

Youth Committee

Agenda

130 Kelly Square, Ste. 1, Lewisburg, PA 17837
Tuesday, February 24, 2026, 1:00 p.m.

Welcome & Call to Order	J. Ritter
Public Comment	
Review & Approval of Meeting Minutes	J. Ritter
Advance Central PA Updates <ul style="list-style-type: none">• PY25 Q1 Common Measures Review• Youth Program Goals Report• Path to Careers Discussion	A. Grose
Executive Session	
Committee Priorities	J. Ritter
Open Discussion	J. Ritter
Date of Next Meeting <ul style="list-style-type: none">• May 13, 2026 from 10am-12pm at Advance Central PA	J. Ritter
Adjournment	J. Ritter

Youth Committee

Meeting Notes November 24, 2025

The Youth Committee of Advance Central PA held a Zoom Video Conference meeting on Monday, November 24, 2025.

The following members attended:

Joshua Bell
Jonah Howe
Jon Ritter
Stephanie Servose
Jenna Witherite

The following members were excused:

None

The following guests attended:

None

The following staff attended:

Allison Grose
Korrie Lucas
Erica Mulberger
Kelly Walter

Welcome & Call to Order

The meeting was called to order at 1:11 by Jon Ritter, Youth Committee Chair. Jon welcomed Joshua Bell, Organizational Development Manager at SEKISUI KYDEX to his first Youth Committee meeting. Members all introduced themselves.

Public Comment

None.

Review & Approval of Meeting Minutes

- ▲ Jenna Witherite made a motion to approve December 5, 2024, Youth Committee meeting minutes. Joshua Bell seconded the motion. The motion was unanimously approved with no abstentions.

Advance Central PA Updates

PY24 Common Measures Review

Allison Grose, Advance Central PA Youth Programs Coordinator, reviewed the Common Measures Performance for PY24, providing an overview of each metric along with the data collection timelines. Jon asked whether being “within target” of a metric rather than meeting it is considered successful. Korrie Lucas, Advance Central PA Assistant Director, explained that if actual performance is within 90% of the target, it is a positive outcome. Jon further inquired about the metric related to Median Earnings and whether the thresholds are high enough for success. Korrie explained the program participants are often stepping into their career pathways with the programming support; while their initial earnings in the program are not what is needed for long-term success, we do view meeting the target as a success as they begin their transition into the workforce.

Youth Program Goals Report

In-School Youth (ISY)

Allison reviewed the In-School Youth (ISY) program goals and noted the difference between ISY specialized and comprehensive enrollments; comprehensive participants typically enroll in sophomore year and receive wide-ranging services through graduation and placement while specialized participants enroll at various times throughout high school and receive specific short-term services such as paid internship, job shadow, etc. First quarter results normally trend low because students are not in school until September. Erica Mulberger, Advance Central PA Executive Director, clarified that placement in paid internships are generally higher than other metrics since student participants often start those activities in summer.

Out-of-School Youth (OSY)

Allison explained Out-of-School Youth (OSY) enrollments occur year-round, and the program is on track with 53 new enrollments through September 30. Other goals are below target, including the number of paid internships and on-the-job training (OJT) contracts to date. Plans to help increase performance were discussed next on the agenda.

Out of School Youth (OSY) Paid Pre-Work Experience Policy

Paid pre-work experience activities include workshops, mock interviews, and other tasks designed to prepare participants for success in a paid work experience, such as a paid internship. Allison reviewed the OSY Paid Pre-Work Experience (PPWE) Policy, approved by this Committee in March 2024. The policy allows participants to complete up to 100 hours of PPWE activities earning a \$12 per hour stipend as they prepare for a paid internship, a time when participants frequently disengage.

The policy allows participants to complete WIN™ Career Readiness Courseware and credentials; however, we no longer have access to WIN™ in the region. Allison proposed replacing it with similar courses from SkillUp™ PA, which offers free, self-paced online training to individuals with a PA CareerLink® account. Jon asked how SkillUp™ PA activities are tracked for completion and compensation. Allison explained that activities are linked to program staff accounts, where completion and time spent in the courseware is tracked automatically. Participants also submit a timesheet for payment. Additionally, Allison noted that SkillUp™ PA offers specialized programs that Committee members can use for their own staff to refresh skills, making this a valuable resource beyond participant training.

- ▲ **Joshua Bell made a motion to update the Out-of-School Youth Paid Pre-Work Experience Policy to eliminate the WIN™ Learning courseware that programs no longer have access to and replace it with SkillUp™ PA courses which are free to PA CareerLink® programs and participants. Jenna Witherite seconded the motion. The motion was unanimously approved with no abstentions.**

In School Youth (ISY) Paid Work Experience (PWE)

Paid Work Experience Goals

Historically, paid work experience (PWE) goals for ISY were driven by WIOA expenditure requirements. Current programming is funded by TANF Youth Development which does not require a percentage of the allocation be expended on these activities. Further, paid internship goals were not met the last two program years. This is primarily attributed to students opting for unsubsidized summer employment, which typically offers higher pay than the current ISY paid internship wage of \$10.35 per hour.

Allison recommended that the Committee consider allowing attainment of unsubsidized employment obtained with assistance from the ISY programming to count toward the PWE goals. TANF Youth Development funds would remain available to support those participants who do not obtain unsubsidized employment. This approach could also free up funds to increase the PWE wage. Allison presented data showing the average unsubsidized wage for ISY participants is \$12.00 per hour, a wage that better aligns with what other local workforce development boards are paying.

Members discussed. Jon asked how staff will know unsubsidized work experiences are occurring; Allison confirmed the ISY staff tracks this. Josh asked how success metrics will be defined, for example, based on how many days a participant works and/or participates in the PWE. Korrie explained that within current policy, a paid internship is tracked by hours with up to 240 allowable subsidized hours and that a successful internship means the hours were completed. Allison shared that non-completion of a paid internship is rare, but does occasionally occur. Data is also maintained to show how many youth began PWE.

Erica discussed the need for federal measures to shift toward participant outcomes rather than expenditure rates.

- ▲ **Jenna Witherite made a motion to update the Central Susquehanna Opportunities, Inc. contract goals for In-School Youth Paid Work Experience to count the number of unsubsidized employment placements toward the number of paid internships. Joshua Bell seconded the motion. The motion was unanimously approved with no abstentions.**

Paid Work Experience Employer of Record

Central Susquehanna Opportunities (CSO), as the ISY provider is required to serve as the employer of record for paid interns according to their current contract for service provision. Their solicitor recently advised against this. Additionally, a school district recently requested to pay their intern directly and then seek reimbursement from

CSO rather than have CSO serve as employer of record. Staff have researched and found some other regions have providers who utilize a third-party as the employer of record; however, Erica recommended this is not fiscally responsible given the local budget. The recommendation brought forth for discussion is to allow an optional employer of record model, that is, if a host business wants to be the employer of record then allow that and if a host does not, then CSO would need to assume that responsibility as the ISY provider. To ensure accountability, Korrie recommended a requirement for CSO to continue intern check-ins at least once every two weeks no matter the employer of record.

The Committee agreed and further discussed an increase to subsidized paid work experience wages to better align with market rates.

- ▲ **Jonah Howe made a motion to update the Central Susquehanna Opportunities, Inc. (CSO) contract for In-School-Youth, which states that CSO must be the employer of record for interns, to also allow paid internship worksites to be the employer of record while requiring that CSO staff do regular check-ins with the participants during the work experience. Joshua Bell seconded the motion. The motion was unanimously approved with no abstentions.**

- ▲ **Joshua Bell made a motion to increase the In-School Youth paid internship wage from \$10.35 per hour to \$12.00 per hour. Jenna Witherite seconded the motion. The motion was unanimously approved with no abstentions.**

ISY Comprehensive Schools

Allison emphasized that this discussion marks the beginning of a larger conversation about restructuring comprehensive services. While all 31 school districts in the Central Region can receive specialized services, 17 currently receive comprehensive programming, which requires staff to spend more time in those districts. Some of these schools have expressed disinterest in the program, leading staff to question whether their time could be better spent elsewhere. With six staff covering 31 districts and 3 Career and Technical Education Schools, concerns were raised about efficiency and whether the program adds value where it is not welcome. Jenna noted that building relationships is difficult without administrative support, and Allison shared TANF data showing low engagement in certain districts. The Committee discussed whether reducing the number of comprehensive schools might allow staff to focus on districts that show greater interest. Jon suggested this could free up time for more targeted efforts. Josh cautioned against cutting districts without understanding the reasons for resistance, proposing outreach strategies such as school board presentations also noting that leadership changes could improve relationships over time.

Path to Careers Presentation

Allison presented an overview of the Path to Careers website, explaining its history and purpose which is to effectively and efficiently connect businesses with students and schools via career experiences.

Currently, there are 243 businesses and 146 active experiences across the nine-county region, with some opportunities recently opened to middle school students based on district feedback.

Erica noted that profiles and experiences are reviewed by Advance Central PA before going live, Advance Central PA reviews all submissions for quality and safety purposes.

Committee Priorities

Jon asked the group how often they would like to meet, and the Committee concluded that meetings would be held quarterly.

Open Discussion

None.

Date of Next Meeting

TBD

Adjournment

With no further business to discuss, Jon adjourned the meeting at 3:01 p.m.

Respectfully Submitted,

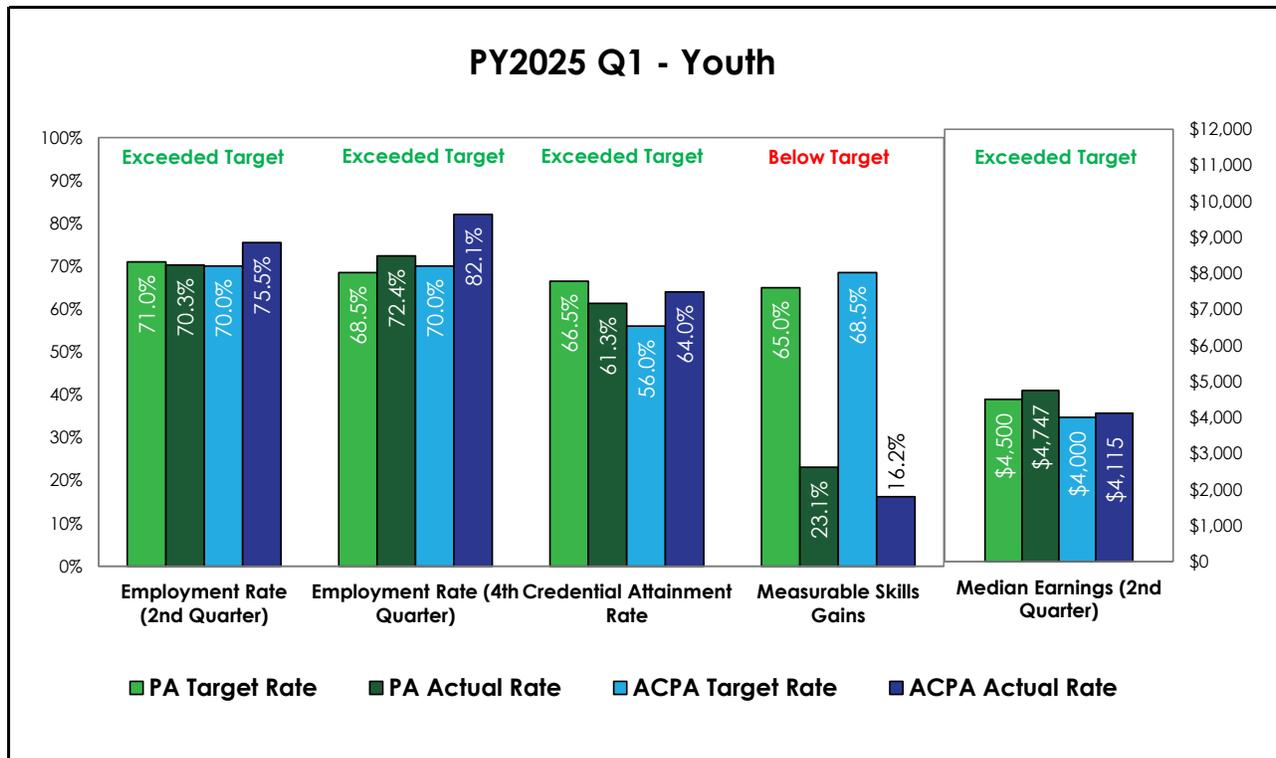


Kelly Walter, Office/Board Coordinator

Common Measure Performance - Youth Program Year 2025 Q1

Performance Metric	Youth			
	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved
	Denominator			
Employment Rate (2nd Quarter)	37 49	75.5%	70.0%	107.9%
Employment Rate (4th Quarter)	32 39	82.1%	70.0%	117.3%
Median Earnings (2nd Quarter)	- -	\$4,115	\$4,000	102.9%
Credential Attainment Rate	16 25	64.0%	56.0%	114.3%
Measurable Skill Gains	6 37	16.2%	68.5%	23.6%
Average Program Score				✓ 93.2%

*Measurable Skill Gains are historically low in the first quarter as participants are in training and have not yet had opportunity to earn the gain.



Common Measure Definitions

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

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

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

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

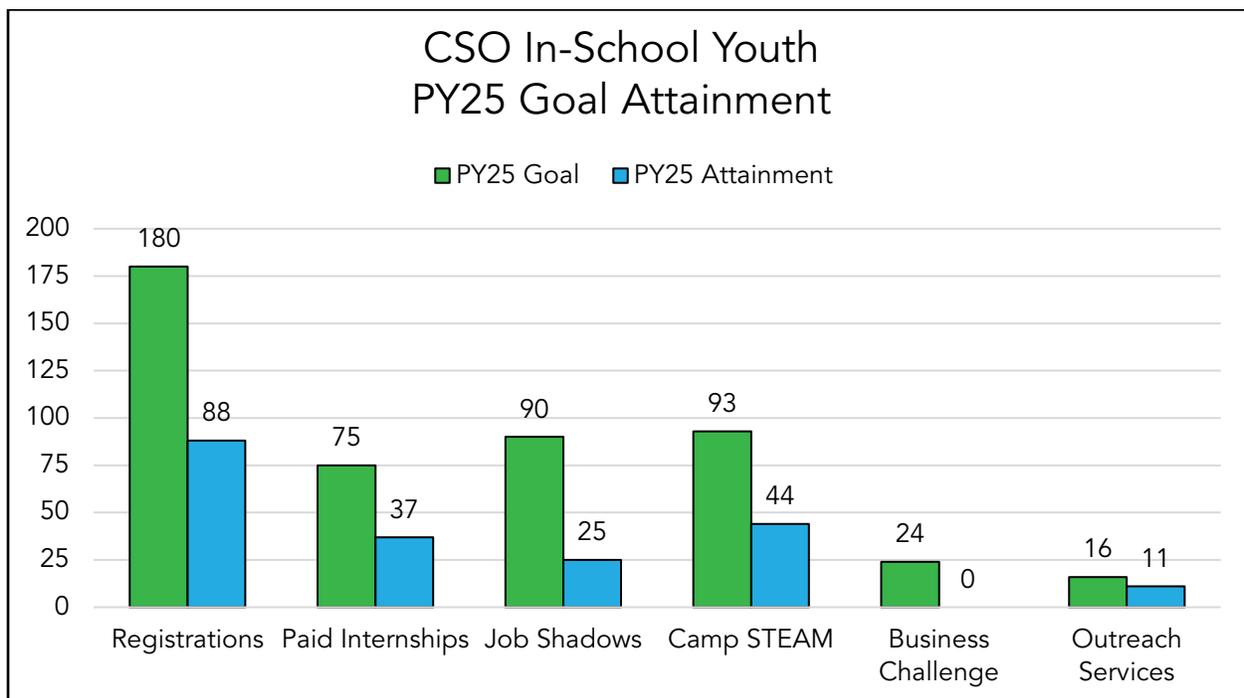
Median Earnings - Median earnings of Adults who have unsubsidized employment during the 2nd quarter after exit

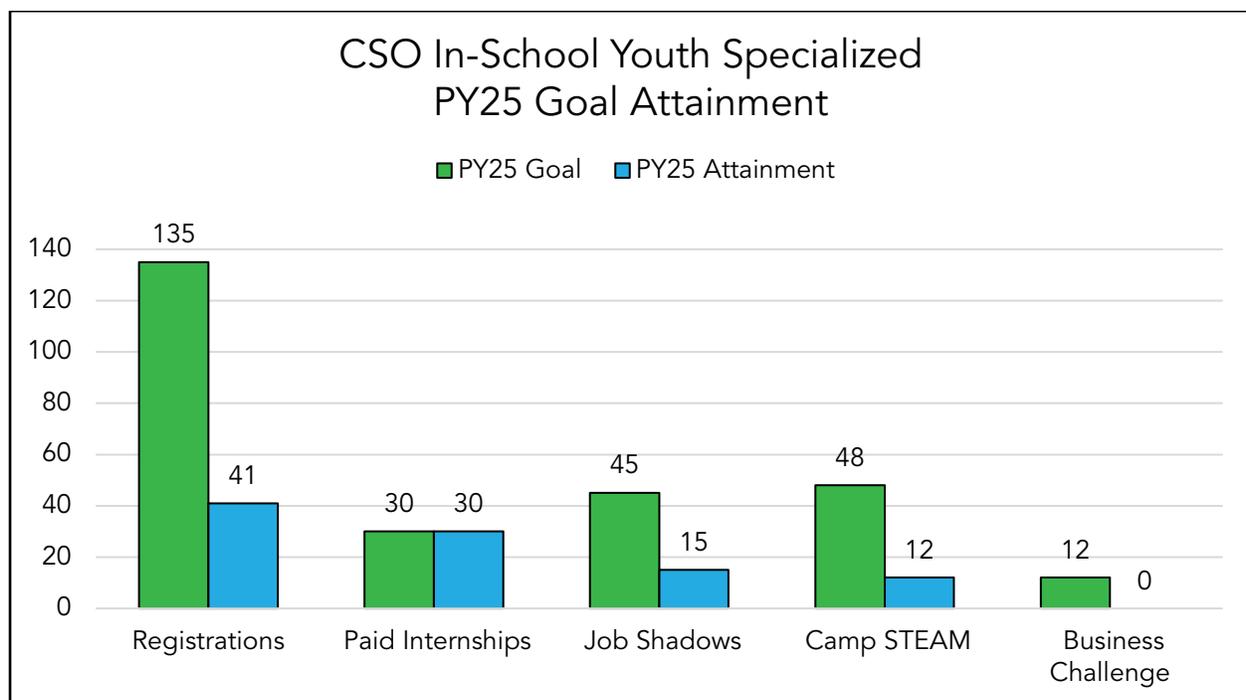
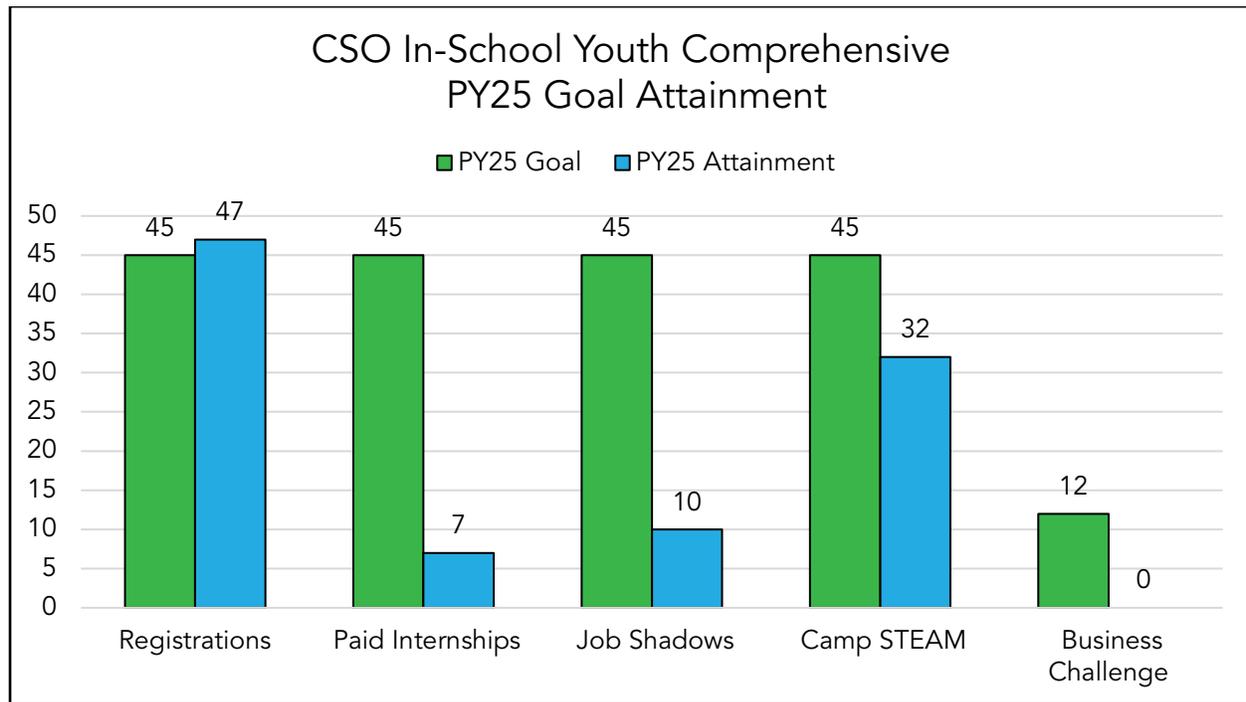
Bridges to the Future In-School Youth Program Goal Attainment

PY25 Q2: October 1, 2025- December 31, 2025

Program Provider: CSO

Program Element	Program Year Goal	Program Year Attainment	% of goal reached
Comprehensive Registrations	45	47	104%
Comprehensive Paid Internships	45	7	16%
Comprehensive Job Shadows	45	10	22%
Comprehensive Camp STEAM	45	32	71%
Comprehensive Business Challenge	12	0	0%
Specialized Registrations	135	41	30%
Specialized Paid Internships	30	30	100%
Specialized Job Shadows	45	15	33%
Specialized Camp STEAM	48	12	25%
Specialized Business Challenge	12	0	0%
School Districts Receiving Outreach Services (BEP Grant)	16	11	69%





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

PY25 Q2: October 1, 2025- December 31, 2025

Program Provider: CSIU

Program Element	Program Year Goal	Program Year Attainment	% of goal reached
WIOA Registrations	200	97	49%
WIOA Paid Pre-Work Experience	60	18	30%
WIOA Job Shadows	30	21	70%
WIOA Paid Internships	60	13	22%
WIOA On-the-Job Training	12	3	25%

