



**Advance  
Central PA**  
Linking People & Business

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

March 18, 2026

Union County Government Center  
Lewisburg, Pennsylvania

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

### Agenda

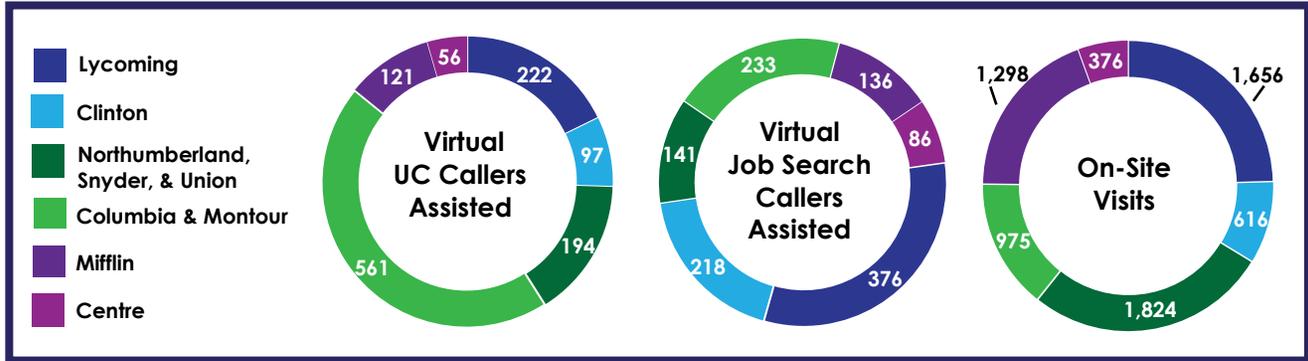
Union County Government Center, Lewisburg

Wednesday, March 18, 2026 10:00 a.m.

10:00 – 10:10	<b>Call to Order, Welcome, and Introduction of Guests</b>	Jonah Howe & Rob Postal
10:10 – 10:15	<b>Public Comment</b>	
10:15 – 10:25	<b>PA CareerLink® Operator Update</b>	Cheryl Johnson
10:25 – 10:40	<b>Title I and TANF Youth Development Eligibility Presentation</b>	Allison Grose Patrick O'Connor
10:40 – 11:40	<b>WDB and LEO Board Action Items</b>	Jonah Howe & 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</li> <li>○ EARN</li> <li>○ Governance</li> <li>○ Personnel                             <ul style="list-style-type: none"> <li>– Action Needed: Vision Insurance Renewal</li> <li>– Action Needed: Dental, Life, and Disability Insurance Renewal</li> </ul> </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 December 17, 2025 meeting minutes</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>	Jonah Howe
	<ul style="list-style-type: none"> <li>• Executive Committee – April 10, 2026 at 10:00 a.m.</li> <li>• Annual Meeting of the Members/LEO Board Meeting – June 17, 2026 at 9:00 a.m. - 9:30 a.m.</li> <li>• WDB/LEO Board Joint Meeting – June 17, 2026 at 10:00 a.m. - 12:00 p.m.</li> </ul>	
12:00	<b>Adjournment</b>	Jonah Howe & Rob Postal

# PA CareerLink® Jobseeker Services

## Q4 2025: October - December



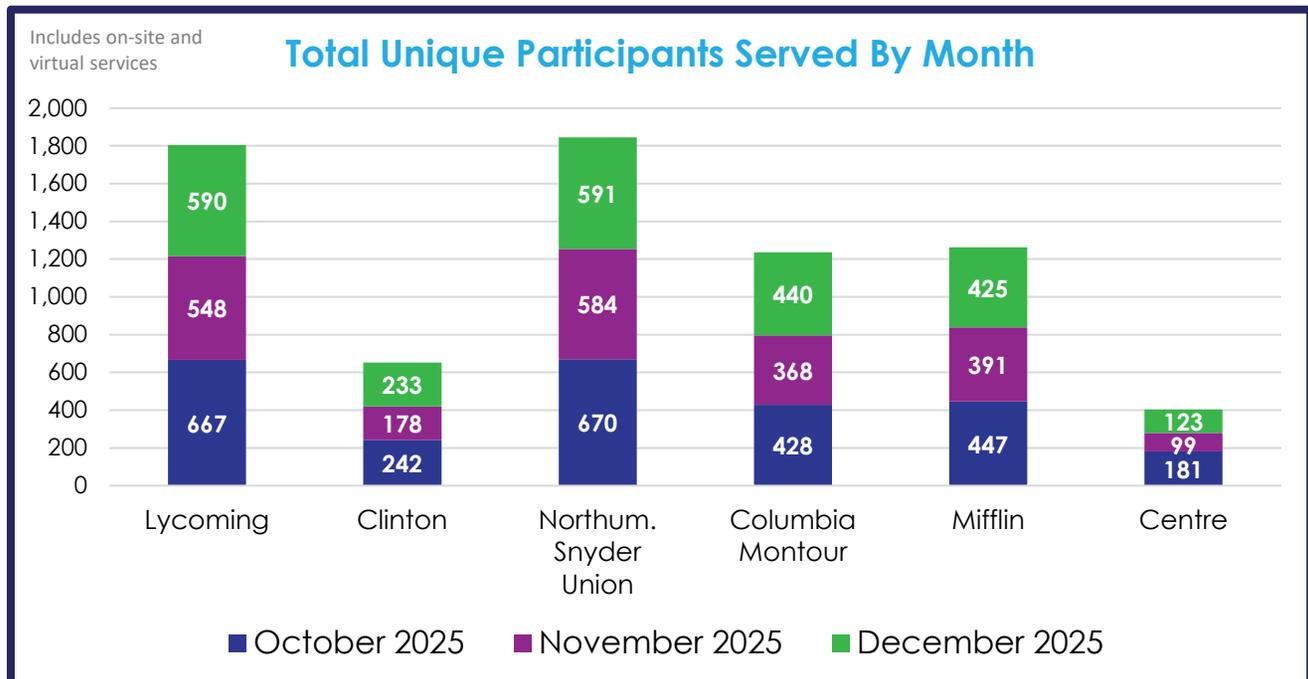
Includes on-site and virtual services

**Total Workshops Offered: 95**

**Total Workshop Attendance: 670**

**Total Services Provided: 28,689**

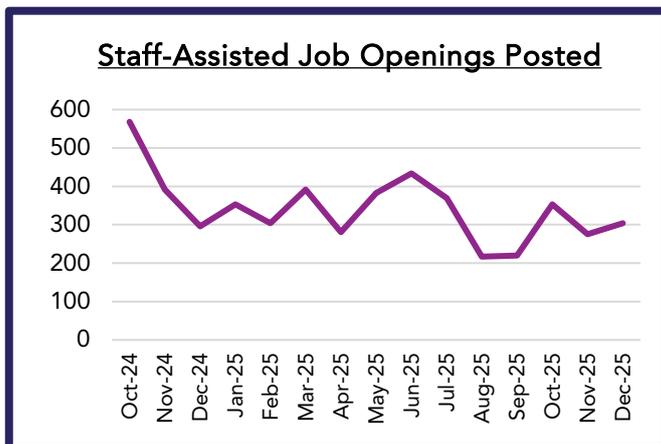
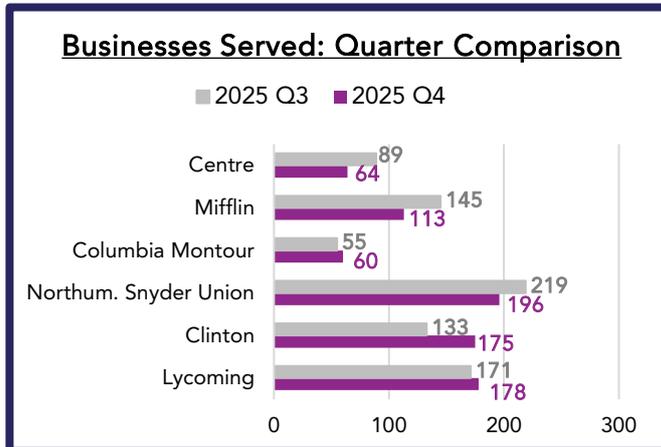
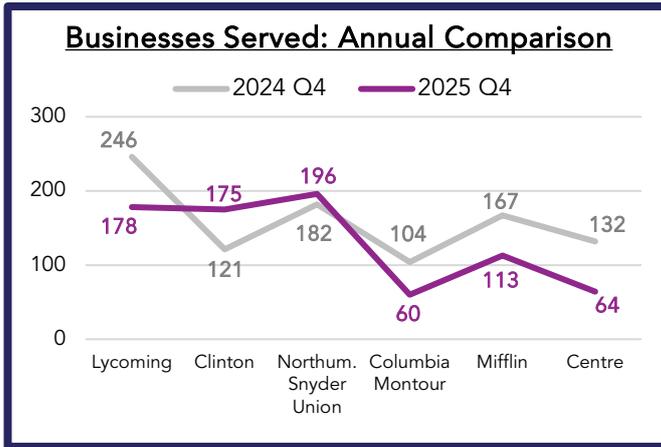
**Unique Quarterly Participants: 5,263**



# PA CareerLink® Business Solutions

## Q4 2025: October - December

### Employer Services Overview



- #### Top 3 Industries Served
1. Manufacturing
  2. Health Care and Social Assistance
  3. Public Administration
- Based on total services provided*

Note: Clinton County figures are skewed upward and Centre County figures downward due to Clinton County staff covering a vacancy in Centre County.

# PA CareerLink® Business Solutions

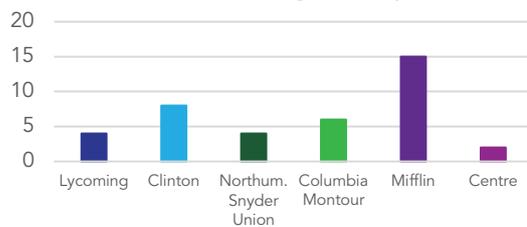
## Q4 2025: October - December

### Employer Event Highlights

#### Hiring Events

39 on-site hiring events served  
78 employers and 494 jobseekers.

Number of Hiring Events by Site



#### Mass Recruitment Events

6 large-scale recruitment events  
connected 209 employers  
with 526 jobseekers.

Events included:

- Clinton County Fall Job Fair (33 employers, 81 jobseekers)
- Lycoming County Job Fair (41 employers, 115 jobseekers)
- Centre County Fall Job Fair (72 employers, 71 jobseekers)
- Columbia/Montour County Fall Job Fair (26 employers, 131 jobseekers)
- Mifflin County Fall Job Fair (25 employers, 64 jobseekers)
- CabinetWorks Job Fair (13 employers, 64 jobseekers)

#### Student Events

15 student events provided  
85 employers with the opportunity  
to engage with youth.

Events included:

- Clinton County Student Career & Education Fair (38 employers, 502 youth)
- Williamsport Area School District Career Fair (32 employers, 16 youth)
- Camp STEAM Presentations (8 employers, 42 students)

#### Employer Seminars

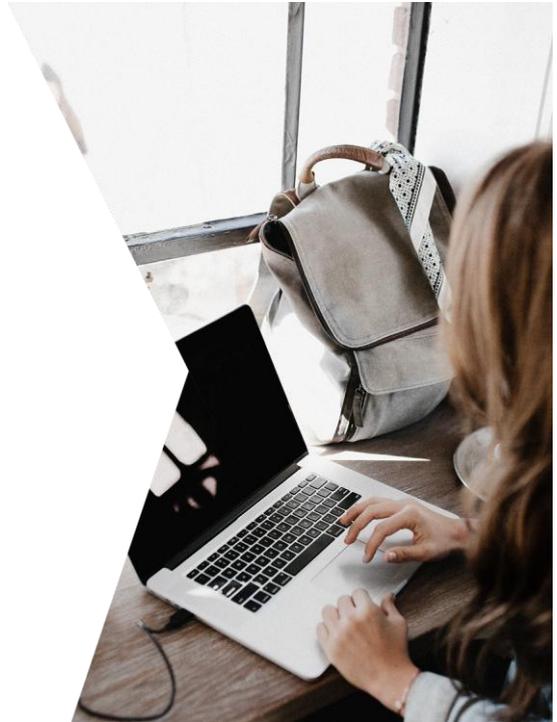
4 on-site and virtual employer seminars  
on Unemployment Compensation were  
attended by 18 employers.

### Rapid Response Events

Company	IG Design Group	CabinetWorks Group	IG Design Group
PA CareerLink® County	Col/Mon	NSU	Col/Mon
Rapid Response Date	10/24/2025	11/6/2025	11/14/2025 <i>(virtual)</i>
Workers Affected	380	172	50
Workers at RR Event	26	75	2
Layoff/Closure	Closure	Closure	Closure
Status	Permanent	Permanent	Permanent



## Program Eligibility Overview



1

## Program Eligibility

### WIOA Title I Programs

- Adult
- Dislocated Worker
- Out-of-School Youth (OSY)

### TANF Youth Development Program

- In-School-Youth (ISY)

2

## Adult

- Social Security Number
- Citizenship/Eligible to Work
- Age 18 or older
- Selective Service (if applicable)



### Additional Advance Central PA Eligibility Requirement:

- High School Diploma or equivalent, or participating in GED preparation classes with Title II

3

## Meet Scott: Adult Participant



- US Veteran
- Eligibility requirements met + disability
- Referred by Employer
- Goals: reenter workforce, access supports
- Program activities: Comprehensive case management, Clothing Closet, OJT
- Outcomes: Employed full time after completion of OJT

4

## Dislocated Worker

- Social Security Number
- Citizenship/Eligible to Work
- Age 18 or older
- Selective Service (if applicable)
- One or more of the following:
  - Terminated, laid off, or has received notice of termination or layoff from employment, and is eligible for UC
  - Permanent Closure/Substantial Layoff
  - General Announcement of Closure
  - Formerly Self-Employed/Currently Unemployed
  - Displaced Homemaker



5

## Meet Sarah: Dislocated Worker Participant



- Eligibility requirements met as Dislocated Worker
- Co-enrolled in RESEA
- Goals: interested in training to obtain employment
- Program activities: comprehensive case management, support services for pre-training physical and clearances, ITA
- Outcomes: completed training and obtained employment as a CNA

6

## Out-of-School Youth



- US Citizen
- Registered for the Selective Service if male and has reached the eighteenth birthday
- Not attending any school
- Age 16-24
- One or more barriers

7

## Out-of-School Youth



### Barriers include:

- School dropout
- Secondary school diploma or equivalent, low income, and BSD or English Language Learner
- Offender
- Homeless or runaway
- Foster care or aged out of foster care
- Pregnant or Parenting
- Disability
- Requires additional assistance as defined by the local WDB to complete an educational program or to secure or hold employment, and low-income

8

## Meet Jake: Out-of-School Youth Program Participant



- Eligibility requirements met + H.S. dropout + Parenting
- Goals: obtain GED + find employment
- Program activities: case management, ABE class, job shadow, enrolled in a training program with a local construction company
- Outcomes: Earned his GED, employed in the construction field

9

## In-School-Youth



- Age 12-24
- Have proof of Social Security Number
- Have proof of identity
- U.S. citizen or TANF-eligible non-citizen
- PA Resident
- Personal monthly gross earned income that does not exceed 235% of the Federal Poverty Income Guidelines (\$3,065 for a household of 1)
- In addition to the eligibility requirements above, TANF YD prioritizes service to those with WIOA barriers

(Funded by TANF Youth Development, not WIOA)

10

## Meet Sam: In-School-Youth Program Participant



- Comprehensive programming
- Eligibility requirements met + disability
- Referred by special education case manager
- Construction Trades CTE program
- Goals: work experience + driver's license
- Program activities: 3 job shadows, 1 paid internship, driving lessons, employability skills and work-readiness
- Outcome: Accepted into a local technical institute's Construction Management program

11

# Thank You!

**Patrick O'Connor**

Adult Programs Coordinator

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**Allison Grose**

Youth Programs Coordinator

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12

## Workforce Development Board Consent Agenda Action Items March 18, 2026

1. Motion to approve the minutes from the December 17, 2025 joint WDB/LEO Board meeting.

### Executive Committee • Jonah Howe, Chair

*The following motions were unanimously approved with no abstentions by a quorum of the Executive Committee during a meeting held February 13, 2026.*

2. Motion to appoint Jay Alexander the chair of the Audit/Finance Committee effective February 13, 2026.

# Workforce Development Board Non-Consent Agenda

## Action Items

### March 18, 2026

1. Motion to approve the March 18, 2026 Consent Agenda Action Items.

Motion:

Second:

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

The Audit/Finance Committee will meet as necessary.

#### **EARN Committee • Kenneth Chappell, Chair**

The EARN Committee will meet as necessary.

#### **Governance Committee • Vacant, Chair**

The Governance Committee will meet as necessary.

#### **Personnel Committee • Shelly Foust, Chair**

- Action Needed: Vision Insurance Renewal
- Action Needed: Dental, Life, and Disability Insurance Renewal

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 May 13<sup>th</sup>.

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

## Joint Meeting Minutes December 17, 2025

Advance Central PA's Workforce Development Board (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, December 17, 2025, at the Union County Government Center in Lewisburg, PA.

### WDB Members Attending

Jay Alexander  
Jim Beamer  
Kenneth Chappell  
Michele Foust  
Beth Gilmore  
Jonah Howe  
Bruce Jones  
Keith Koppenhaver  
Lynn Kuhns  
Jonathan Ritter  
Susan Swartz  
Todd Taylor  
Susie Weller  
Jenna Witherite  
Dave Zartman

### LEO Board Members Attending

Rebecca Dressler  
Angela Harding  
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

Talia Beatty  
Joshua Bell  
Misty Dion  
Zollie Rayner  
Stephanie Servose  
Steve Stumbris

### LEO Board Members Excused

Steven Dershem  
Joe Klebon  
David Kovach

### Guests Attending

Lenair Ahlum  
Megan Bair  
Hank Baylor  
Jon DeWald  
Robert Getz  
Craig Harley  
Morgan Hoover  
Denise Hurne  
Jonathon Juhas  
Ann Kaufman  
Chuck Klinger  
Loretta Lininger  
Derek Reber  
Jill Walter

## Call to Order and Welcome

Shelly Foust, Workforce Development Board Chairperson, called the meeting to order at 10:02 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 welcomed guests Ann Kaufman from US Congressman Glenn Thompson's office and Morgan Hoover from PA Representative David Rowe's office.

Commissioner Rob Postal, LEO Chairperson, also welcomed the legislative guests to the meeting and greeted his fellow Commissioners, confirming a quorum.

## Invitation for Public Comments

There were none.

## PA CareerLink® Operator Update

### Operator Report

Representing the PA CareerLink® Operator, Megan Bair provided the quarterly update.

The Operator acknowledged Site Administrators Rachael Ulmer and Jamison Bond for taking on additional responsibilities, effectively covering a vacancy for oversight of sites in Mifflin and Centre counties.

Staff continue to implement innovative outreach strategies, including major job fairs in each county with PA CareerLink® locations, engaging 231 employers and 503 job seekers, and hosting smaller onsite recruitments twice monthly to foster meaningful employer-job seeker connections. Two new PA CareerLink® staff members were discovered at recent job fairs. Rapid Response efforts were conducted for 181 affected employees at Cabernetworks Group in Mifflinburg, including resume workshops and a dedicated job fair.

Many initiatives such as the clothing closets at the sites in Sunbury and Williamsport, and The Link's new partnership with a Berwick food distribution site, demonstrate commitment to accessibility and community engagement.

Heading into 2026, the Operator will prioritize customer service, increased foot traffic, and enhanced collaboration and partnerships within PA CareerLink® offices.

## Title II Adult Basic Education Presentation

Representing Central Intermediate Unit 10, WDB member Jenna Witherite opened the presentation explaining Workforce Innovation & Opportunity Act (WIOA) Title II as a core partner in the PA CareerLink® network. She welcomed co-presenters from the Adult Basic Education Coalition: Robert Getz from Penn State Institute for the Study of Adult Literacy, and Chuck Klinger from Tuscarora Intermediate Unit 11 (TIU).

The presenters discussed the coverage area for each provider across the workforce development area; programs are integrated within the PA CareerLink® sites and offered in other areas in the community as needed. Academic, transferable, and digital skills are all taught within the context of the curriculum with integration of workforce preparation skills such as critical thinking, self-management, and collaboration. Classes are offered with in-person and remote options to meet adult learners where they are.

Presenters shared student success stories and recorded interviews with Adult Education participants that are on their way to a promising future.

Specialized initiatives include Penn State's peer tutoring program at Muncy State Correctional Facility, where the inmates tutor each other, building self-esteem and confidence. These are important measures that are not captured in data.

During the presentation, a member of the public asked whether recidivism rates are tracked. Jenna noted individuals who leave correctional facilities with a clear plan and preparation, such as that provided by Adult Basic Education, tend to be more successful after release.

Jenna shared that a well-educated community is important to maintaining funding. Despite recent proposals to eliminate WIOA Title II Adult Education funding, they have survived because these programs are essential for building an educated workforce and preparing individuals for success. Adult Basic Education equips learners with the skills and confidence needed to achieve their goals, whether completing a credential, pursuing secondary equivalency, or entering the workforce.

Discussion with the WDB and LEO Board members highlighted growing needs and challenges. Presenters noted data showing the number of ESL students in high school, many with parents who could also be seeking support. The group addressed questions about cyber school, noting higher dropout rates among cyber school students compared to traditional schools, citing lack of tracking, isolation, and increased risks of emotional, physical, and mental abuse. Keeping students engaged in conventional settings is critical, as those not equipped for remote learning often struggle to succeed.

In closing, the presenters shared their positive impact to the workforce and alignment with WIOA indicators of performance as a core partner in the PA CareerLink® network.

## WDB Updates and Action Items

### Action Items

Shelly called for a motion to approve the Consent Agenda.

- ▲ **Jim Beamer made a motion to approve the December 17, 2025 Consent Agenda Action Items. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

Erica Mulberger presented the proposed 2026 Workforce Development Board meeting schedule which includes planned meetings for the WDB, LEO, and Executive Committees.

- ▲ **Lynn Kuhns made a motion to approve 2026 Workforce Development Board Meeting Schedule. Keith Koppenhaver seconded the motion. The motion was unanimously approved with no abstentions.**

## Audit/Finance Committee

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

The Audit/Finance Committee met on November 10th to review the FY24 audit with Young, Oakes, Brown and Co. It was reported as a clean audit with no findings. The Audit/Finance Committee accepted the results.

- ▲ **Bruce Jones made a motion to accept the Single Audit for Fiscal Year 2024 as presented by Young, Oakes, Brown & Company P.C. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.**

### Financial Reports

Erica shared the Financial Reports through 9/30/25 and the FY26 Budget Update Report and welcomed questions; there were none.

### Renewal of Line of Credit with First National Bank

Advance Central PA has a \$1 million line of credit as a contingency to address potential delays in receiving state or federal funds, which can occur during government shutdowns and delays federal or state budget

approval processes. The organization does not incur fees or interest unless funds are drawn, and to date, the line of credit has not been used. The current interest rate is 3.75%. This line of credit requires annual renewal, and approval for its continuation is requested.

 **Dave Zartman made a motion to renew Advance Central PA's \$1,000,000 line-of credit with First National Bank from January 8, 2026 through January 8, 2027. Todd Taylor seconded the motion. The motion was unanimously approved with no abstentions.**

The Audit/Finance Committee will meet as needed.

## **EARN Committee**

Ken Chappell, EARN Committee Chair, provided the update.

### EARN Committee Update

The Committee met December 8, 2025 to review performance and strategize program delivery, including in regard to increased enrollment of SNAP recipients. There were 109 new enrollments between July 1 and November 30, 2025, a decrease from 133 during the same period last year. However, of these, 34 participants are enrolled in SNAP EARN, already surpassing the 28 SNAP participants served during the entire program last year with more enrollments anticipated.

### Pennsylvanian with Employment and Engagement Requirements (PEERs) Report

Ken shared recent changes to SNAP work requirements under H.R. 1 limit many recipients to only three months of benefits within a three-year period unless they meet weekly work, training, or community service requirements. The removal of exemptions for certain parents and adults with dependents has led Pennsylvania to adopt the term PEERs (Pennsylvanians with Employment and Engagement Requirements) for those impacted. Charts in the report outlined the potential number of PEERs by county and those at risk of losing benefits for not meeting requirements. While the number of affected individuals is significant, it remains unclear how many will comply to maintain benefits.

Advance Central PA will support EARN program staff with technical assistance, policy guidance, data entry and case management requirements that are unique to SNAP programming. Importantly the Board must understand the existing budget to serve SNAP EARN participants is small. It cannot support the large numbers of people who will be impacted by H.R.1 and there is no additional funding tied to the mandate. In the meantime, the PA CareerLink® offices are already seeing customers with questions about whether the work requirements apply to them and what they should do. Advance Central PA staff released a memo to provide an overview of SNAP work requirements, resources, and procedures to outline how to help customers who have questions. The first benefit terminations are expected January 1, 2026, when PEERs must decide whether to meet requirements or lose benefits.

Commissioner Postal raised concerns about the responsibilities PA CareerLink® staff may face in tracking new SNAP regulations under H.R. 1 without funding. Erica noted that the state has not provided clarity on whether County Assistance Offices (CAO) or PA CareerLink® staff will be responsible for compliance tracking, but affirmed this is an unfunded mandate.

The EARN Committee will meet as needed.

## **Governance Committee**

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

### Recruitment

The WDB has two private sector vacancies that need to be filled promptly. Positions are open to candidates from any county or industry. In addition to the board seats, Governance Chair and Treasurer/Audit Finance Chair are also vacant. Qualified applicants are needed, and any leads should be forwarded to Erica for consideration.

### Workforce Development Chair

Erica expressed gratitude to Shelly for her leadership, guidance, and commitment. Her term as WDB Chair ends December 31<sup>st</sup>; She will transition into the immediate past chair position and become the Chair of the Personnel Committee releasing Dave Zartman from that duty.

Jonah Howe has volunteered for the Chairperson role effective January 1st. Jonah is the Regional Affairs Director at PPL and has served on the workforce board since March of 2024. Prior to joining the Central Workforce Development board, Jonah served on the Northern Tier board giving him relevant WDB experience.

 **Jay Alexander made a motion to appoint Jonah Howe as the Workforce Development Board Chair effective January 1, 2026 to December 31, 2028. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.**

The Governance Committee will meet as needed.

## Personnel Committee

Dave Zartman, Personnel Committee Chair, provided the update.

### Staffing Updates

The Site Administrator serving Mifflin and Centre Counties has resigned. In her position she was grandfathered as an employee of a subcontractor. Moving forward, the person in this role will be an employee of Advance Central PA. The job is posted, and staff are actively interviewing candidates. Dave thanked Rachael and Jamison for the leadership they are providing until a new employee is hired.

### Health Insurance Update

Advance Central PA has successfully managed health insurance costs by switching to a new policy under Geisinger. This change allows the organization to maintain premiums that are nearly identical to current rates, while avoiding significant increases in co-pays or deductibles for employees.

The Personnel Committee will meet as needed.

## Policy & Performance Committee

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

### Monitoring Update (September 2025 – November 2025)

Jim reviewed the monitoring report including details about local and state monitoring activity.

Local monitoring activities this quarter included PA CareerLink® Equal Opportunity, PA CareerLink® Operations, and the Apprenticeship Building America grant.

State monitoring included monitoring of: PY25 Policies, Agreements, and Service Provision, National Health Emergency Dislocated Worker Grant, PY24 Data Validation, Office of Equal Opportunity 2025 WDB Equal Opportunity, ATO Apprenticeship Building America Grant performance and compliance review, and TANF Youth Development fiscal monitoring.

### Common Measures-PY25 Quarter 1 Reports

Common Measures are the official metrics for WIOA programming. In addition to reports for Title I Adult, Dislocated Worker, and Youth programs, a new metric titled, Effectiveness in Serving Employers has been introduced. This measure tracks retention with the same employer in the second and fourth quarters after a participant's exit. Advance Central PA performance is 64.9%, slightly below the statewide rate of 69.7%.

### Adult and Dislocated Worker Programs PY2025 Contract Goal Attainment

As a result of last year's competitive procurement for Job Seeker Services, Adult and Dislocated Worker program goals have been revised. Jim reviewed progress toward each goal. The first-quarter report shows 73 new registrations against a target of 87. Of 13 participants scheduled to complete an ITA or OJT, 12 were successful. While exits with employment remain below target, they have improved compared to the

prior year. Of 47 total exiters, 45% of them secured employment paying at least \$43,242 annually, which is the benchmark for a single adult in the Central Region.

#### Comparison of Adult/Dislocated Worker Exit Reports

Jim reviewed detailed information about the exit outcomes for Adult/Dislocated Worker programming. While the goal is to exit with employment, the number of "Services Completed" is also a positive outcome.

The Policy and Performance Committee will meet as needed.

### Youth Committee

Jon Ritter, Youth Committee Chair, provided the report.

The Youth Committee met on November 24, 2025 and welcomed new member, Joshua Bell. The agenda included discussion about Common Measures and other performance as well as challenges and problem-solving that resulted in several action items.

#### Youth Program Updates

Jon reviewed the contract goal outcomes for the In-School Youth (ISY) program and the Out-of-School Youth (OSY) program for program year 2024.

- Since the program year began July 1 but school starts in the fall, ISY program registration goals are below 25% at the end of Quarter 1, which is not a concern. Currently, nine comprehensive participants are enrolled against a goal of 45, and 18 specialized participants against a goal of 135. Paid internship goals for specialized participants are on track to be met, and other program goals are expected to progress as the school year continues.
- Out-of-school youth recruitment occurs year-round, and first-quarter registrations are on target with 27% of the annual goal achieved. However, paid pre-work experiences, internships, and On-the-Job Training placements are below the anticipated 25% attainment rate for the first quarter, indicating these areas will require additional focus in upcoming quarters.

#### OSY Paid Pre-Work Experience Policy

Jon shared the current OSY Paid Pre-Work Experience Policy requires an update because it references WIN™ Career Readiness Courseware, which is no longer used by our region. Staff proposed replacing it with SkillUp™ PA which is a free online resource available to individuals with a PA CareerLink® account. Skill-Up™ PA will offer young adults the opportunity to build skills related to preparation for paid internship and employment.



**Jon Ritter 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. Jim Beamer seconded the motion. The motion was unanimously approved with no abstentions.**

#### In-School-Youth Paid Internship Goals

Jon also shared the ISY paid internship goals have been challenging to meet in recent years, as many students secure entry-level unsubsidized employment instead of program-funded placements. These goals were initially created in alignment with the 20% paid work experience expenditure requirements for WIOA Title I funding; however, ISY programs are now funded by TANF Youth Development (YD) which does not have a similar expenditure requirement. The Committee recommends ISY programming assist participants in finding unsubsidized employment when possible, and use TANF YD funds for case management and participant support services. If a participant is unable to find unsubsidized employment or wants an experience tied specifically to goals, TANF YD funding should still be used for subsidized paid internship.



**Jon Ritter 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 towards the number of paid internships. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.

#### In-School Youth Paid Internship Employer of Record Requirements

The current ISY contract requires the provider to serve as the employer of record for paid internships. The Committee discussed allowing flexibility, as some worksites prefer to be the employer of record. After reviewing practices from other local workforce boards, the Committee recommends making this optional: if a worksite declines, the procured subrecipient will assume responsibility. To maintain accountability, ISY staff will continue regular check-ins with participants for all paid internships, regardless of who serves as the employer of record.

- ▲ Jon Ritter 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. Susie Weller seconded the motion. The motion was unanimously approved with no abstentions.

#### In-School Youth Paid Internship Wage

In-School Youth participants currently earn \$10.35 per hour for subsidized paid internships, which is often less than the average \$12 per hour for unsubsidized positions. This wage gap has contributed to students declining internships. After reviewing practices from nine local boards, five of which pay more than \$10.35, the Committee approved increasing the paid internship wage to \$12 per hour to align with market rates and improve participation.

- ▲ Jon Ritter made a motion to increase the In-School Youth paid internship wage from \$10.35 per hour to \$12.00 per hour. Beth Gilmore seconded the motion. The motion was unanimously approved with no abstentions.

Commissioner Postal asked how increasing the paid internship wage to \$12 per hour might affect youth program numbers and the budget. Erica voiced that paid internship is still the best option for some youth who may benefit from work experience with structure and support of program staff and there is a budget to support more youth in paid internship at this time since subsidized placements are under target for reasons aforementioned.

Jim Beamer noted that eligibility depends on income and focuses on youth with barriers, reinforcing the importance of the PA CareerLink® connections and support services to help low-income youth succeed.

#### Path To Careers

Jon noted that during the Youth Committee meeting, they learned more about Path to Careers and reviewed data. As of November 24<sup>th</sup>, there were 243 businesses on the site, and 146 active experiences. Advance Central PA and the PA CareerLink® Business Solutions team have been working in collaboration to increase the number of businesses and experiences on the site so that educator and student usage increases. Jon encouraged the board to learn more about Path to Careers for their businesses/organizations.

The Youth Committee plans to meet in the next quarter.

### **LEO Board Action Items**

- ▲ Commissioner Rebecca Dressler made a motion to approve the minutes from the September 17, 2025 Joint WDB/LEO Board meeting. Commissioner Mark Mussina seconded the motion. The motion was unanimously approved with no abstentions.

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

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

#### Competitive Funding Portfolio and Future Funding Outlook

Advance Central PA has secured a new grant in partnership with the Central PA Institute of Science and Technology (CPI) to launch a pre-apprenticeship program with at least two cohorts; Todd Taylor expressed his appreciation for the partnership.

A School-to-Work grant focused on establishment of an electrical-focused pre-apprenticeship program is underway in partnership with Jim Beamer.

A grant application for ENGAGE! through the PA Department of Community and Economic Development with SEDA-COG has been submitted, which will fund interviews with ten local company executives to identify regional workforce development needs.

Advance Central PA is exploring a new Industry Partnership grant opportunity and monitoring opportunities for a new Appalachian Regional Commission grant.

Commissioner Postal raised concerns about sustaining the career coach staff funded by the National Dislocated Worker Grant that is coming to a close. Advance Central PA is actively seeking additional grants to maintain staffing levels.

Commissioner Richards asked about the Appalachian Regional Commission grant Erica noted as a potential opportunity, specifically whether there will be restrictions on eligible counties. She shared that eligibility and requirements vary by county, some require a local match while others do not, and the match rates are often different, for example. Erica acknowledged the need to carefully structure and apply matching fund based on program rules and requirements and to review requirements by county; the grant announcement is forthcoming.

#### Labor Market Information (LMI)

Erica reviewed the current Labor Market Information (LMI) through August. Due to the federal government shutdown, some data for 2025 will not be released. Reports will be provided as they become available.

#### Workforce Innovation and Opportunity Act (WIOA) Re-Authorization

The Workforce Innovation and Opportunity Act (WIOA) re-authorization is not a focus at the federal level at this time. Until a new law is enacted, funding will continue through a continuing resolution, ensuring temporary support but leaving long-term uncertainty unresolved.

#### EARN Contract Renewal

There has been no official communication from the PA Dept. of Human Services (DHS) regarding the EARN contract set to expire June 30, 2026. Erica expressed optimism that a new contract will be issued to Advance Central PA and other WDBs across the Commonwealth. Payment delays continue and though the June 2025 payment has not yet been made by the PA Dept. of Human Services, July and August reimbursements have been received which is positive. Carryover performance funds have been sustaining operations during the payment delay.

#### Closing

Erica closed by expressing gratitude for everyone's hard work during an exceptionally busy year. She emphasized the importance of mentorship and support, echoing points from the Title II presentation. Erica reminded the members that their efforts truly make a difference, whether by helping maintain funding or ensuring the organization remains significant in the community's eyes.

### **Open Discussion**

Jim Beamer requested a presentation on the Advance Central PA programs, including in regard to eligibility. He also suggested an overview of eligibility might be useful to include in the meeting packet.

Jim Beamer proposed inviting legislators to attend an upcoming meeting and present an update, such as in regard to WIOA reauthorization and how the WDB and/or LEO Board can assist in moving it forward in a way that will best serve the community. Ann Kaufman, Deputy District Director for US Congressman GT Thompson offered to invite the Congressman to speak if the board within the year so he can provide insight and updates on WIOA.

## Date of Next Meetings

Upcoming meetings are as follows:

- Executive Committee – February 13, 2026, 10:00 a.m.
- LEO Board Meeting – March 18, 2026, 9:00 a.m.
- LEO/WDB Joint Board Meeting – March 18, 2026, 10:00 a.m.

## Adjournment

With no further business to attend to, Commissioner Robert Postal then Shelly Foust adjourned the LEO Board and WDB meetings at 11:37 a.m.

Respectfully submitted,



Kelly Walter, Office/Board Coordinator

# Local Elected Officials (LEO Board)

## Meeting Minutes

### December 17, 2025

The Local Elected Official (LEO) Board of Advance Central PA held a meeting Wednesday, December 17, 2025 at the Union County Government Center in Lewisburg, PA.

#### LEO Board Members Attending

Commissioner Rebecca Dressler, Montour County  
Commissioner Angela Harding, Clinton County  
Commissioner Mark Mussina, Lycoming County  
Commissioner Robert Postal, Mifflin County  
Commissioner Stacy Richards, Union County  
Commissioner Chuck Steininger, Snyder County

#### Guests Attending

Jon Dewald  
Michele Foust  
Dave Zartman

#### WDB Staff Attending

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

#### LEO Board Members Excused

Commissioner Steven Dershem, Centre County  
Commissioner Joe Klebon, Northumberland County  
Commissioner David Kovach, Columbia County

### 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 September 17, 2025 meeting minutes previously sent to all LEO Board members.

- ▲ **Commissioner Rebecca Dressler made a motion to approve the minutes from the September 17, 2025 LEO Board meeting. Commissioner Stacy Richards 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.

### 2026 Workforce Development Board Schedule

Erica Mulberger, Advance Central PA Executive Director, presented the proposed 2026 Workforce Development Board (WDB) meeting schedule which includes planned meetings for the WDB, LEO, and Executive Committee.

- ▲ **Commissioner Angela Harding made a motion to approve the Workforce Development Board Schedule for 2026. Commissioner Mark Mussina seconded the motion. The motion was unanimously approved with no abstentions.**

A question was raised regarding whether a proxy can attend in place of an LEO member; Erica responded she will research and follow-up with an answer.

### Executive Director's Update

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

#### Workforce Development Board (WDB) Membership

Jamie Aurand's resignation from his employment also required him to step down from the WDB, leaving the Audit/Finance Chair position vacant. Jamie has indicated interest in re-applying for membership on the WDB if his new employment permits. Steve Stumbris will be leaving the WDB in June, vacating the Economic and Community Development category seat. Erica plans to reach out to Jennifer Wakeman from DRIVE to gauge her interest in joining as she is also a member of the PA Workforce Development Board. These vacancies are critical to fill, so Erica asks that anyone with potential leads share them with her.

#### Workforce Innovation and Opportunity Act (WIOA) Re-Authorization

The Workforce Innovation and Opportunity Act (WIOA) re-authorization is not progressing at the federal level at this time. Erica noted that Senator Fetterman's office responded to her informational letter and expressed shared concern about the importance of an available workforce. Until a new law is enacted, funding will continue through a continuing resolution, ensuring temporary support but leaving long-term uncertainty unresolved.

#### EARN Contract Renewal

There has been no official communication from the PA Dept. of Human Services (DHS) regarding the EARN contract set to expire June 30, 2026. Erica expressed optimism that a new contract may be issued to Advance Central PA and other WDBs across the Commonwealth.

#### PA CareerLink® Locations/State and Other Partner Funding

Multiple partners are facing funding cuts, including Title II Adult Basic education which has pulled their programming from the PA CareerLink® Lycoming County for a more affordable rent. Therefore, staff is researching office space availability with a goal to ensure we are leasing only the square footage needed at the best rates possible. Similarly, Advance Central PA's office space has been significantly reduced to maintain level rent.

Commissioner Postal raised concerns about the impact of partners leaving the PA CareerLink® and asked how the existing leases are structured. Erica responded that all leases have a funding-out clause, providing an option to terminate if necessary.

Commissioner Postal asked about the potential impact of SNAP work requirements on the PA CareerLink® space and the EARN budget. New requirements go into effect January 1, 2026 and Erica explained that she anticipates the Pennsylvanians with Employment and Engagement Requirements (PEERs) may turn to PA CareerLink® for assistance, with some referred directly to EARN. The SNAP EARN budget is small and the federal changes are unfunded mandates. She emphasized the desire to serve individuals who are seeking employment. According to data released by DHS, up to 4,992 participants could lose services if compliance requirements are not met in our local region, therefore funding is a grave concern.

Commissioner Richards inquired as to the guidance SNAP recipients are given when they present to PA CareerLink®. Erica explained staff developed operational procedures for the PA CareerLink® staff so that they provide consistent and appropriate services. This includes inviting the individual to complete an online DHS screening tool which can help identify whether they have work requirements. Customers are referred to the County Assistance Office for concrete information regarding their individual circumstances.

### **Open Discussion**

Commissioner Postal inquired about the PA CareerLink® Job Seeker Services Report which is included in the packet for the joint WDB/LEO meeting; specifically the virtual UC pie chart showing 325 participants in Columbia/Montour compared to only 5 in Mifflin. He asked what "virtual" means and why there was such a large discrepancy. Erica explained that "virtual" refers to individuals calling in rather than attending

in person. The higher numbers in Columbia/Montour were largely due to layoffs during that timeframe, reflecting demand. A Rapid Response event was held for IG Design Group in Columbia/Montour, which affected approximately 380 workers.

Commissioner Postal asked if anyone has participated in the Rural Health Act summits. He described the project as an assertive effort to secure federal funds to improve rural healthcare. He noted that there is a chapter on workforce, yet he did not see the PA Dept. of Labor & Industry listed. The LEO Board discussed that CCAP has noted behavioral health as a priority. A major outstanding issue is in regard to Emergency Medical Services (EMS) as well as overall workforce issues.

### Date of Next Meetings

Commissioner Postal announced the following upcoming meetings:

- Executive Committee Meeting – February 13, 2026 at 10:00 a.m.
- LEO Prep Meeting – March 18, 2026 at 9:00 a.m.
- WDB/LEO Joint Meeting – March 18, 2026 Meeting at 10:00 a.m.

### Adjournment

With no further business to attend to, Commissioner Postal adjourned the LEO Board at 9:34 a.m.

Respectfully submitted,  
Kelly Walter



Office/Board Coordinator

Advance Central PA  
 FY 26 Contract Expense and Obligation Report  
 From 7/1/2025 Through 12/31/25

Contract Period	Contract Title	Available Funds	Total Expended	Obligated Funds <sup>1</sup>	% of Total Oblig. and Exp	Unoblig. Amount
10/24 - 06/26	PY24 2nd Inc. WIOA Adult	745,402	745,402	0	100.00%	0
10/24 - 06/26	PY24 WIOA DW to WIOA Adult Transfer	1,000,000	368,709	556,619	92.53%	74,672
07/25 - 06/26	PY25 1st Inc. WIOA Adult	206,585	0	185,926	90.00%	20,659
10/25 - 06/26	PY26 2nd Inc. WIOA Adult	854,922	0	234,653	27.45%	620,269
	<b>Adult Programs</b>	<b>2,806,909</b>	<b>1,114,111</b>	<b>977,198</b>	<b>74.51%</b>	<b>715,600</b>
10/24 - 06/26	PY24 2nd Inc. WIOA Dislocated Worker	203,948	203,948	0	100.00%	0
07/25 - 06/26	PY25 1st Inc. WIOA Dislocated Worker	290,780	109,295	152,407	90.00%	29,078
10/25 - 06/26	PY25 2nd Inc. WIOA Dislocated Worker	1,071,507	0	146,548	13.68%	924,959
	<b>Dislocated Worker Programs</b>	<b>1,566,235</b>	<b>313,243</b>	<b>298,955</b>	<b>39.09%</b>	<b>954,037</b>
04/24 - 06/26	PY24 WIOA Youth	1,243,005	909,607	212,161	90.25%	121,237
04/25 - 06/26	PY25 WIOA Youth	1,395,019	0	767,012	54.98%	628,007
07/24 - 06/26	PY24 TANF Youth	175,564	175,564	0	100.00%	0
07/25 - 06/26	PY25 TANF Youth	803,803	284,629	463,957	93.13%	55,217
09/24 - 06/26	PY24 Business & Education Partnership 1st Inc.	44,541	24,149	0	54.22%	20,392
10/24 - 06/26	PY24 Business & Education Partnership 2nd Inc.	98,550	0	65,976	66.95%	32,574
	<b>Youth Programs</b>	<b>3,760,482</b>	<b>1,393,949</b>	<b>1,509,106</b>	<b>77.20%</b>	<b>857,427</b>
07/25- 06/26	EARN	2,650,585	960,217	1,047,860	75.76%	642,508
	<b>Welfare Programs</b>	<b>2,650,585</b>	<b>960,217</b>	<b>1,047,860</b>	<b>75.76%</b>	<b>642,508</b>
01/24 - 06/26	Next Gen 23 - Building & Construction	173,851	3,496	0	2.01%	170,355
01/24 - 06/26	Next Gen 23 - Agricultural	147,761	3,241	0	2.19%	144,520
NA	IP Sustainability Fund	586,662	9,936	0	1.69%	576,726
	<b>Industry Partnerships</b>	<b>908,274</b>	<b>16,673</b>	<b>0</b>	<b>1.84%</b>	<b>891,601</b>
01/22 - 06/26	PASmart CPI Apprenticeship	125,711	3,546	101,823	83.82%	20,342
01/23 - 03/26	Apprenticeship Building America	143,561	33,441	8,975	29.55%	101,145
06/25 - 06/26	School to Work	103,154	3,335	27,536	29.93%	72,283
	<b>Reemployment Services</b>	<b>372,426</b>	<b>36,987</b>	<b>110,798</b>	<b>39.68%</b>	<b>224,641</b>
07/25 -12/25	Statewide - PA CareerLink Awareness	19,933	19,933	0	100.00%	0
07/24 - 06/26	Statewide - Communications Coordinator	15,039	15,039	0	100.00%	0
04/24 - 04/26	DWG Opioid	235,323	112,338	76,287	80.16%	46,698
NA	Research Department	90,542	19,264	0	21.28%	71,278
NA	Degenstein	1,398	0	0	0.00%	1,398
NA	Gold Standard	49,959	585	0	1.17%	49,374
NA	Highmark Initiative	467	467	0	100.00%	0
NA	Engage	32,321	0	0	0.00%	32,321
NA	PASmart Innovation	20,000	6,742	0	33.71%	13,258
NA	Fit4Construction	42,500	0	0	0.00%	42,500
NA	ELIC	194	83	0	42.78%	111
	<b>Other Programs</b>	<b>237,381</b>	<b>27,141</b>	<b>0</b>	<b>11.43%</b>	<b>210,240</b>
	<b>Grand Total</b>	<b>12,302,292</b>	<b>3,862,321</b>	<b>3,943,917</b>	<b>63.45%</b>	<b>4,496,054</b>

**Notes:**

1 Obligated funds include the funds unexpended but obligated for the FY 26 subcontractor, training, and Resource Sharing Agreement budgets.

Advance Central PA  
Operating Budget to Actual Comparison  
From 7/1/2025 Through 12/31/25

	Total Budget - Original	YTD Actual Expense	Total Budget Variance - Original	Percent Total Budget Expended *
Operational Expenses				
Salaries And Benefits	1,180,157	547,854	632,302.52	46.42%
Staff Travel & Development	16,948	4,989	11,959.17	29.44%
Board Expenses	4,933	3,873	1,059.97	78.51%
General Office Supplies	6,046	2,167	3,879.20	35.84%
Leases - Copiers/Equipment	2,109	1,029	1,080.28	48.78%
Outreach	1,400	198	1,202.16	14.13%
Subscriptions	17,709	11,660	6,048.75	65.84%
Memberships	9,138	9,638	(499.63)	105.47%
Vehicles	0	0	0.00	0.00%
Equipment And Furnishings	11,237	0	11,237.00	0.00%
Professional Fees	16,575	814	15,761.40	4.91%
Business Services	14,760	0	14,760.00	0.00%
Computer Services	44,182	16,589	27,592.81	37.55%
Facility Costs	<u>83,953</u>	<u>39,852</u>	<u>44,101.42</u>	<u>47.47%</u>
Total Operational Expenses	1,409,147.00	638,661.95	770,485.05	<u>45.32%</u>
Total Expenditures	1,409,147.00	638,661.95	770,485.05	<u>45.32%</u>

Notes:

\* Anticipated expenditure rate of 50%.

Advance Central PA  
 FY26 Consolidated PA CareerLink® Operating Budget to Actual Comparison  
 From 7/1/2025 Through 12/31/25

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended *	Percent Total Budget Remaining
<b>REVENUE:</b>					
WIOA Adult	517,880	206,187	311,693	39.81%	60.19%
WIOA Dislocated Worker	-	-	-	0.00%	100.00%
WIOA Out of School Youth EARN	191,506	75,863	115,643	39.61%	60.39%
	376,320	155,379	220,941	41.29%	58.71%
Advance Central PA Total: <sup>1</sup>	1,085,706	437,429	648,277	40.29%	59.71%
WAGNER PEYSER	120,963	47,357	73,606	39.15%	60.85%
WP REGIONAL	23,529	10,119	13,410	43.01%	56.99%
VETS	151,467	58,682	92,785	38.74%	61.26%
RAPID RESPONSE	19,965	7,225	12,740	36.19%	63.81%
OVR	116,614	44,431	72,183	38.10%	61.90%
OVERSIGHT	23,529	10,119	13,410	43.01%	56.99%
RESEA	362,890	142,144	220,746	39.17%	60.83%
UC	74,919	28,819	46,100	38.47%	61.53%
STAFF DEVELOPMENT <sup>4</sup>	10,835	8,739	2,096	80.66%	19.34%
State Partner Total <sup>2</sup> :	904,713	357,635	547,078	39.53%	60.47%
Total REVENUE	1,990,418	795,064	1,195,354	39.94%	60.06%
<b>EXPENSES:</b>					
<b>PERSONNEL</b>					
Total PERSONNEL	1,065,102	430,423	634,679.00	40.41%	59.59%
<b>FACILITY</b>					
Total FACILITY	737,662	356,553	381,109.08	48.34%	51.66%
<b>OPERATIONAL</b>					
Total OPERATIONAL	421,540	81,696	339,844	19.38%	80.62%
<b>USAGE FEE (Non-Partner Renters)</b>					
Total USAGE FEE <sup>3</sup>	233,887	73,608	160,279	31.47%	68.53%
TOTAL EXPENDITURES	1,990,418	795,064	1,195,353	39.94%	60.06%

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

\* Anticipated expenditure rate of 50%.

1 Advance Central PA is responsible for approximately 55% of the total shared PA CareerLink® operating costs compared to 45% paid by other required PA CareerLink® FTE partners.

2 Changes to state funding include the following: UC is now a full partner rather than a usage fee. Re-employment has replaced Trade funding, and RESEA is being partially used to offset Wagner Peyser funding.

3 The usage fee budget reflects Pennsylvania State University's Institute for the Study of Adult Literacy cancelling their rental agreement with Advance Central PA for the PA CareerLink® Lycoming County effective 10/1/25.

4 The Staff Development FTE was moved out of the region effective 10/1.

Advance Central PA  
 Subcontractor Budget and Actual Comparison  
 From 7/1/2025 Through 12/31/25

**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	251,804	119,948	131,856	47.64%	52.36%
Dislocated Worker Pool	173,871	82,795	91,076	47.62%	52.38%
OS Youth Pool <sup>3</sup>	304,273	145,065	159,208	47.68%	52.32%
TANF	10,000	4,770	5,230	47.70%	52.30%
EARN Pool <sup>3</sup>	19,149	9,131	10,018	47.68%	52.32%
<b>Total OPERATIONAL EXPENSES</b>	<b>759,097</b>	<b>361,709</b>	<b>397,388</b>	<b>47.65%</b>	<b>52.35%</b>
<b>TOTAL EXPENDITURES</b>	<b>759,097</b>	<b>361,709</b>	<b>397,388</b>	<b>47.65%</b>	<b>52.35%</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	865,143	432,762	432,381	50.02%	49.98%
TANF Youth	556,953	265,602	291,351	47.69%	52.31%
Dislocated Worker Pool	341,844	190,989	150,855	55.87%	44.13%
Business Edu. Partnership	82000	16,024	65,976	19.54%	80.46%
Link	148,977	44,448	104,529	29.84%	70.16%
NDWG	134,918	81,538	53,380	60.44%	39.56%
EARN Pool	1,388,120	667,456	720,664	48.08%	51.92%
EARN SNAP	46,714	19,805	26,909	42.40%	57.60%
<b>Total OPERATIONAL EXPENSES</b>	<b>3,564,669</b>	<b>1,718,624</b>	<b>1,846,045</b>	<b>48.21%</b>	<b>51.79%</b>

<b>DIRECT CUSTOMER SERVICES <sup>4</sup></b>					
Adult Pool	8,500	8,216	284	96.66%	3.34%
TANF Youth	237,325	80,697	156,628	34.00%	66.00%
Dislocated Worker Pool	8,500	1,750	6,750	20.59%	79.41%
NDWG	1,500	-	1,500	0.00%	100.00%
EARN Pool	63,500	13,955	49,545	21.98%	78.02%
<b>Total DIRECT CUSTOMER SERVICES</b>	<b>319,325</b>	<b>104,618</b>	<b>214,707</b>	<b>32.76%</b>	<b>67.24%</b>
<b>TOTAL EXPENDITURES</b>	<b>3,883,994</b>	<b>1,823,242</b>	<b>2,060,752</b>	<b>46.94%</b>	<b>53.06%</b>

#### Central Susquehanna Intermediate Unit

	Total Budget - Original	Current Year Actual	Total Budget Variance - Original	Percent Total Budget Expended	Percent Total Budget Remaining
<b>OPERATIONAL EXPENSES <sup>2</sup></b>					
TANF Youth	36,656	28,512	8,144	77.78%	22.22%
OS Youth Pool	983,027	468,423	514,604	47.65%	52.35%
<b>Total OPERATIONAL EXPENSES</b>	<b>1,019,683</b>	<b>496,935</b>	<b>522,748</b>	<b>48.73%</b>	<b>51.27%</b>
<b>DIRECT CUSTOMER SERVICES <sup>4</sup></b>					
TANF Youth	28,304	25,700	2,604	90.80%	9.20%
OS Youth Pool	259,141	92,614	166,527	35.74%	64.26%
<b>Total DIRECT CUSTOMER SERVICES</b>	<b>287,445</b>	<b>118,314</b>	<b>169,131</b>	<b>41.16%</b>	<b>58.84%</b>
<b>TOTAL EXPENDITURES</b>	<b>1,307,128</b>	<b>615,249</b>	<b>691,879</b>	<b>47.07%</b>	<b>52.93%</b>

#### NOTES:

1 Anticipated expenditure rate of 50% for operating expenses.

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

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

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

**FY26 CONSOLIDATED TRAINING CONTRACT OBLIGATIONS**  
As of 2/27/2026

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>FY26 ITA</b>	
Adult	\$68,600	\$0	\$0	\$0	\$68,600	0	0.00%
Adult POS	\$155,400	\$61,671	\$78,500	\$140,171	\$15,229	64	90.20%
Dislocated Worker	\$76,890	\$32,295	\$28,161	\$60,456	\$16,434	19	78.63%
NDWG	\$49,037	\$7,895	\$41,142	\$49,037	\$0	12	100.00%
<b>TOTAL ITA</b>	<b>\$349,927</b>	<b>\$101,861</b>	<b>\$147,803</b>	<b>\$249,664</b>	<b>\$100,263</b>	<b>95</b>	<b>71.35%</b>

<b>ON THE JOB TRAININGS (OJTs)</b>						<b>FY26 OJT</b>	
Adult	\$62,400	\$15,643	\$4,117	\$19,760	\$42,640	2	31.67%
Adult POS	\$78,600	\$12,726	\$42,069	\$54,795	\$23,805	10	69.71%
Dislocated Worker	\$59,593	\$21,328	\$27,601	\$48,928	\$10,665	6	82.10%
Out of School Youth	\$155,000	\$35,824	\$24,827	\$60,651	\$94,349	8	39.13%
<b>TOTAL OJT</b>	<b>\$355,593</b>	<b>\$85,520</b>	<b>\$98,615</b>	<b>\$184,135</b>	<b>\$171,458</b>	<b>26</b>	<b>51.78%</b>
<b>TOTAL ITA/OJT</b>	<b>\$705,520</b>	<b>\$187,381</b>	<b>\$246,417</b>	<b>\$433,798</b>	<b>\$271,722</b>	<b>121</b>	<b>61.49%</b>

<b>INCUMBENT WORKER TRAINING</b>						Number of Participants	Percentage of Total Budget Obligated
Fund Source	Budget	Encumbrance	Actual	Total Obligation	Budget Available for Encumbrance		
Agriculture	\$102,052	\$0	\$0	\$0	\$102,052	0	0%
Construction	\$134,170	\$0	\$2,340	\$2,340	\$131,830	4	2%
<b>Total</b>	<b>\$236,222</b>	<b>\$0</b>	<b>\$2,340</b>	<b>\$2,340</b>	<b>\$233,882</b>	<b>4</b>	<b>1%</b>

## FY26 Central Region Budget Updates As of March 17, 2026

The Central Region's revenues remained at \$12,937,858.

The Adult training budget was decreased by \$25,000 while the Dislocated Worker training budget was increased by the same amount. The total training budget remains unchanged.

All other budget items, including the expense budget and unallocated amounts remained the same.

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

**Advance Central PA  
FY 26 Central Region Budget Updates  
As of March 18, 2026**

There were no changes to the FY26 Revenues that were presented on December 17, 2025.

<b>Total Revenues presented 12/17/25</b>	\$ 12,937,858
<b>Adjustments:</b>	
Net Increase/Decrease	-
<b>Revised Available Revenues</b>	<u>\$ 12,937,858</u>

There were no adjustments to the FY26 expense budgets presented on December 17, 2025.

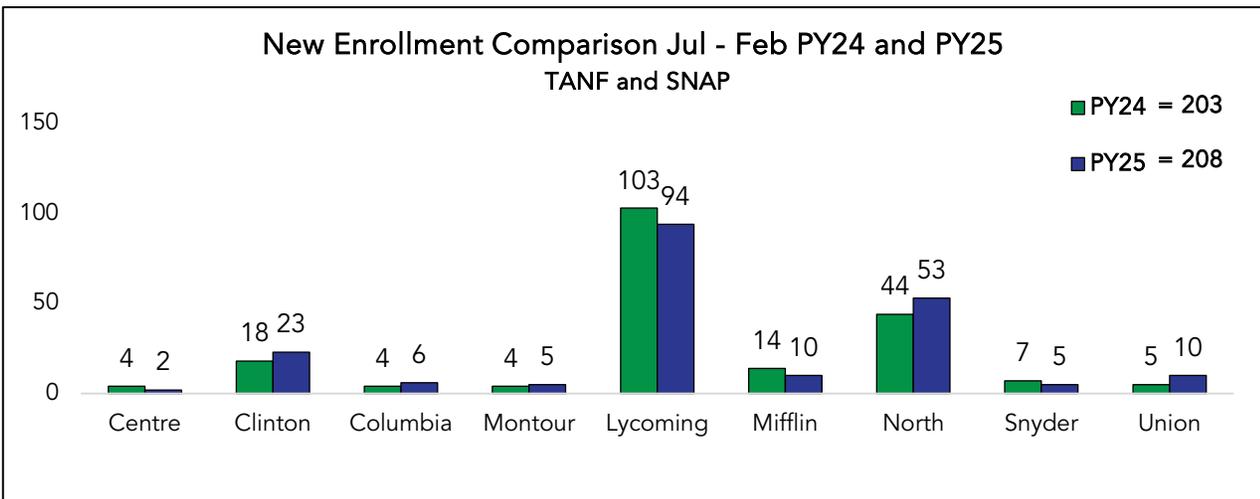
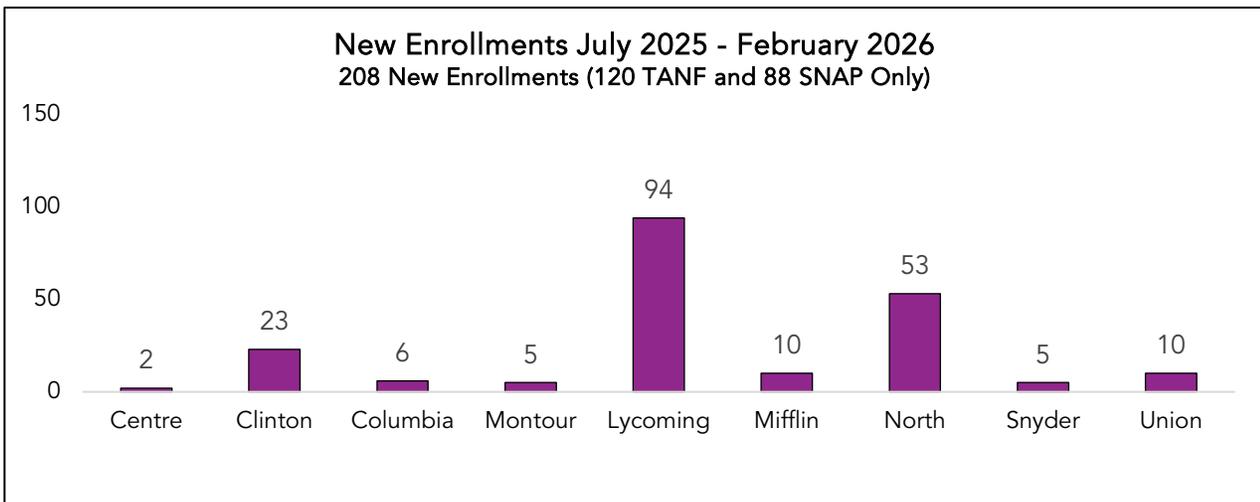
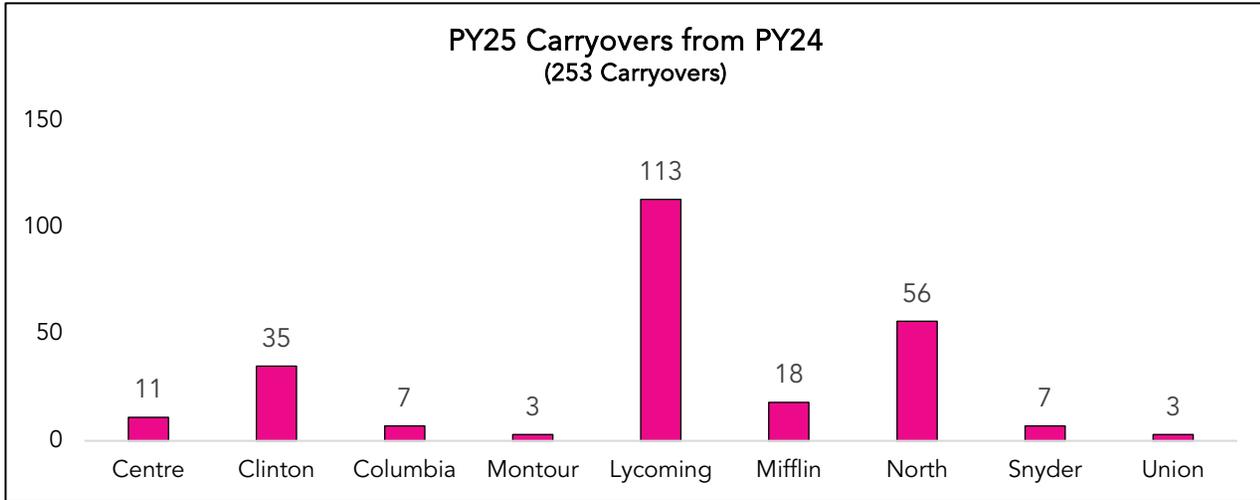
<b>Total Budget presented 12/17/25</b>	\$ 12,937,858
Net Increase/Decrease in Allocated Funds	-
Net Increase/Decrease in Unallocated Funds	-
<b>Revised Total Budget</b>	<u>\$ 12,937,858</u>

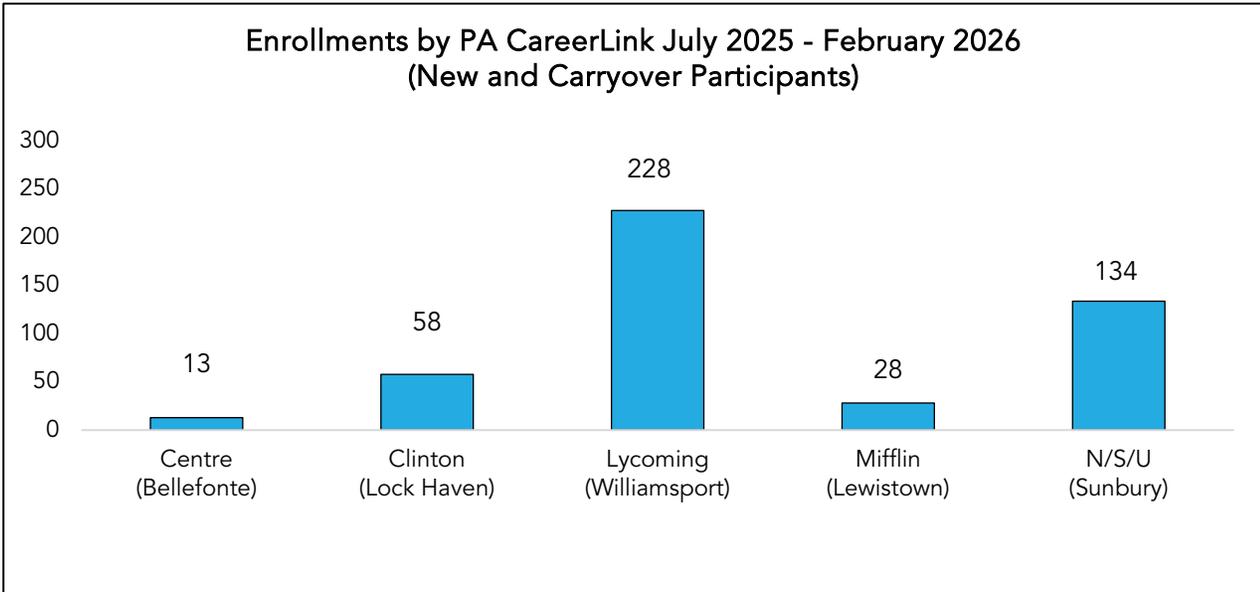
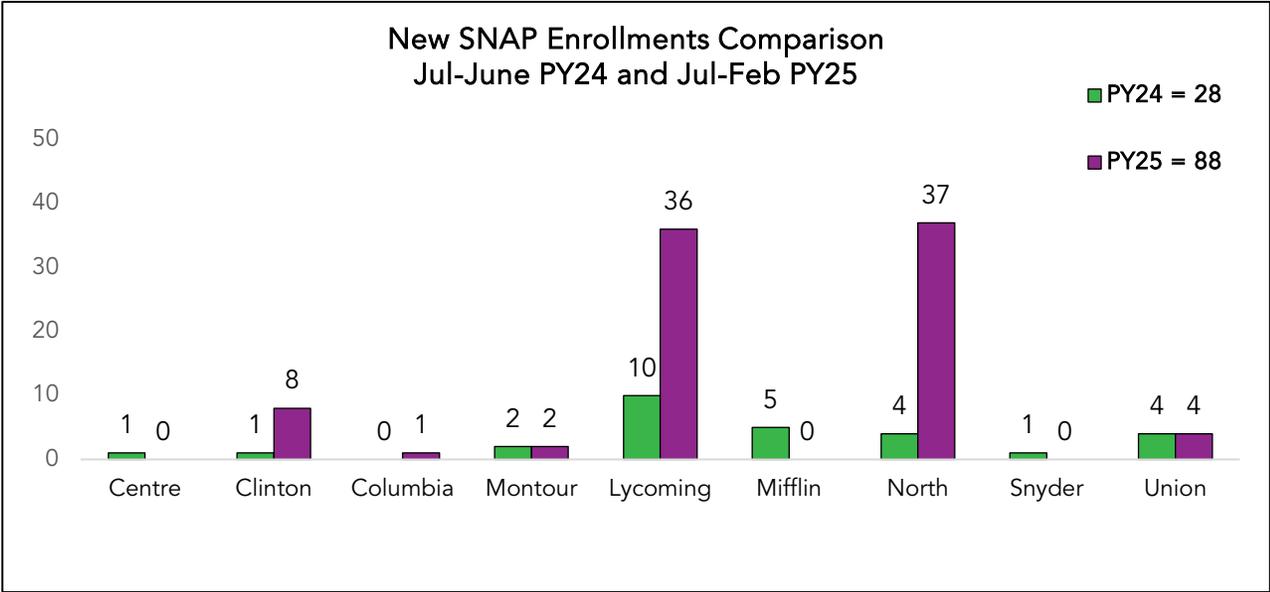
The Adult Training budget was decreased while the Dislocated Worker training budget was increased by the same amount.

<b>Training Budget presented 12/17/25</b>	\$ 889,580
Adult	\$ (25,000)
Dislocated Worker	25,000
Net Increase/Decrease	-
<b>Revised Training Budget</b>	<u>\$ 889,580</u>

There were no adjustments to the unallocated amounts that were presented on December 17, 2025.

<b>Unallocated Budget presented 12/17/25</b>	\$ 1,655,761
<b>Adjustments:</b>	
Net Increase/Decrease	-
<b>Revised Unallocated Budget</b>	<u>\$ 1,655,761</u>





# Monitoring Update

## December 2025 through February 2025

### LOCAL MONITORING

Advance Central PA staff conducts regular monitoring of subrecipients, overall PA CareerLink® operations, accessibility and equal opportunity. All contacts and reports are documented. Equal Opportunity monitoring is completed at the time of subrecipient and PA CareerLink® operations monitoring unless otherwise noted. Complete monitoring reports are available to the appropriate WDB member or WDB Committee for review.

Subrecipients and core programs that are regularly monitored include:

Central Susquehanna Intermediate Unit (CSIU)	WIOA Out-of-School Youth (OSY) TANF Youth Development Program (YDP)
Central Susquehanna Opportunities (CSO)	WIOA Adult (Adult) WIOA Dislocated Worker (DW) EARN In-School Youth (ISY) TANF Youth Development Program (YDP) PA CareerLink® Operator
Tuscarora Intermediate Unit (TIU)	WIOA Business Solutions

### 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 Approved for PY25 Funding (as of 3/2/2026): 31**

Staff are providing outreach and technical support as needed for more providers and programs to participate in the ETPL.

#### ON-THE-JOB TRAINING CONTRACTS

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

##### Desk Reviews

**New Contracts Reviewed: 4**

**Open Contracts Reviewed: 12**

##### Onsite Monitoring

Jobseeker Program	BST Subrecipient	Employer	County	Visit	Findings
OSY	TIU	Clear Vision Residential Treatment Services	Lycoming	2/10/26	Participant paid by employer prior to OJT start; contract canceled 2/27/26

## SUBRECIPIENT FISCAL PRACTICES

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

### Desk Reviews

- Staff initiated formal FY25/FY26 fiscal monitoring of all subcontractors in February. Monitoring includes submission of documentation and is divided into multiple parts. Final submission of documentation is due in April with reports and findings forthcoming thereafter.
- Ongoing technical assistance is being provided to TIU to resolve issues identified during year end and during continuous monitoring.

## PA CAREERLINK® OPERATIONS

Monitored for quality, compliance, and performance.

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

Site	Site Visit	Report	Findings	CAP (Initial)	Closed
Northumberland/ Snyder/Union	10/02/2025	12/29/2025	2 required actions; 4 recommendations	1/28/2026	Revised CAP due 3/11/2026
Columbia/Montour	10/06/2025	2/23/2026	2 required actions; 5 recommendations	Due 3/25/2026	
Centre	11/03/2025	Pending	Pending		
Mifflin	11/12/2025	Pending	Pending		
The Link	12/04/2025	Pending	Pending		

## SUBRECIPIENT PROGRAM OPERATIONS- INCLUDING SPECIAL GRANTS

Monitored for quality, compliance, and performance.

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

Program-Subrecipient	Files	Begin	Report	Findings	CAP (Initial)	Closed
ABA- CSO	6	10/23/2025	12/1/2025	2 required actions	12/30/2026	Revised CAP received 2/27/2026
Reboot	6	12/1/2025	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.

- PY24 monitoring
  - Staff submitted a response to one concern related to annual policy reviews on January 27
- PY25 monitoring
  - Document submissions for Fiscal Integrity and Audits monitoring is due March 20
  - Document submissions for Local Monitoring, One-Stop Operator, and Performance is due March 20

#### 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

- Staff completed a monitoring survey and submitted it with all requested documents to OEO on December 15. Staff met with OEO on February 9 to review preliminary results of their monitoring. The OEO expressed appreciation of the processes and procedures in place. A revised survey was submitted and accepted by OEO on March 6, closing this monitoring cycle.

#### PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY BUREAU OF WORKFORCE PARTNERSHIP & OPERATIONS (BWPO)

Validating the CWDS data entry related to the local workforce development area's service provision and outcomes achieved

- On December 31, BWPO issued results of their PY2024 Data Validation. Of the 40 participant records reviewed, 21 passed and 19 failed validations for one or more data elements. Staff must submit to BWPO quarterly updates on the progress made toward resolving the issues. The first update is due March 31.
  - According to our review thus far, there are none related to compliance with eligibility, rather they are caused by a person reporting other barriers that do not have validating document uploaded in the system. A few errors are related to performance.

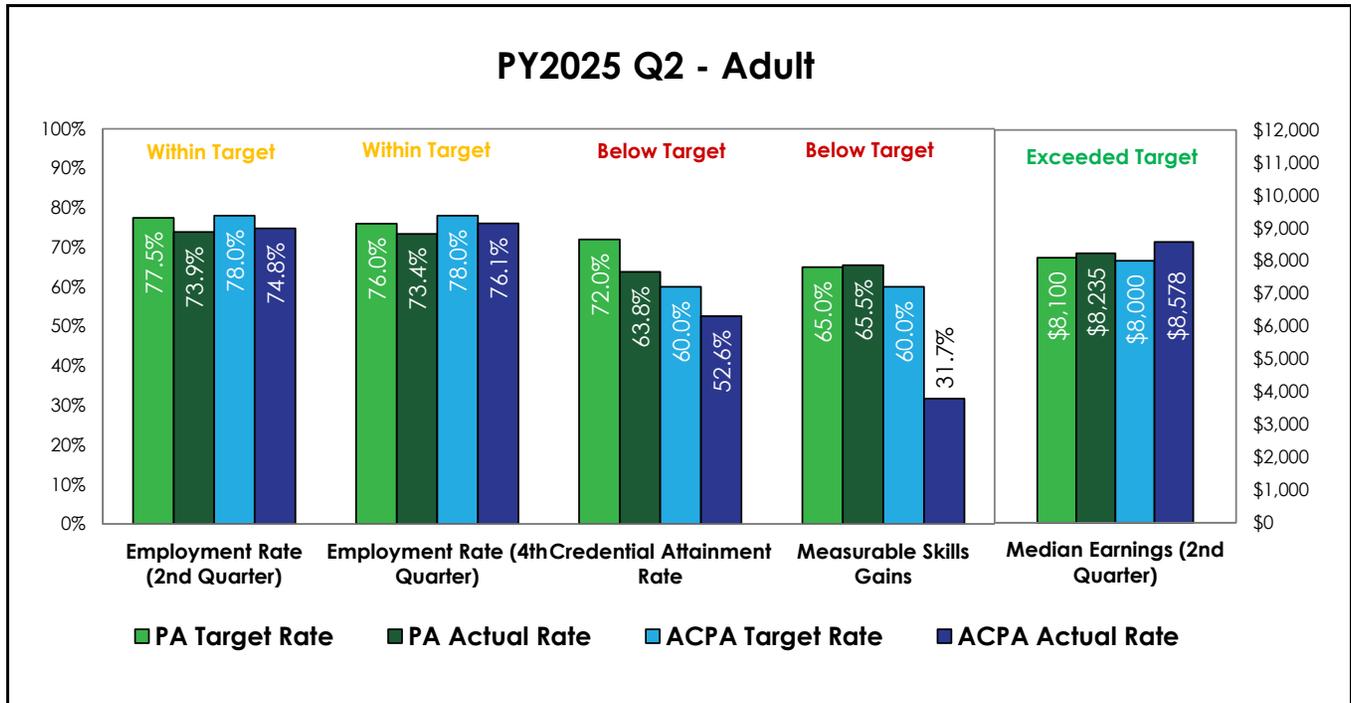
Monitoring of the TANF Youth Development Program (YDP)

- Staff received the results of the BWPO TANF YDP monitoring on January 20. Of the 10 cases reviewed, 2 issues were noted for which a recommendation was provided. A response was not required, but staff requested additional information regarding 1 finding; it was subsequently rescinded since the concern was noted in error.

## Common Measure Performance - Adult Program Year 2025 Q2

Performance Metric	Adult			
	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved
	Denominator			
Employment Rate (2nd Quarter)	77	<b>74.8%</b>	78.0%	95.9%
	103			
Employment Rate (4th Quarter)	67	<b>76.1%</b>	78.0%	97.6%
	88			
Median Earnings (2nd Quarter)	-	<b>\$8,578</b>	\$8,000	107.2%
	-			
Credential Attainment Rate	10	<b>52.6%</b>	60.0%	87.7%
	19			
Measurable Skill Gains	26	<b>31.7%</b>	60.0%	52.8%
	82			
<b>Average Program Score</b>				<b>88.2%</b> ✓

\*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 (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

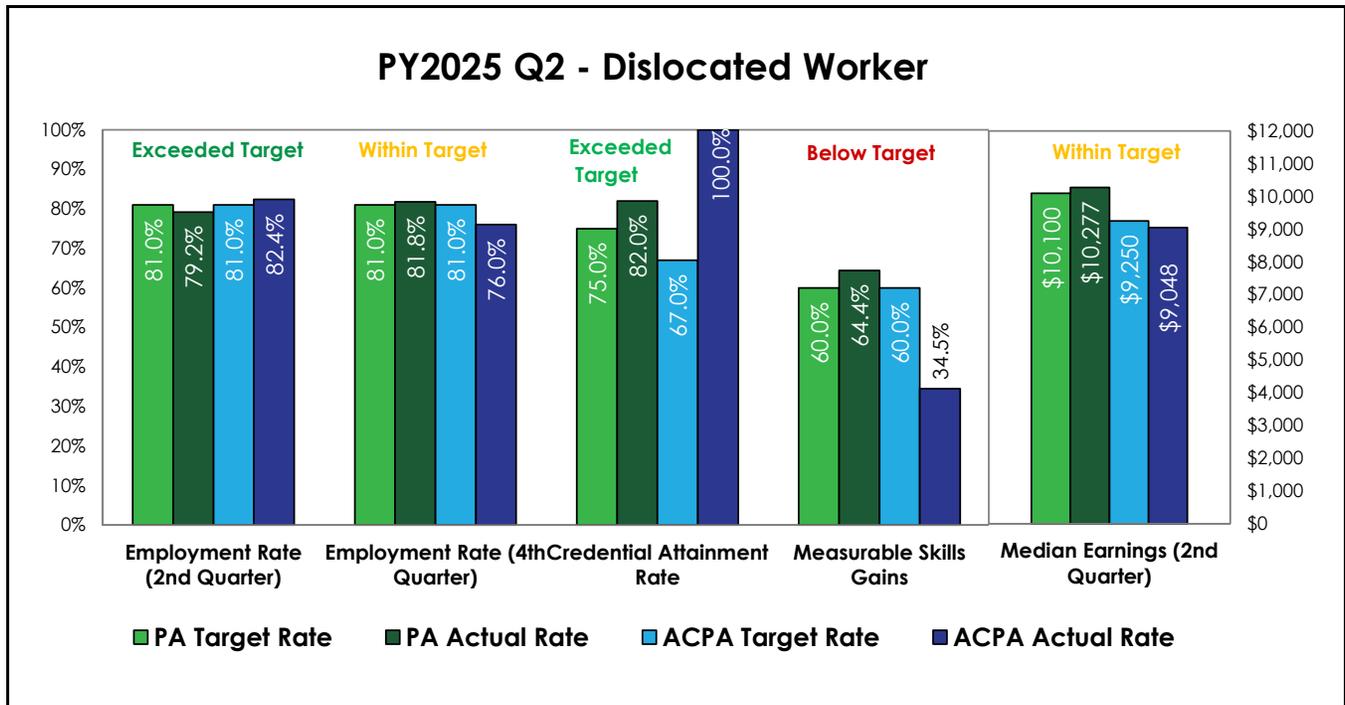
**Measurable Skills Gain** - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

**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 2025 Q2

Performance Metric	Dislocated Worker			
	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved
	Denominator			
Employment Rate (2nd Quarter)	28 34	82.4%	81.0%	101.7%
Employment Rate (4th Quarter)	19 25	76.0%	81.0%	93.8%
Median Earnings (2nd Quarter)	- -	\$9,048	\$9,250	97.8%
Credential Attainment Rate	6 6	100.0%	67.0%	149.3%
Measurable Skill Gains	10 29	34.5%	60.0%	57.5%
<b>Average Program Score</b>				✓ <b>100.0%</b>

\*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 (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

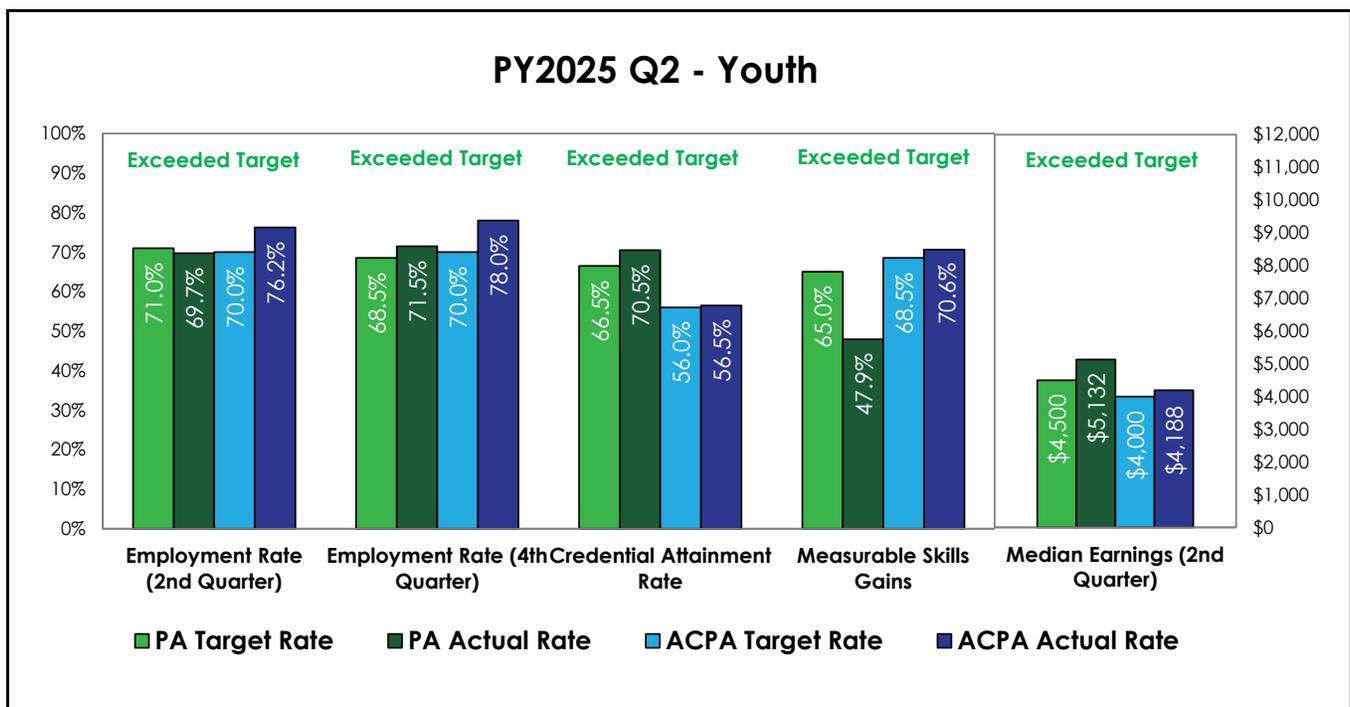
**Measurable Skills Gain** - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

**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 2025 Q2

Performance Metric	Youth			
	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved
	Denominator			
Employment Rate (2nd Quarter)	64	<b>76.2%</b>	70.0%	108.9%
	84			
Employment Rate (4th Quarter)	64	<b>78.0%</b>	70.0%	111.4%
	82			
Median Earnings (2nd Quarter)	-	<b>\$4,188</b>	\$4,000	104.7%
	-			
Credential Attainment Rate	26	<b>56.5%</b>	56.0%	100.9%
	46			
Measurable Skill Gains	24	<b>70.6%</b>	68.5%	103.1%
	34			
<b>Average Program Score</b>				<b>✓ 105.8%</b>

\*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 (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

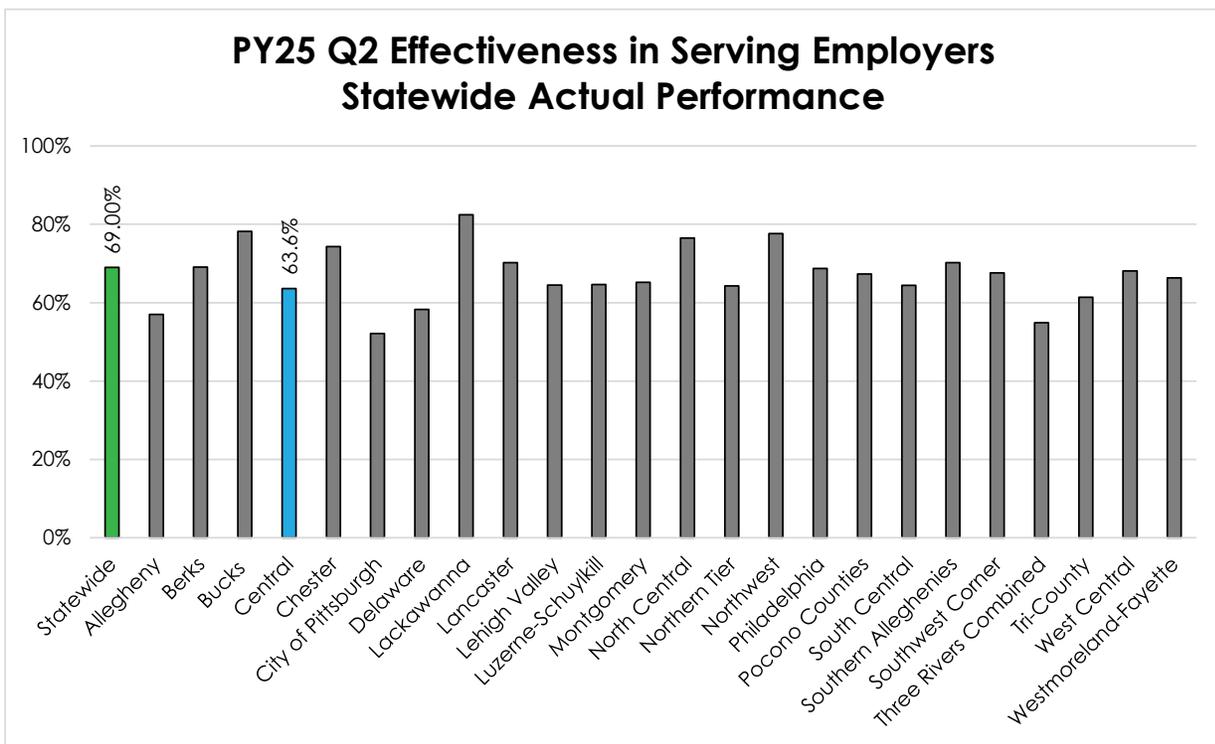
**Credential Attainment Rate** - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

**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

## Common Measure Performance - Effectiveness in Serving Employers Program Year 2025 Q2

Performance Metric	Title I Programs			
	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved
	Denominator			
Effectiveness in Serving Employers	98	63.6%	N/A	N/A
	154			



### Common Measure Definitions

**Effectiveness in Serving Employers** - retention with the same employer in the second and fourth quarters following a participant's exit from a WIOA core program. Applies to Adult, Dislocated Worker, and Youth.

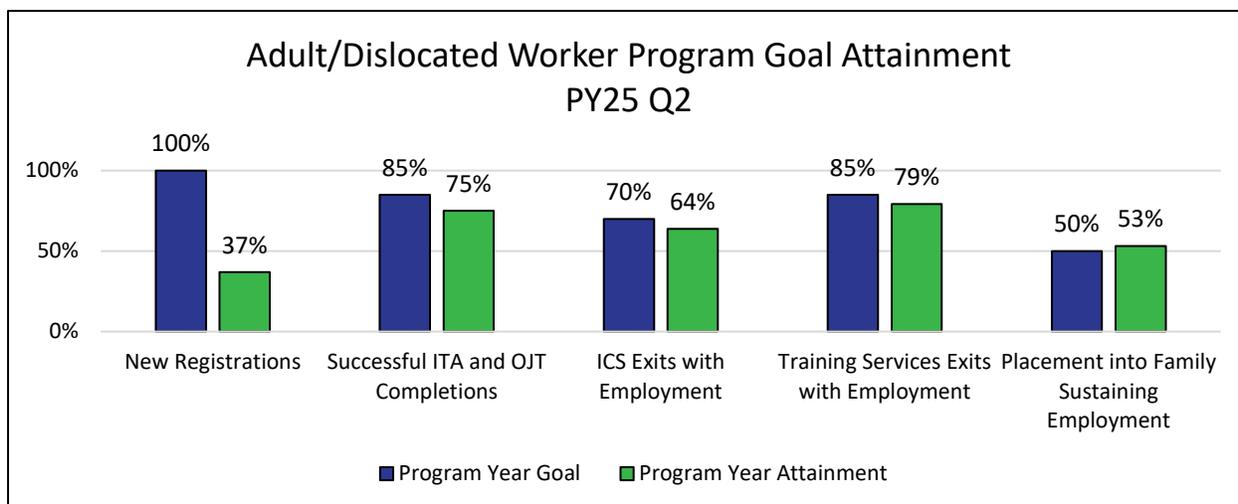
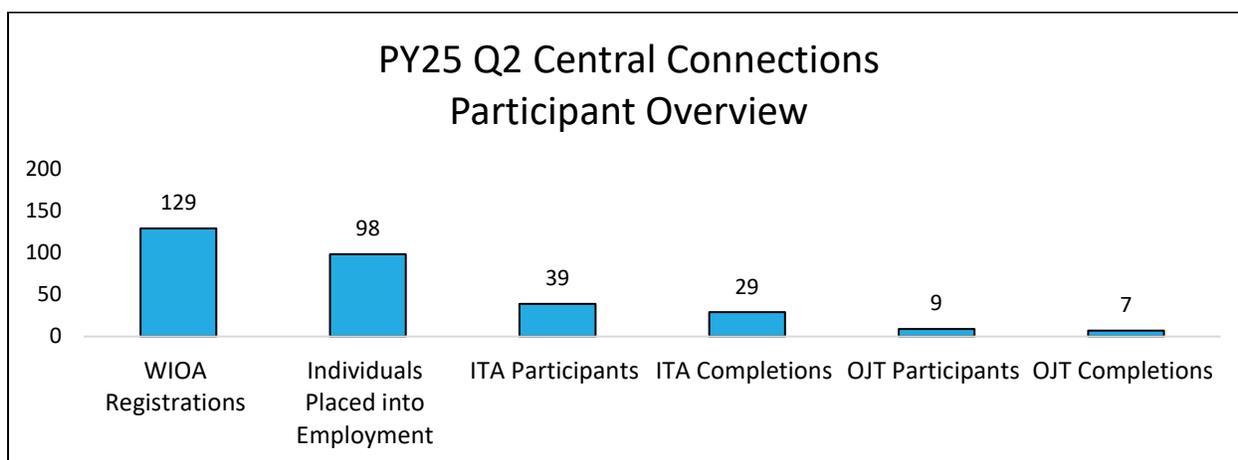
Timeframes: PY25 Q2 Core Program Exits occurred between 1/1/24 to 6/30/24.

## Adult/Dislocated Worker Program Goal Attainment

**PY25 Q2: July 1, 2025- December 31, 2025**

Program Element	Program Year Goal	Q2 Actual Performance
New Registrations	350 (87.5 per qtr.)	37% (129 new registrations)
Successful ITA and OJT Completions (Compared to those that ended)	85%	75% (36 of 48)
Individualized Career Services Exits with Employment <sup>^</sup>	70%	64% (58 of 91)
Training Services Exits with Employment <sup>^</sup>	85%	80% (38 of 47)
Placement into Sustaining Employment (\$43,242/annually)	50%	53% (52 of 98)
Customer Service	In Development	TBD
Impactful Workshop Offerings	In Development	TBD

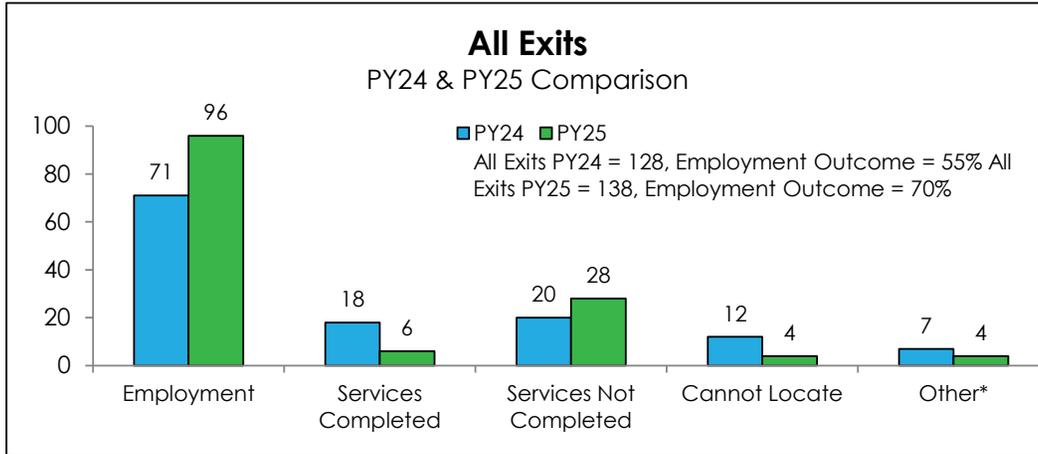
<sup>^</sup> Detailed data is available in the Outcomes Report; data excludes federal exemptions noted as “other” in that report.



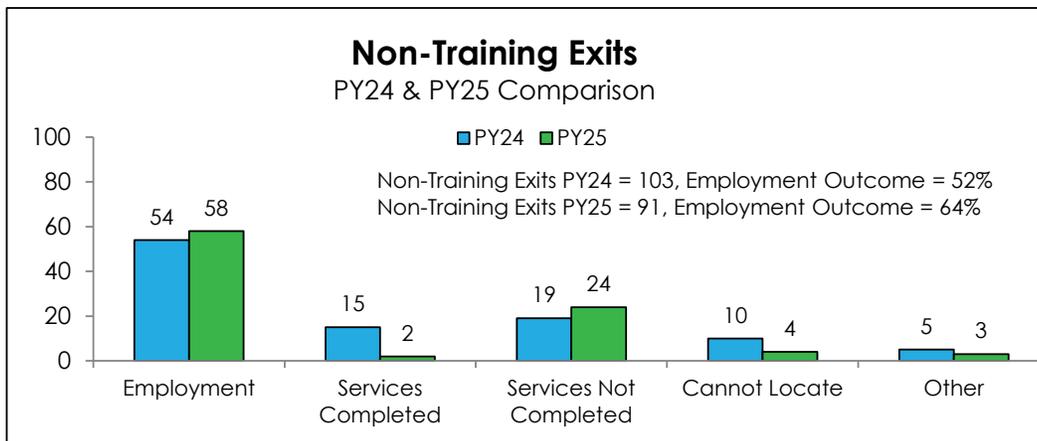
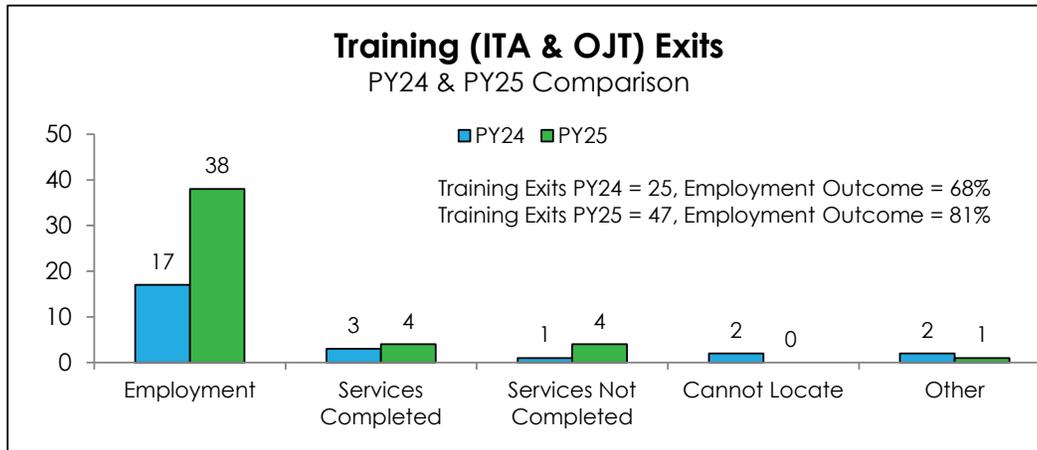
# Adult/Dislocated Worker Outcomes Report

## PY24 and PY25 Comparison

July 1, 2024 - December 31, 2024 & July 1, 2025 - December 31, 2025



### Breakdown between Adult and Dislocated Worker Participants based on accessing ITA and/or OJT or not.



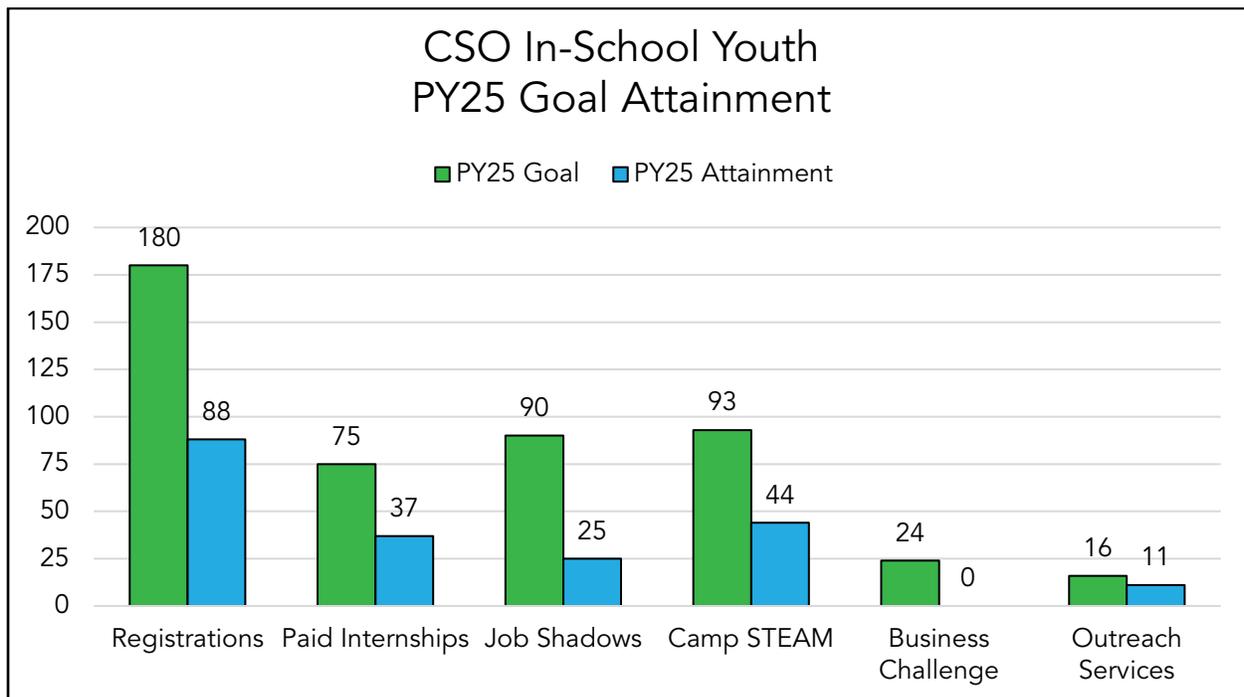
**Other\*** PY24: Deceased (1), Health, Medical (4) Institutionalized (2)  
(applies to All Exits) PY25: Health, Medical (2), Institutionalized (2)

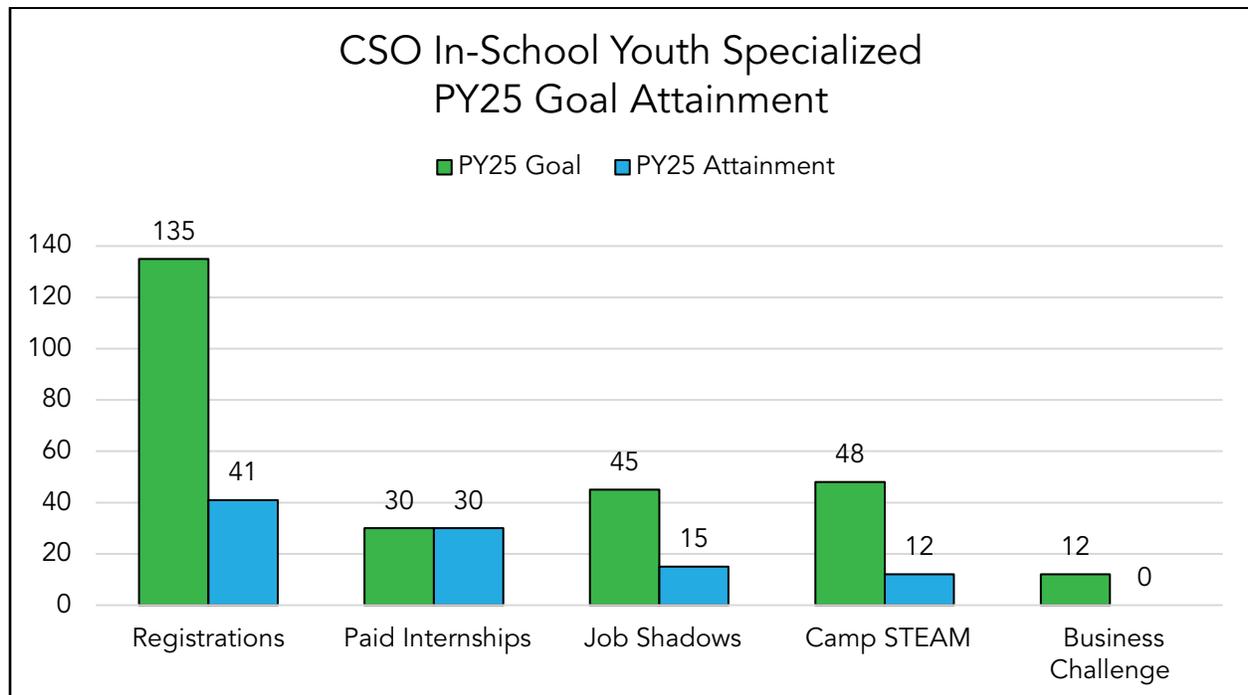
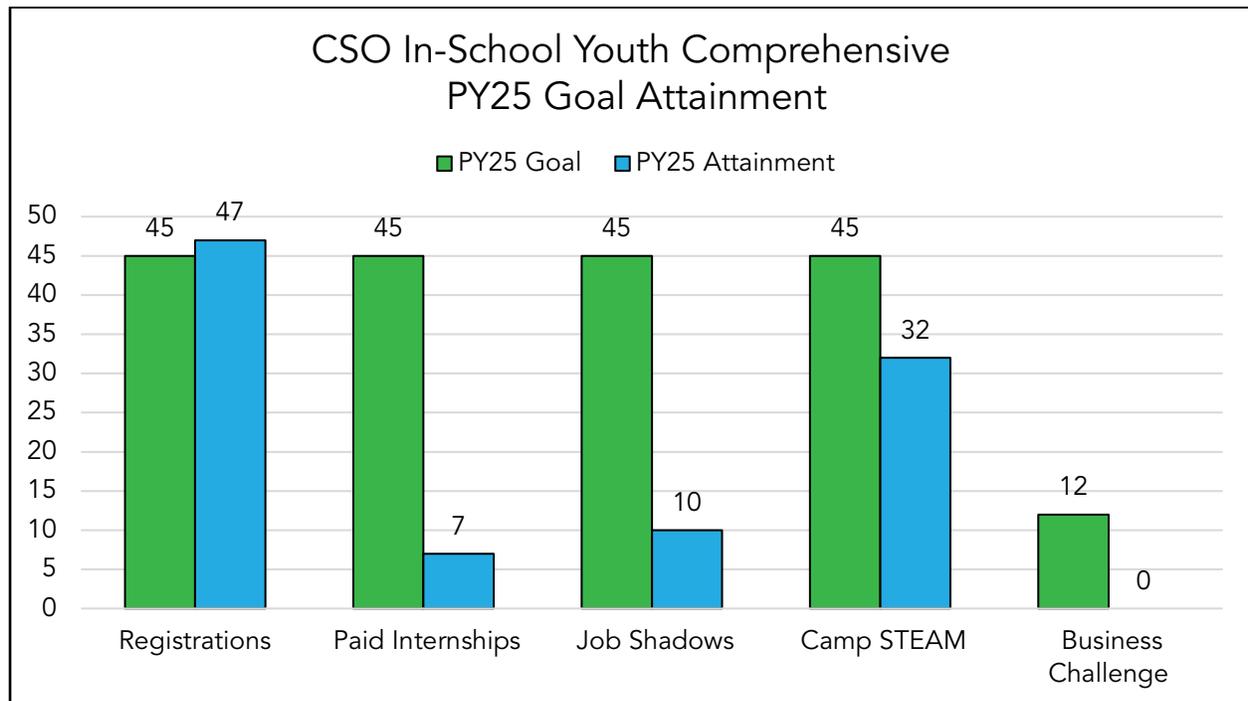
## Bridges to the Future In-School Youth Program Goal Attainment

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%



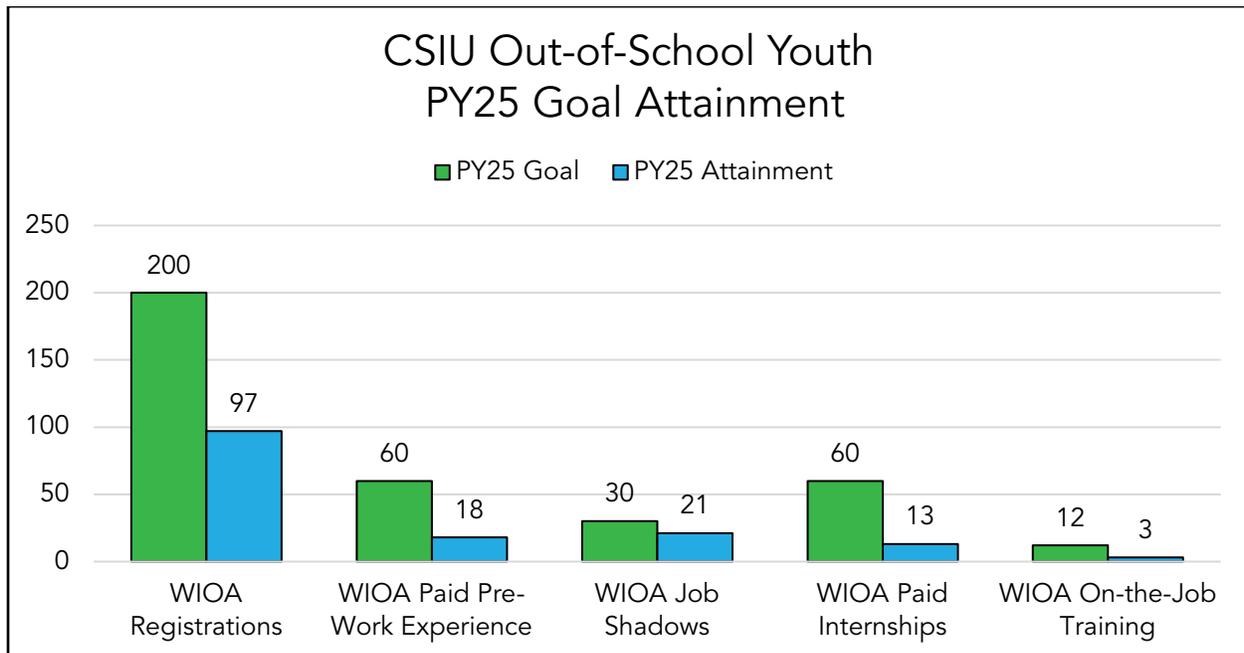


## YES to the Future Out-of-School Youth Program Goal Attainment

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%



## Local Elected Official Board Joint Meeting Action Items March 18, 2026

1. Motion to approve the minutes of the December 17, 2025 joint WDB/LEO Board meeting.

Motion:

Second:

## Fiscal Year 2026 Competitive Funding Portfolio As of March 9, 2026

### GRANTS CARRIED OVER FROM FY25

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<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><b>(Note:</b> 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>
<b>Business Education Partnership</b> (PY24) 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>

<p><b>Disaster Recovery National Dislocated Worker Grant to Address the Opioid Crisis</b></p>	<p>\$1,211,675 (as part of larger grant submitted by PA Dept. of Labor &amp; Industry)</p>	<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>US Dept. of Labor Employment &amp; Training Administration</p>	<p>Reduced to \$386,912.32 due to federal recission of future allocations</p>	<p>(Note: Goals are reduced as is the staffing model due to the federal recission of funds.</p>
<p><b>Industry Partnerships</b> PA Dept. of Labor &amp; Industry</p>	<p>\$150,000</p>	<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>
<p>January 1, 2024 – June 30, 2025 (Extended to June 30, 2026)</p>		
<p><b>Industry Partnerships</b> PA Dept. of Labor &amp; Industry</p>	<p>\$175,000</p>	<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>
<p>January 1, 2024 – June 30, 2025 (Extended to June 30, 2026)</p>		
<p><b>School-To-Work</b> PA Dept. of Labor &amp; Industry</p>	<p>\$103,592</p>	<ul style="list-style-type: none"> <li>• Partnering with the IBEW Local 812 and Williamsport Joint Apprenticeship and Training Committee, 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>
<p>June 1, 2025 – May 1, 2027</p>		

**NEW GRANTS SECURED**

Program/Project Name & Funding Information	Funding Available	Grant Objectives
<p><b>ARPA Digital Technology Program- Round Two</b> PA Broadband Development Authority July 1, 2025 – December 31, 2026</p>	<p>\$246,925</p>	<p>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.</p>

<b>Supporting Pennsylvania's Advanced Manufacturing Sector Through Apprenticeships and Pre-Apprenticeships</b>	<b>\$400,000</b>	In a collaboration with Central PA Institute of Science and Technology (CPI), funds will be used to build, support and register a new pre-apprenticeship program in advanced manufacturing with a concentration on serving populations traditionally underserved in apprenticeships.
PA Dept. of Labor & Industry January 1, 2026 – June 30, 2028		
<b>Engage!</b> <b>PA Dept. of Community and Economic Development</b>	\$9,500 (as part of larger grant submitted by SEDA-COG)	Advance Central PA staff will conduct ten (10) interviews of executives from local companies to discuss their needs and match them with solutions for economic stability and/or growth.
July 1, 2025 – June 30, 2026		

## GRANTS SUBMITTED

Program/Project Name & Funding Information	Funding Requested	Grant Objectives
<b>Industry Partnerships</b> <b>PA Dept. of Labor &amp; Industry</b>	<b>\$168,320</b>	Advance Central PA will use funds to continue the MADE in Central PA Manufacturing Industry Partnership. The project is designed to help manufacturing leaders overcome industry challenges with funds to build a more prepared workforce through incumbent worker training in areas key to industry stability and growth using a data driven approach developed by the US Chamber Foundation called Talent Pipeline Management®.

## GRANTS BEING EXPLORED

Funding Source/Grant Name	Funding to be Requested	Grant Details
<b>Business Education Partnership (PY26)</b> <b>PA Dept. of Labor &amp; Industry</b> <b>New announcement anticipated March 2026</b>	TBD	BEP grants historically have a goal of fostering collaborations among businesses and school districts to create programs that provide exposure to career opportunities in the local area so that students can understand and develop pathways to HPOs, ultimately meeting the workforce needs of business.
<b>Partnerships for Opportunity and Workforce and Economic Revitalization (POWER)</b> Appalachian Regional Commission New announcement anticipated 2026	TBD	ARC's POWER Initiative offers federal grant funding for projects that help Appalachian communities that have been affected by job losses in coal mining, coal power plant operations and coal-related supply chain industries. Requires a 50% - 65% cash or in-kind match.
<b>Manufacturing Training to Careers</b> PA Dept. of Community & Economic Development New announcement anticipated July 2026	TBD	This grant opportunity is anticipated to focus on engagement of students in awareness building activities to understand the vast career opportunities available in manufacturing, while helping regional manufacturers build a talent pipeline.

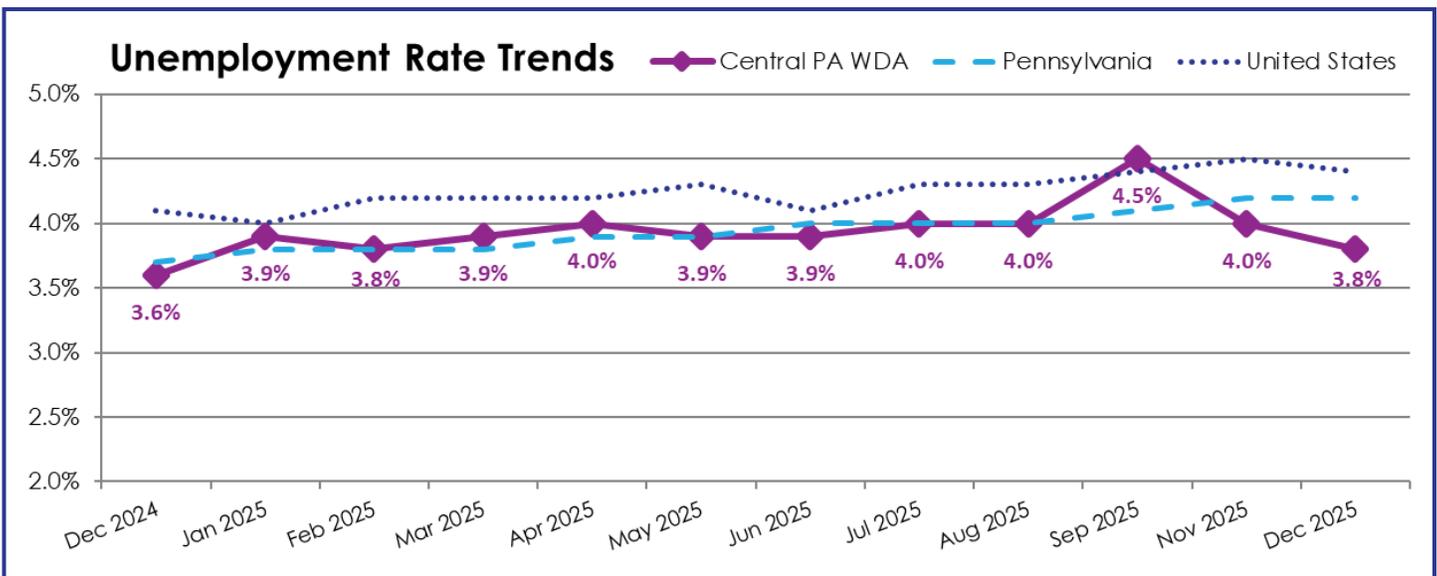
This report provides an overview of the labor market conditions in the Central Workforce Development Area (WDA), which includes Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties. In December 2025, the labor force grew due to increases in the employed population, while the unemployed population decreased, resulting in a lower unemployment rate over the last month.

Civilian Labor Force	
<b>298,400</b>	
Monthly Change	Annual Change
↑ 2,400	↑ 6,900

Employed Population	
<b>287,200</b>	
Monthly Change	Annual Change
↑ 3,100	↑ 6,200

Unemployed Population	
<b>11,200</b>	
Monthly Change	Annual Change
↓ -700	↑ 700

Unemployment Rates			
Region	December 2025	Monthly Change	Annual Change
Centre County	3.3%	↓	↑
Clinton County	3.7%	↓	↓
Columbia County	4.6%	↓	↑
Lycoming County	4.6%	↔	↑
Mifflin County	3.4%	↓	↑
Montour County	3.1%	↓	↑
Northumberland County	4.2%	↓	↑
Snyder County	3.1%	↓	↓
Union County	3.6%	↓	↓
<b>Central WDA</b>	<b>3.8%</b>	<b>↓</b>	<b>↑</b>
<b>Pennsylvania</b>	<b>4.2%</b>	<b>↔</b>	<b>↑</b>
<b>United States</b>	<b>4.4%</b>	<b>↓</b>	<b>↑</b>



October 2025 Labor Market Data was not collected due to a lapse in federal appropriations.

**December 2025 Preliminary Seasonally Adjusted Data** (Downloaded February 2026)

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

# Central WDA County Labor Market Report December 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	December 2025	Monthly Change		Annual Change	
Centre County	75,700	↑	300	↓	-300
Clinton County	17,600	↑	100	↑	300
Columbia County	32,700	↑	500	↑	1,200
Lycoming County	52,900	↑	200	↑	100
Mifflin County	23,900	↑	100	↑	300
Montour County	9,600	↑	100	↑	300
Northumberland County	54,500	↑	200	↑	2,100
Snyder County	20,300	↑	100	↑	700
Union County	18,500	↑	100	↑	800
<b>Central WDA</b>	<b>298,400</b>	<b>↑</b>	<b>2,400</b>	<b>↑</b>	<b>6,900</b>
Pennsylvania	6,570,000	↑	19,000	↑	22,000
United States	171,495,000	↓	-46,000	↑	2,989,000

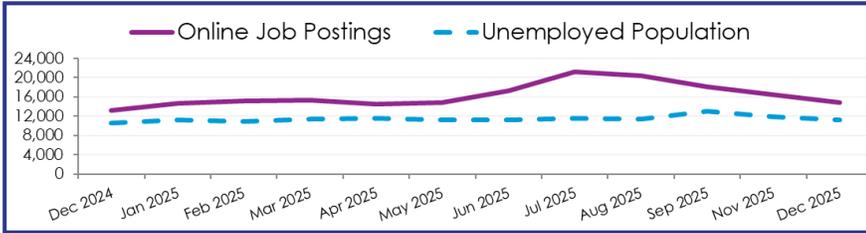
Region	Employed Population				Unemployed Population			
	December 2025	Monthly Change		Annual Change	December 2025	Monthly Change		Annual Change
Centre County	73,100	↑	200	↓ -700	2,500	↔	0	↑ 300
Clinton County	16,900	↑	200	↑ 300	700	↓	-100	↓ -100
Columbia County	31,200	↑	500	↑ 900	1,500	↔	0	↑ 200
Lycoming County	50,400	↑	200	↓ -300	2,400	↔	0	↑ 300
Mifflin County	23,100	↑	200	↑ 300	800	↓	-100	↔ 0
Montour County	9,300	↑	100	↑ 300	300	↔	0	↔ 0
Northumberland County	52,200	↑	300	↑ 1,800	2,300	↓	-100	↑ 300
Snyder County	19,700	↑	200	↑ 800	600	↓	-200	↓ -100
Union County	17,800	↑	100	↑ 700	700	↔	0	↔ 0
<b>Central WDA</b>	<b>287,200</b>	<b>↑</b>	<b>3,100</b>	<b>↑ 6,200</b>	<b>11,200</b>	<b>↓</b>	<b>-700</b>	<b>↑ 700</b>
Pennsylvania	6,293,000	↑	19,000	↓ -13,000	278,000	↑	1,000	↑ 36,000
United States	163,992,000	↑	232,000	↑ 2,406,000	7,503,000	↓	-278,000	↑ 583,000

**December 2025 Preliminary Seasonally Adjusted Data** (Downloaded February 2026)

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

# Unemployment & Online Job Postings ▲ December 2025

In December 2025, there were 11,200 unemployed jobseekers in the Central WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 3,580 postings would remain unfilled.



Online Job Postings	
<b>14,780</b>	
Monthly Change	Annual Change
↓ -1,646	↑ 1,620

Occupational Grouping	Online Job Postings December 2025	Unemployed November 2025
Healthcare Practitioners and Technical Occupations	3,471	334
Healthcare Support Occupations	1,123	147
Management Occupations	1,113	936
Sales and Related Occupations	1,056	731
Transportation and Material Moving Occupations	939	1,115
Office and Administrative Support Occupations	788	1,201
Food Preparation and Serving Related Occupations	748	550
Educational Instruction and Library Occupations	741	160
Life, Physical, and Social Science Occupations	654	144
Production Occupations	571	1,308
Installation, Maintenance, and Repair Occupations	529	498
Business and Financial Operations Occupations	494	408
Architecture and Engineering Occupations	366	181
Arts, Design, Entertainment, Sports, and Media Occupations	349	191
Community and Social Service Occupations	325	180
Building and Grounds Cleaning and Maintenance Occupations	324	475
Construction and Extraction Occupations	287	1,437
Computer and Mathematical Occupations	272	42
Unclassified Occupation	207	0
Personal Care and Service Occupations	177	150
Protective Service Occupations	171	196
Farming, Fishing, and Forestry Occupations	45	80
Legal Occupations	24	22
Military-only occupations	2	5

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	958	\$49.60
Home Health and Personal Care Aides	590	\$14.95
Licensed Practical and Licensed Vocational Nurses	395	\$31.38
Heavy and Tractor-Trailer Truck Drivers	384	\$33.91
Retail Salespersons	347	\$16.06
Postsecondary Teachers	262	\$31.20
Nursing Assistants	233	\$19.26
First-Line Supervisors of Retail Sales Workers	208	\$21.97
Teaching Assistants, Except Postsecondary	199	\$17.54
Health Technologists and Technicians, All Other	183	\$19.26

## Top Industries

Unique Job Postings

Health Care and Social Assistance	3,583
Educational Services	2,322
Administrative and Support and Waste Management and Remediation Services	1,576
Retail Trade	1,078
Manufacturing	712
Accommodation and Food Services	677
Professional, Scientific, and Technical Services	542
Public Administration	380
Transportation and Warehousing	375
Finance and Insurance	365

## Top Employers

Unique Job Postings

Pennsylvania State University	1,566
Geisinger Health System	886
Commonwealth Of Pennsylvania	279
University of Pittsburgh Medical Center	246
Wellspan Health	214
Geisinger Medical Center	155
Aerotek	150
Geisinger Clinic	145
Soliant Health	118
Mount Nittany Health	115

## Top Skills

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

## Top Qualifications

Valid Driver's License  
 Registered Nurse (RN)  
 Basic Life Support (BLS) Certification  
 Cardiopulmonary Resuscitation (CPR) Certification  
 Licensed Practical Nurse (LPN)  
 Certified Nursing Assistant (CNA)  
 Advanced Cardiovascular Life Support (ACLS) Certification  
 Security Clearance  
 Commercial Driver's License (CDL)  
 First Aid Certification

Source: Lightcast, 2026.1 • Updated: February 2026

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

County	
<b>Montour County</b>	<b>3.1%</b>
<b>Snyder County</b>	<b>3.1%</b>
<b>Centre County</b>	<b>3.3%</b>
Chester County	3.3%
Lancaster County	3.3%
Bedford County	3.4%
Fulton County	3.4%
<b>Mifflin County</b>	<b>3.4%</b>
Butler County	3.5%
Cumberland County	3.5%
Montgomery County	3.5%
Clearfield County	3.6%
<b>Union County</b>	<b>3.6%</b>
Adams County	3.7%
<b>Clinton County</b>	<b>3.7%</b>
Huntingdon County	3.7%
Juniata County	3.7%
Perry County	3.7%
Franklin County	3.8%
Somerset County	3.8%
Sullivan County	3.8%
Wayne County	3.8%
Allegheny County	3.9%
Bradford County	3.9%
Bucks County	3.9%
Lebanon County	3.9%
Susquehanna County	3.9%
Washington County	3.9%
Westmoreland County	3.9%
Jefferson County	4.0%
Lawrence County	4.0%
Armstrong County	4.1%
Blair County	4.1%
Crawford County	4.1%
Warren County	4.1%
York County	4.1%
Beaver County	4.2%
Elk County	4.2%
<b>Northumberland County</b>	<b>4.2%</b>
Clarion County	4.3%
Dauphin County	4.3%
Delaware County	4.3%
Northampton County	4.3%
Tioga County	4.3%
Wyoming County	4.3%
Berks County	4.4%
Indiana County	4.4%
Lackawanna County	4.4%
Carbon County	4.5%
Erie County	4.5%
McKean County	4.5%
Mercer County	4.5%
<b>Columbia County</b>	<b>4.6%</b>
Greene County	4.6%
Lehigh County	4.6%
<b>Lycoming County</b>	<b>4.6%</b>
Monroe County	4.6%
Venango County	4.6%
Pike County	4.7%
Potter County	4.7%
Fayette County	4.8%
Cambria County	4.9%
Schuylkill County	4.9%
Luzerne County	5.0%
Cameron County	5.1%
Forest County	5.2%
Philadelphia County	5.3%

Workforce Development Area (WDA)	
Chester County WDA	3.3%
Lancaster County WDA	3.3%
Montgomery County WDA	3.5%
<b>Central WDA</b>	<b>3.8%</b>
Tri-County WDA	3.8%
Bucks County WDA	3.9%
South Central WDA	3.9%
Three Rivers WDA	3.9%
Southern Alleghenies WDA	4.0%
North Central WDA	4.1%
Northern Tier WDA	4.1%
Southwest Corner WDA	4.1%
Delaware County WDA	4.3%
Northwest WDA	4.3%
West Central WDA	4.3%
Berks County WDA	4.4%
Lackawanna County WDA	4.4%
Lehigh Valley WDA	4.4%
Pocono Counties WDA	4.5%
Luzerne-Schuylkill WDA	5.0%
Philadelphia County WDA	5.3%
Westmoreland-Fayette WDA	4.1%

For Comparison Purposes	
Pennsylvania	4.2%
United States	4.4%

Seasonally adjusted, preliminary data provided by the Center for Workforce Information and Analysis (CWIA), PA Department of Labor and Industry (February 2026). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

## 2026 MEETING SCHEDULE

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

<b>February 13</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>March 18</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 10</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>May 8</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>June 17</b> <i>Third Wednesday</i>	<b>Annual Meeting of the Members (LEO)</b> 9:00 a.m. to 9:30 a.m. <b>WBD/LEO Board Meeting</b> 10:00 a.m. to Noon
<b>August 14</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>September 16</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 9</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>November 13</b> <i>Second Friday</i>	<b>Executive Committee</b> 10:00 a.m. to Noon
<b>December 16</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

**Jonah Howe, Chairperson**  
*PPL Electric Utilities*

**Vice Chairperson**  
*Vacant*

**Jay Alexander, Treasurer**  
*Wayne Township Landfill*

**Michele Foust, Immediate Past Chairperson**  
*Glenn O. Hawbaker, Inc.*

**Jim Beamer**  
*IBEW, Local #812*

**Talia Beatty**  
*UPMC*

**Joshua Bell**  
*SEKISUI KYDEX, LLC*

**Kenneth Chappell**  
*Lycoming/Tioga County Assistance Office*

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

**Beth Gilmore**  
*Kish Bank*

**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*

**Dave Zartman**  
*Zartman Construction*

## 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

Jonah Howe, Chair  
Michele Foust, Immediate Past Chair  
Jay Alexander  
Jim Beamer  
Kenneth Chappell  
Rob Postal\*  
Jon Ritter  
Dave Zartman

*Staff Contact: Erica Mulberger*

### Audit/Finance Committee

Jay Alexander, Chair  
Susan Swartz  
Todd Taylor  
Angela Harding\*  
Stacy Richards\*

*Staff Contact: Brooke Gessner*

### Governance Committee

Vacant, Chair  
Angela Harding\*  
Rob Postal\*

*Staff Contact: Erica Mulberger*

### EARN Committee

Kenneth Chappell, Chair  
Julie Eister^  
Hope Enright^  
Tara Hough^  
Bruce Jones  
Michael Lisnock^  
Crystal Montgomery^  
Erica Mulberger^

*Staff Contact: Patrick O'Connor*

### Personnel Committee

Dave Zartman, Chair  
Jay Alexander  
Michele Foust  
Jonah Howe

*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  
Joshua Bell  
Jonah Howe  
Stephanie Servose  
Jenna Witherite

*Staff Contact: Allison Grose*

\* LEO Board Member

^ Non-WDB/LEO Board Member

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