mifflin County</b>	<b>3.3%</b>	<b>Northumberland County</b>	<b>3.9%</b>
Allegheny County	3.4%	Venango County	3.9%
Delaware County	3.4%	Wayne County	3.9%
Washington County	3.4%	Monroe County	4.0%
York County	3.4%	Somerset County	4.0%
Bradford County	3.5%	Susquehanna County	4.0%
Dauphin County	3.5%	Greene County	4.1%
Northampton County	3.5%	Schuylkill County	4.1%
Sullivan County	3.5%	Lawrence County	4.3%
Westmoreland County	3.5%	Potter County	4.3%
Bedford County	3.6%	Juniata County	4.4%
Berks County	3.6%	Luzerne County	4.4%
Clarion County	3.6%	Pike County	4.4%
Crawford County	3.6%	Philadelphia County	4.5%
Elk County	3.6%	Fayette County	4.6%
Tioga County	3.6%	Cameron County	5.0%
Warren County	3.6%	Forest County	5.1%
Beaver County	3.7%		

Workforce Development Area (WDA)	
Chester County WDA	2.6%
Lancaster County WDA	2.7%
Montgomery County WDA	2.9%
Bucks County WDA	3.1%
South Central WDA	3.2%
<b>Central WDA</b>	<b>3.3%</b>
Delaware County WDA	3.4%
Three Rivers WDA	3.4%
Tri-County WDA	3.4%
Berks County WDA	3.6%
Southwest Corner WDA	3.6%
Lehigh Valley WDA	3.7%
Northern Tier WDA	3.7%
Northwest WDA	3.7%
Southern Alleghenies WDA	3.7%
Lackawanna County WDA	3.8%
Westmoreland-Fayette WDA	3.8%
North Central WDA	3.9%
Pocono Counties WDA	4.1%
West Central WDA	4.1%
Luzerne-Schuylkill WDA	4.3%
Philadelphia County WDA	4.5%

For Comparison Purposes	
Pennsylvania	3.9%
United States	4.2%

Local area labor market data is not seasonally adjusted. State and national labor market data are seasonally adjusted. Data provided by the Center for Workforce Information and Analysis (CWIA), PA Department of Labor and Industry (June 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

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

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

**Jim Beamer**

*IBEW, Local #812*

**Talia Beatty**

*UPMC*

**Kenneth Chappell**

*Lycoming/Tioga County Assistance Office*

**Misty Dion**

*Roads to Freedom Center for Independent  
Living of NCPA*

**Beth Gilmore**

*Kish Bank*

**Dean Girton**

*Girton Manufacturing Company*

**Jonah Howe**

*PPL Electric Utilities*

**Bruce Jones**

*Bureau of Workforce Partnership &  
Operations*

**Keith Koppenhaver**

*IUOE, Local #66*

**Lynn Kuhns**

*Apex Homes of PA, LLC*

**Zollie Rayner**

*AFSCME Labor Union*

**Jonathan Ritter**

*Playworld*

**Stephanie Servose**

*Geisinger*

**Steve Stumbris**

*Bucknell University Small Business  
Development Center*

**Susan Swartz**

*Office of Vocational Rehabilitation*

**Todd Taylor**

*Central PA Institute of Science &  
Technology*

**Susie Weller**

*Union-Snyder Community Action Agency*

**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  
Susie Weller  
*Staff Contact: Marca O'Hargan*

### Youth Committee

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



## Staff Listing

### Policy and Management

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

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

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

### Finance Department

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

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

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

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

### Operations Department

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

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

**Allison Grose, Youth Programs Coordinator:** Responsible for policy and program support for WIOA In-School Youth and Out-of-School Youth programs, TANF Youth programs and

other youth initiatives in the PA CareerLink® sites and schools. Reports to the Assistant Director. [agrose@AdvanceCentralPA.org](mailto:agrose@AdvanceCentralPA.org)

**Jamie Mercaldo, Business Engagement Coordinator:** Responsible for policy and program support focusing on business as the primary customer. Oversees industry cluster activities and special grants that are obtained which involve local employers. Reports to the Assistant Director. [jmercald@AdvanceCentralPA.org](mailto:jmercald@AdvanceCentralPA.org)

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

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

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

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

### PA CareerLink®

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

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

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