



**Advance  
Central PA**  
Linking People & Business

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

June 17, 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, June 17, 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>                     | Bruce Jones             |
| 10:25 – 10:45 | <b>FY27 Budget Presentation</b>                           | Brooke Gessner          |
| 10:45 – 11:40 | <b>WDB and LEO Board Action Items</b>                     | Jonah Howe & Rob Postal |

- **WDB Non-Consent Agenda & Committee Reports**
  - Action Needed: Approval of Consent Agenda
  - Audit/Finance
    - Action Needed: Approval of Advance Central PA's FY 2027 Operational Budget
    - Action Needed: Approval of FY 2027 Central Region Budget and PA CareerLink® Operating Budgets
    - Action Needed: Approval of Clinton County Lease
  - EARN
    - Action Needed: EARN- Supervision and Conduct of Children at PA CareerLink® Policy
  - Governance
  - Personnel
  - Policy & Performance
    - Action Needed: Job Seeker Contract
    - Action Needed: The Link Contract
    - Action Needed: Operator Contract
  - Youth
    - Action Needed: In-School Youth Contract
- **LEO Board Action Items**
  - Action Needed: Approval of March 18, 2026 meeting minutes
  - Action Needed: Approval of Advance Central PA's FY 2027 Operating Budget
  - Action Needed: Approval of FY 2027 Central Region Budget and PA CareerLink® Operating Budgets

11:40 – 11:50 **Executive Director's Update**

Erica Mulberger

11:50 – 11:55 **Open Discussion**

11:55 **Date of Next Meeting**

Jonah Howe

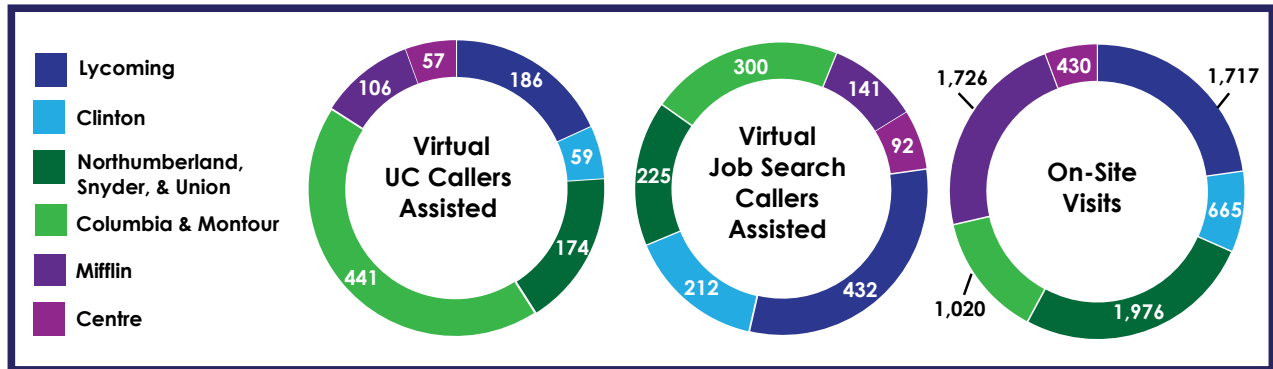
- Executive Committee – August 14, 2026 at 10:00 a.m.
- LEO Board Meeting – September 16, 2026 at 9:00 a.m. - 9:30 a.m.
- WDB/LEO Board Joint Meeting – September 16, 2026 at 10:00 a.m. - 12:00 p.m.

12:00 **Adjournment**

Jonah Howe & Rob  
Postal

# PA CareerLink® Jobseeker Services

## January-March 2026 Q1

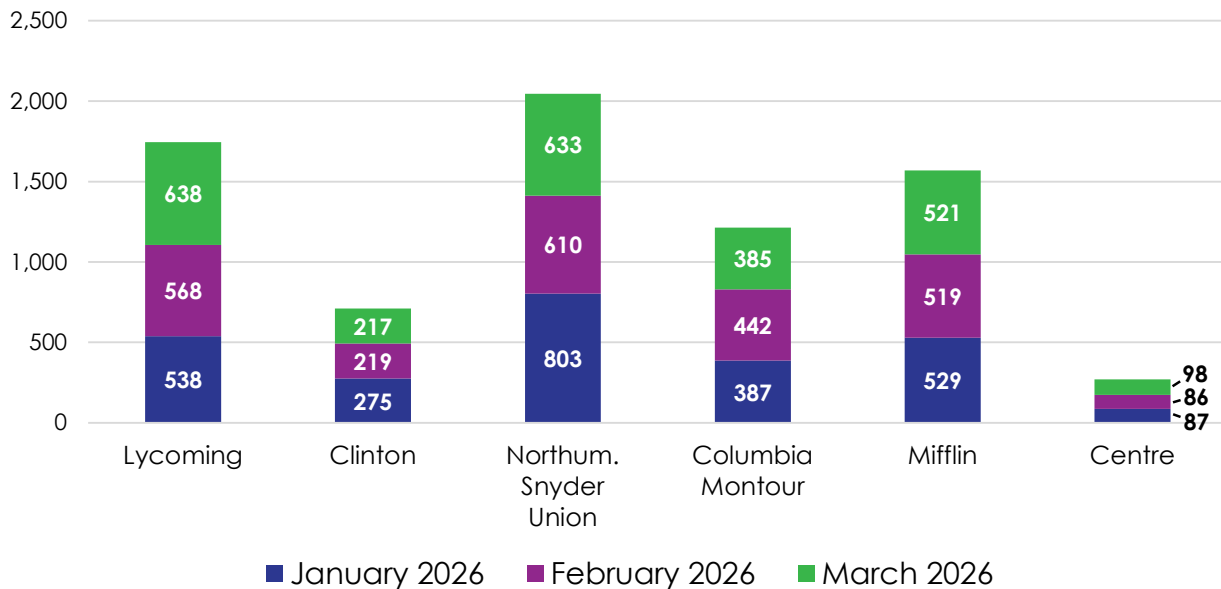


Includes on-site and virtual services

**Total Workshops Offered: 144**  
**Total Workshop Attendance: 1,077**  
**Total Services Provided: 33,596**  
**Unique Quarterly Participants: 5,627**

Includes on-site and virtual services

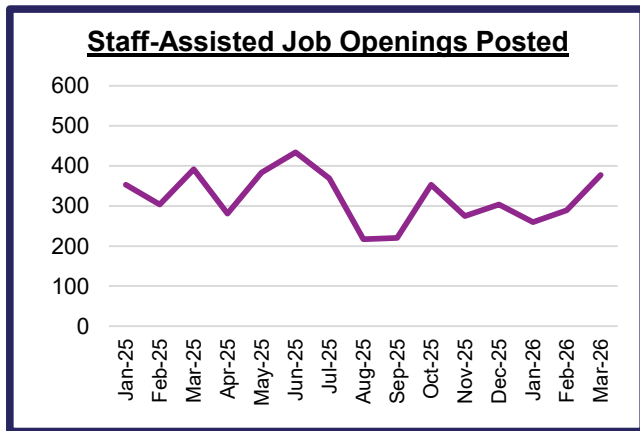
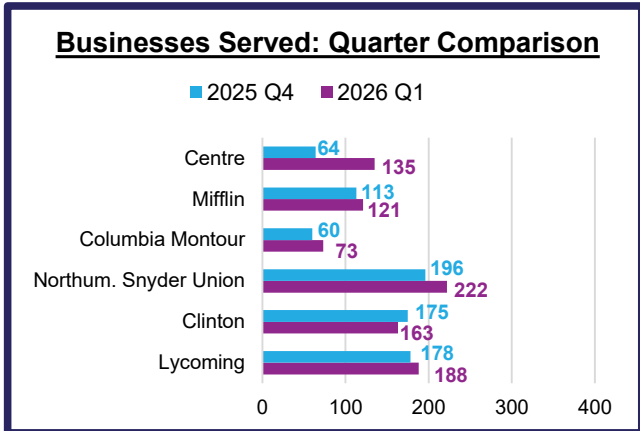
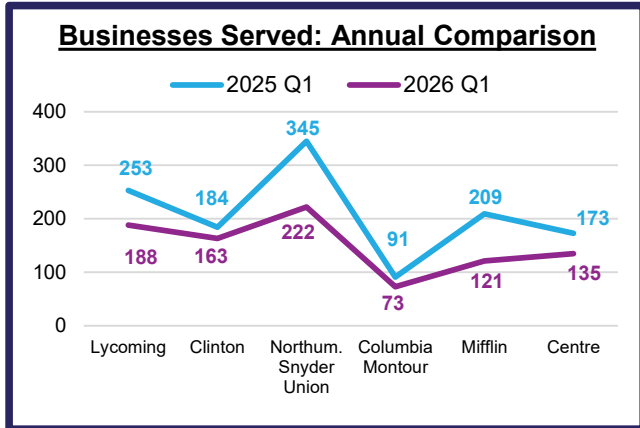
### Total Unique Participants Served By Month



# PA CareerLink® Business Solutions

Q1 2026: January - March

## Employer Services Overview



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

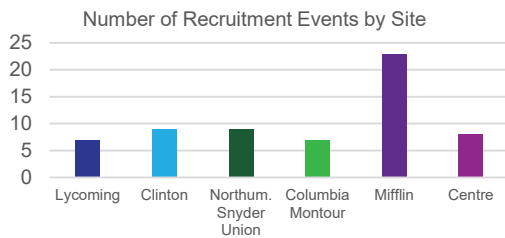
# PA CareerLink® Business Solutions

Q1 2026: January - March

## Employer Event Highlights

### Hiring Events

**63 on-site recruitment events served 165 employers and 1,067 jobseekers.**



### Path to Careers Outreach

**10 new employer profiles were created and 107 new experiences were added.**

Experiences include:

- Guest Speaker
- Industry tour
- Internship
- Job Shadow
- Pre-Apprenticeship
- Summer Employment

### Employer Seminars

**6 regional employer seminars were attended by 80 total employers.**

Topics included:

- Leadership, Mentorship, & Organizational Impact
- Family and Medical Leave Act (FMLA)
- UC Appeals/Hearings
- UC Separation Issues

### Student Events

**1 student event occurred connecting 45 employers with 474 youth.**

Events included:

- Central Mountain High School Career & Education Fair

## Rapid Response Events

|                              |                                    |
|------------------------------|------------------------------------|
| <b>Company</b>               | <b>White Deer Run</b>              |
| <b>PA CareerLink® County</b> | <b>Northumberland/Snyder/Union</b> |
| <b>Rapid Response Date</b>   | <b>3/11/2026</b>                   |
| <b>Workers Affected</b>      | <b>31</b>                          |
| <b>Workers at RR Event</b>   | <b>1</b>                           |
| <b>Layoff/Closure</b>        | <b>Layoff</b>                      |
| <b>Status</b>                | <b>Permanent</b>                   |

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

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

**Note:** For FY 27 Salaries and Benefits, a 2% COLA and 3% merit pool is included. A 1% overtime pool for non-exempt staff is also included. The salaries and benefits represent Advance Central PA at current employment levels without the Operations Manager and Mentor Coordinator position. The Communications Coordinator position has been moved to the PA CareerLink® Operating Budget.

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

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

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

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

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

**Subscriptions:** Trade periodicals, reference materials, database and software access that require an annual usage fee, including software used by the Research Department. The cost for the research department software is offset by membership dues from each of the WDBs participating in the Research Consortium.

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

**Vehicles:** Costs for operation of the company vehicle, which includes maintenance, insurance, registration and fuel.

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

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

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

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

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

# Advance Central PA

## Proposed Fiscal Year 2027 Operational Budget

7/1/26 - 6/30/27

| OPERATIONAL COSTS              | FY 26 Initial Budget | FY27 Initial Budget | Net Change from FY26 Budget and FY27 | % Change     |
|--------------------------------|----------------------|---------------------|--------------------------------------|--------------|
| Salaries and Benefits          | 1,180,157            | 1,124,279           | (55,878)                             | -5%          |
| Staff Travel and Development   | 16,948               | 18,323              | 1,375                                | 8%           |
| Board Expenses                 | 4,933                | 4,536               | (397)                                | -8%          |
| General Office Supplies        | 6,046                | 6,189               | 143                                  | 2%           |
| Leases - Copiers/Equipment     | 2,109                | 2,109               | -                                    | 0%           |
| Outreach                       | 1,400                | 1,290               | (110)                                | -8%          |
| Subscriptions                  | 17,709               | 17,709              | -                                    | 0%           |
| Memberships                    | 9,138                | 9,863               | 725                                  | 8%           |
| Equipment and Furnishings      | 11,237               | 11,237              | -                                    | 0%           |
| Professional Fees              | 16,575               | 15,775              | (800)                                | -5%          |
| Business Services              | 14,760               | 18,760              | 4,000                                | 27%          |
| Computer Services              | 44,182               | 41,003              | (3,179)                              | -7%          |
| Facility Costs                 | 83,875               | 68,837              | (15,038)                             | -18%         |
| Operation Costs                | 78                   | 1,234               | 1,156                                | 1482%        |
| Reserve <sup>1</sup>           |                      |                     | -                                    | 0%           |
| <b>TOTAL OPERATIONAL COSTS</b> | <b>1,409,147</b>     | <b>1,341,144</b>    | <b>(69,159)</b>                      | <b>-4.9%</b> |

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

Central Pennsylvania Workforce Development Corporation  
Central Region Fiscal Year 2027 Draft Budget  
For the Period July 1, 2026 to June 30, 2027

| FY 27 Revenues:                              | CORE FUNDING     |                        |                             |                  |                   |                 |                |                |                   | OTHER FUNDING                       |                           |                           |                |                            |               |                |                     |                  |                   |                |        |
|--|------------------|------------------------|-----------------------------|------------------|-------------------|-----------------|----------------|----------------|-------------------|-------------------------------------|---------------------------|---------------------------|----------------|----------------------------|---------------|----------------|---------------------|------------------|-------------------|----------------|--------|
|  | WIOA Adult       | WIOA Dislocated Worker | WIOA Youth<br>Out-of-School | EARN TANF        | EARN SNAP Federal | EARN SNAP State | Perform.       | TANF Youth     | Total Core        | Unrestricted (Gold Standard/ SIDCO) | Industry Partner Sustain. | PASmart Pre-Apprent. 2026 | IP Agriculture | IP Building & Construction | BEP 2024      | School to Work | Research            | Total Other      | Grand Total       | % of Total     |        |
| FY 27 Allocation                             | 1,087,885        | 1,319,140              | 1,458,586                   | 2,010,846        | 25,952            | 25,952          |                | 824,614        | 6,752,976         |                                     |                           |                           |                |                            |               |                | 10,500              | 10,500           | 6,763,476         | 58.64%         |        |
| Estimated Transfer                           | 575,000          | (575,000)              |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                |        |
| FY 26 Planned Carryover                      | 200,000          | 700,000                | 300,000                     |                  |                   |                 |                |                | 1,200,000         |                                     |                           |                           |                |                            |               |                |                     |                  |                   | 1,200,000      | 10.40% |
| FY 26 Planned Additional Carryover           | 612,105          | 371,034                | 624,955                     |                  |                   |                 | 531,127        | 94,351         | 2,233,572         | 152,165                             | 567,633                   | 259,612                   | 127,590        | 127,393                    | 35,000        | 67,087         |                     |                  | 1,336,481         | 3,570,053      | 30.95% |
| <b>Total FY 26 Revenues</b>                  | <b>2,474,990</b> | <b>1,815,174</b>       | <b>2,383,541</b>            | <b>2,010,846</b> | <b>25,952</b>     | <b>25,952</b>   | <b>531,127</b> | <b>918,965</b> | <b>10,186,548</b> | <b>152,165</b>                      | <b>567,633</b>            | <b>259,612</b>            | <b>127,590</b> | <b>127,393</b>             | <b>35,000</b> | <b>67,087</b>  | <b>10,500</b>       | <b>1,346,981</b> | <b>11,533,529</b> | <b>100.00%</b> |        |
| FY 27 Expense Budgets:                       | WIOA Federal     | WIOA Federal           | WIOA Federal                | TANF Federal     | TANF Federal      | TANF Other      | TANF Federal   | TANF Federal   |                   | Discretionary                       | Discretionary I           | WIOA Federal              | WIOA Federal   | WIOA Federal               | WIOA Federal  | Discretionary  | Discretionary Other |                  |                   |                |        |
| Advance Central PA^                          | 396,411          | 204,212                | 333,696                     | 201,085          | 2,595             | 2,595           |                | 128,655        | 1,269,249         |                                     |                           | 30,000                    | 10,459         | 7,380                      | 10,000        | 27,187         | 10,500              | 95,526           | 1,364,775         | 11.83%         |        |
| Operating Budget (PA CareerLink® Operations) | 340,645          | 175,484                | 181,688                     | 330,000          |                   |                 | 7,639          |                | 1,035,456         |                                     |                           |                           |                |                            |               |                |                     |                  | 1,035,456         | 8.98%          |        |
| Reserve for FY 28 (7/1/27-6/30/28)           | 400,000          | 400,000                | 400,000                     |                  |                   |                 |                |                | 1,200,000         |                                     |                           |                           |                |                            |               |                |                     |                  | -                 | 1,200,000      | 10.40% |
| <b>Training:</b>                             |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                |        |
| New ITAs & OJTs                              | 350,000          | 105,531                | 150,000                     |                  |                   |                 |                |                | 605,531           |                                     |                           |                           | 6,875          |                            |               |                |                     |                  | 6,875             | 612,406        | 5.31%  |
| ITA/OJT Obligation (From FY 26)              | 64,610           | 9,640                  | 16,677                      |                  |                   |                 |                |                | 90,927            |                                     |                           |                           |                |                            |               |                |                     |                  |                   | 90,927         | 0.79%  |
| Incumbent Worker Training                    |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           | 90,000         | 100,000                    |               |                |                     |                  | 190,000           | 1,900,000      | 1.65%  |
| Other Training                               |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| <b>Service Delivery:</b>                     |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                |        |
| CSO  |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| Jobseeker                                    | 628,545          | 651,545                |                             |                  |                   |                 |                |                | 1,280,089         |                                     |                           |                           |                |                            |               | 23,000         |                     |                  | 23,000            | 1,303,089      | 11.30% |
| EARN   |                  |                        |                             | 1,445,252        | 23,357            | 23,357          | 6,368          |                | 1,498,333         |                                     |                           |                           |                |                            |               |                |                     |                  |                   | 1,498,333      | 12.99% |
| ISY  |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| Other  |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| TIU  |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| Business Services                            | 115,903          | 96,936                 | 152,136                     | 9,575            |                   |                 |                | 5,000          | 379,548           |                                     |                           |                           |                |                            |               |                |                     |                  | 379,548           | 3.29%          |        |
| CSIU   |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| OSY  |                  |                        | 1,008,429                   |                  |                   |                 |                |                | 1,008,429         |                                     |                           |                           |                |                            |               |                |                     |                  |                   | 1,008,429      | 8.74%  |
| Other Service Delivery                       | 144,541          | 86,574                 | 113,499                     | 24,936           |                   |                 |                | 750,000        | 1,119,548         |                                     |                           | 229,612                   | 20,256         | 20,013                     | 25,000        | 16,900         |                     |                  | 311,781           | 1,431,329      | 12.41% |
| Regional Technology                          |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| Regional Outreach                            |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| Regional Evaluation                          |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| Regional Training                            |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| Regional Vehicles                            |                  |                        |                             |                  |                   |                 |                |                |                   |                                     |                           |                           |                |                            |               |                |                     |                  |                   |                | 0.00%  |
| WorkKeys Assessments                         | 1,000            | 1,000                  | 500                         |                  |                   |                 |                |                | 2,500             |                                     |                           |                           |                |                            |               |                |                     |                  |                   | 2,500          | 0.02%  |
| <b>Total Budgeted</b>                        | <b>2,441,654</b> | <b>1,730,920</b>       | <b>2,356,624</b>            | <b>2,010,846</b> | <b>25,952</b>     | <b>25,952</b>   | <b>14,007</b>  | <b>883,655</b> | <b>9,489,610</b>  | <b>-</b>                            | <b>-</b>                  | <b>259,612</b>            | <b>127,590</b> | <b>127,393</b>             | <b>35,000</b> | <b>67,087</b>  | <b>10,500</b>       | <b>627,182</b>   | <b>10,116,792</b> | <b>87.72%</b>  |        |
| Unallocated                                  | 33,337           | 84,254                 | 26,918                      | 0.00             |                   |                 | 517,120        | 35,310         | 696,938           | 152,165                             | 567,633                   |                           |                |                            |               |                |                     |                  | 719,799           | 1,416,737      | 12.28% |
| <b>TOTAL</b>                                 | <b>2,474,990</b> | <b>1,815,174</b>       | <b>2,383,541</b>            | <b>2,010,846</b> | <b>25,952</b>     | <b>25,952</b>   | <b>531,127</b> | <b>918,965</b> | <b>10,186,548</b> | <b>152,165</b>                      | <b>567,633</b>            | <b>259,612</b>            | <b>127,590</b> | <b>127,393</b>             | <b>35,000</b> | <b>67,087</b>  | <b>10,500</b>       | <b>1,346,981</b> | <b>11,533,529</b> | <b>100.00%</b> |        |
| % of Total                                   | 21.46%           | 15.74%                 | 20.67%                      | 17.43%           | 0.23%             | 0.23%           | 4.61%          | 7.97%          | 88.32%            | 1.32%                               | 4.92%                     | 2.25%                     | 1.11%          | 1.10%                      | 0.30%         | 0.58%          | 0.09%               | 11.68%           | 100.00%           |                |        |

| FY 27 RSAB by County              | Adult          | DW             | OSY            | EARN           | Advance Central PA Total | Required Partners (FTE) | Partners (Contributions and Renters) | Non-Required Renters | Other FY 27 Total | FY 27 Total Budget | FY 26 Total      | Difference       |
|-----------------------------------|----------------|----------------|----------------|----------------|--------------------------|-------------------------|--------------------------------------|----------------------|-------------------|--------------------|------------------|------------------|
| Centre (CE)                       | 37,336         | 19,234         | 18,857         | 56,570         | 131,997                  | 105,598                 | 14,712                               | -                    | 120,310           | 252,307            | 240,264          | 12,044           |
| Clinton (CL)                      | 37,562         | 19,350         | 18,971         | 18,971         | 94,853                   | 157,456                 | 11,079                               | -                    | 168,534           | 263,387            | 280,805          | (17,417)         |
| Columbia/Montour (CM)             | 61,885         | 31,880         | 46,883         | -              | 140,649                  | 182,843                 | 9,619                                | -                    | 192,462           | 333,111            | 348,522          | (15,411)         |
| Lycoming (LY)                     | 106,801        | 55,018         | 43,151         | 129,453        | 334,423                  | 109,136                 | 28,468                               | 33,260               | 170,864           | 505,287            | 592,646          | (87,359)         |
| Mifflin (MI)                      | 50,243         | 25,663         | 38,063         | 38,063         | 152,252                  | 194,122                 | 15,455                               | -                    | 209,577           | 361,829            | 376,835          | (15,006)         |
| Northumberland/Snyder/Union (NSU) | 46,818         | 24,118         | 15,764         | 94,582         | 181,282                  | 98,671                  | 50,797                               | 17,980               | 167,448           | 348,730            | 385,235          | (36,505)         |
| <b>Total</b>                      | <b>340,645</b> | <b>175,484</b> | <b>181,688</b> | <b>337,639</b> | <b>1,035,456</b>         | <b>847,825</b>          | <b>130,130</b>                       | <b>51,240</b>        | <b>1,029,195</b>  | <b>2,064,651</b>   | <b>2,224,304</b> | <b>(159,653)</b> |
| % of Total                        | 33%            | 17%            | 18%            | 33%            | 50%                      | 82%                     | 13%                                  | 5%                   | 50%               | 100%               |                  |                  |

| ASWAA Potential 50% Target | Training Needed  | Training Budgeted | % of Goal | % of Training |
|----------------------------|------------------|-------------------|-----------|---------------|
| WIOA Adult                 | 543,943          | 414,610           | 76%       | 38%           |
| WIOA DW                    | 659,570          | 115,171           | 17%       | 9%            |
| <b>Total Target</b>        | <b>1,203,513</b> | <b>529,781</b>    |           |               |

Note: Some support services might count towards the goal.

\* Carryover amounts are based on estimated balances remaining 7/1/26.  
^ Advance Central PA actual Operating Budget is \$1,341,144

| Service Contract Details    | Program             | Counties | Funded With:                                       | FY 27 Budget | FY 26 Budget | Difference  | % Change |
|-----------------------------|---------------------|----------|--|--------------|--------------|-------------|----------|
| CSO                         | Job Seeker          | All      | Adult, DW, Electrical Pre-Apprentice               | 1,303,089    | \$1,303,089  | \$0         | 0%       |
| TIU - Six Month Extension   | Business Services   | All      | Adult, DW, Youth, EARN, TANF Youth                 | 379,548      | \$759,098    | \$0         | 0%       |
| CSIU                        | Out-of-School Youth | All      | WIOA Youth TANF Youth, BEP, PASmart Pre-Apprentice | \$1,008,429  | \$1,272,168  | (\$263,739) | -21%     |
| To Be Determined            | In-School Youth     | All      | 2026   | \$775,012    | \$876,278    | (\$101,266) | -12%     |
| CSO                         | EARN                | All      | EARN   | 1,498,333    | \$1,498,333  | \$0         | 0%       |
| CSO - Three Month Extension | The Link            | All      | Operating Budget                                   | \$38,423     | \$153,692    | \$153,692   | 0%       |

## Workforce Development Board Consent Agenda Action Items June 17, 2026

1. Motion to approve the minutes from the March 18, 2026 joint WDB/LEO Board meeting.

### Executive Committee • Jonah Howe, Chair

*The following motion was approved, with one (1) abstention, by a quorum of the Executive Committee during a meeting held April 10, 2026.*

2. Motion to extend the Business Solutions contract with Tuscarora Intermediate Unit for the nine counties of the Central Region from July 1, 2026 through December 31, 2026, with a budget to be negotiated by staff.

*The following motion was unanimously approved with no abstentions by a quorum of the Executive Committee during a meeting held April 10, 2026.*

3. Motion to negotiate and award a contract for Workforce Innovation and Opportunity Act Title I Out-of-School Youth to Central Susquehanna Intermediate Unit for the nine counties of the Central Region from July 1, 2026 through June 30, 2027, with a budget to be negotiated by staff, and an option to extend funding annually for up to three years through June 30, 2030.

### Executive Committee • Jonah Howe, Chair

*The following motions were unanimously approved with no abstentions by a quorum of the Executive Committee during a special meeting held April 24, 2026.*

4. Motion to enter into a 3-year lease agreement with Horizon Federal Credit Union for the PA CareerLink® Lycoming County located at 330 Pine Street, Williamsport, PA effective July 1, 2026 through June 30, 2029, at a rate of \$6,400 per month and a 3-year renewal option at a rate of \$6,720 per month.
5. Motion to provide a 90 days written notice to PREA PROPERTIES, LLC terminating the lease at 329 Pine Street, Williamsport, PA due to a reduction in funding per the lease agreement.

### 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 May 8, 2026*

6. Motion to accept the Single Audit for Fiscal Year 2025 as presented by Young, Oakes, Brown & Company P.C.
7. Motion to negotiate and award a contract for EARN Services to Central Susquehanna Opportunities (CSO) for the nine counties of the Central Region from July 1, 2026 through June 30, 2027, with a budget to be negotiated by staff, and an option to extend funding annually for up to four years through June 30, 2031.

## Workforce Development Board Non-Consent Agenda Action Items June 17, 2026

1. Motion to approve the June 17, 2026 Consent Agenda Action Items.

Motion:

Second:

### Audit/Finance Committee • Vacant, Chair

2. Motion to approve Advance Central PA's Fiscal Year 2027 Operational Budget.

Motion:

Second:

3. Motion to approve Fiscal Year 2027 Central Region Budget and PA CareerLink® Operating Budgets.

Motion:

Second:

4. Motion to approve a 3-year lease renewal with All Round LLC for the PA CareerLink® Clinton County site located at 8 North Grove Street, Lock Haven, PA effective June 1, 2026 through May 31, 2031 at a rent amount of \$2,500 per month.

Motion:

Second:

The Audit/Finance Committee will meet as necessary.

### EARN Committee • Kenneth Chappell, Chair

5. Motion to approve the implementation of Advance Central PA's Supervision and Conduct of Children at the PA CareerLink® Policy for the EARN program, effective July 1, 2026.

Motion:

Second:

The EARN Committee will meet as necessary.

### Governance Committee • Vacant, Chair

The Governance Committee will meet as necessary.

### Personnel Committee • Shelly Foust, Chair

The Personnel Committee will meet as necessary.

### Policy and Performance Committee • Jim Beamer, Chair

- Action Needed: Job Seeker Contract
- Action Needed: The Link Contract
- Action Needed: Operator Contract

The Policy and Performance Committee will meet as necessary.

### Youth Committee • Jon Ritter, Chair

- Action Needed: In-School Youth Contract

The next Youth Committee meeting will be held on August 12.

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

## Joint Meeting Minutes

March 18, 2026

Advance Central PA's Workforce Development Board (WDB) and Local Elected Official (LEO) Board held a joint meeting on Wednesday, March 18, 2026, at the Union County Government Center in Lewisburg, PA.

### WDB Members Attending

Jay Alexander  
Joshua Bell  
Kenneth Chappell  
Misty Dion  
Michele Foust  
Beth Gilmore  
Bruce Jones  
Zollie Rayner  
Jonathan Ritter  
Stephanie Servose  
Todd Taylor  
Jenna Witherite  
Dave Zartman

### LEO Board Members Attending

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

### WDB Staff Attending

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

### WDB Members Excused

Jim Beamer  
Talia Beatty  
Jonah Howe  
Keith Koppenhaver  
Lynn Kuhns  
Steve Stumbris  
Susan Swartz  
Susie Weller

### LEO Board Members Excused

Steven Dershem  
Angela Harding

### Guests Attending

Lenair Ahlum  
Megan Bair  
Megan Bryson  
Melissa Corbin  
Jon DeWald  
Susan Greene  
Carrie Hearl  
Denise Hurne  
Cheryl Johnson  
Michele Johnson  
Ann Kaufman  
Karin Knode  
Karen Miccio  
Gayle Pletcher  
Michaelene Shirey  
Teresa Travis  
Jill Walter  
Matthew Wise

## Call to Order and Welcome

Shelly Foust, filling in for Workforce Development Board Chairperson Jonah Howe, called the meeting to order at 10:06 a.m. with a quorum present.

She welcomed guests Ann Kaufman from US Congressman Glenn Thompson's office, Matthew Wise from PA Senator Gene Yaw's office, Gayle Pletcher from PA Representative David Rowe's office and Melissa Corbin from PA Representative Michael Stender's office.

Shelly also noted the two quarterly meetings occurring simultaneously: the Workforce Development Board (WDB) meeting and Local Elected Official (LEO) Board meeting. Each board takes actions from their respective agendas.

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

Erica Mulberger, Advance Central PA Executive Director, announced that unfortunately, refreshments can no longer be purchased for the meetings.

## Invitation for Public Comments

Lenaire Ahlum, Executive Director of Susquehanna Valley Community Education Project (SVCEP), shared that the Susquehanna Valley Technical Institute has become an accredited institution and they have recently celebrated with a ribbon cutting. They are offering three program pathways; Welding Technology, Wood Manufacturing, and Nursing. They look forward to inclusion on the Eligible Training Providers List (ETPL). They are located in the former Triangle Tech building in Sunbury.

## PA CareerLink® Operator Update

### Operator Report

Representing the PA CareerLink® Operator, Cheryl Johnson provided the quarterly update.

Measurable progress has been made in standardizing operations, improving data collection, and strengthening customer-focused service delivery across PA CareerLink® sites. Key actions included implementation of a consistent foot traffic log, continued Digital Intake troubleshooting, regionwide cross-training and customer service alignment, deployment of a customer experience survey, and the establishment of regular leadership touchpoints to support timely issue resolution and consistent site performance.

These efforts align with the region's priorities of improved customer service, increased foot traffic, and strengthened collaboration. Spring outreach activities are underway, including multiple upcoming career fairs across the region.

## Title I and TANF Youth Development Eligibility Presentation

Representing Advance Central PA, Patrick O'Connor, Adult Programs Coordinator and Allison Grose, Youth Programs Coordinator, presented eligibility requirements for WIOA Title I Adult, Dislocated Worker, and Out-of-School (OSY) as well as TANF Youth Development In-School-Youth (ISY).

Eligibility requirements for Adult and Dislocated Worker programs include verification of Social Security Number, citizenship or authorization to work, age 18 or older, and selective service registration if applicable. In addition to those, someone who qualifies as Dislocated Worker must provide documentation of a qualifying layoff or employment separation.

In addition to the requirements outlined for Adult, to be eligible for the OSY program an individual must be between the ages of 16–24, not attending school, and meet one or more federally defined barriers to employment.

TANF youth Development ISY eligibility includes youth between the ages of 12–24 who are Pennsylvania residents, meet income guidelines under 235% of the Federal Poverty Income Guidelines, and are U.S. citizens or a TANF-eligible non-citizen. Advance Central PA’s programming focuses on high school students.

In closing, Allison and Patrick shared profiles of real program participants to highlight how eligibility was determined and the demonstrated successful outcomes possible with case management, supportive services, training, and work-based learning activities available from PA CareerLink® programming.

Commissioner Postal requested more information about the process used to verify citizenship and work authorization. Staff explained that allowable I-9 documentation is used to confirm eligibility and authorization to work. Commissioner Postal also asked about availability of veteran services and collaboration given limited funding and potential absence of the Bureau of Workforce Partnership and Operations (BWPO) services on site, as discussed at the morning’s LEO Board Prep meeting. Staff noted that Veterans have the highest level of priority of service and with the PA CareerLink® “no wrong door” approach customers are connected to appropriate services even when they are not provided on site.

Erica Mulberger, Advance Central PA Executive Director, referenced income thresholds utilized in establishing barriers for OSY and priority of service for Adult programming, noting how far they are from sustaining.

Commissioner Stacy Richards raised questions regarding new SNAP work requirement documentation and the increased number of individuals seeking benefits. She emphasized the need for improved tracking and accountability so it is clear why SNAP rolls decrease. She expressed concern about the increased pressure on local agencies to meet the food needs of families and concern that families who need SNAP will no longer be able to receive those benefits. The issue of accurate tracking needs elevated to the state level.

Misty Dion also shared concern for the population to which Commissioner Richards spoke. Roads to Freedom serves individuals who rely on supports to be able to become employed, but those supports are being pulled from them. Add to that the burden on staff to perform additional assessments for SNAP and Medicare, and it is becoming increasingly challenging to meet the community needs. She spoke warmly of the people served and referenced they each have their own story such as those Allison and Patrick shared in their presentation. She re-iterated the importance of tracking to understand that benefits may be dropping even though they are needed.

## WDB Updates and Action Items

### Action Items

Shelly called for a motion to approve the Consent Agenda.

- ▲ **Zollie Rayner made a motion to approve the March 18, 2026 Consent Agenda Action Items. Ken Chappell seconded the motion. The motion was unanimously approved with no abstentions.**

## Audit/Finance Committee

Jay Alexander, Audit/Finance Committee Chair, provided the update.

The Audit/Finance Committee has not met since the last WDB meeting.

### Financial Reports

Jay shared the Financial Reports through 12/31/25 and the Fiscal Year 26 Budget Update Report and welcomed questions; there were none.

He also shared Advance Central PA is in the process of preparing the budgets for FY27.

The Audit/Finance Committee will be meeting during the next quarter to prepare and discuss the budgets for the upcoming year.

## EARN Committee

Ken Chappell, EARN Committee Chair, provided the update.

### EARN Enrollment Update

Ken reported 208 new enrollments between July 1, 2025 through February 28, 2026, a slight increase compared to the previous year's 203 in the same time period. However, 88 of the new enrollments are SNAP Only cases, 43 of which enrolled since January 1<sup>st</sup>. This is a significant increase from the 28 total SNAP Only cases in the entire 12-months of program year 2024.

In response to the significant increase of SNAP Only enrollments, Advance Central PA reached out to the Department of Human Services Bureau of Employment Programs (BEP) to explain the serious concern that the SNAP EARN budget will not be able to support the enrollment trend we're seeing. BEP advised there will be no additional SNAP EARN funding and to focus on helping the county assistance offices (CAO) identify exemptions. As a result, Advance Central PA staff outlined procedures that have been implemented so that EARN staff ask SNAP referrals to complete a screener tool to identify possible exemptions and communicate them to the CAO prior to enrollment.

Commissioner Postal questioned the new enrollment comparison numbers, asking why some counties have low or even zero SNAP Only EARN enrollments. Ken explained that referral levels vary by county, depending on the practices of individual CAOs, noting that some offices push referrals more aggressively than others. Further, Erica clarified that the numbers reported reflect only individuals enrolled in EARN, versus all SNAP recipients with work requirements.

### DHS Bureau of Employment Programs (BEP)- Monitoring Report

BEP released its formal monitoring report for the program year ending June 30, 2025. The report requested corrective action plans in three performance areas, placements, credentialing, and retention. Advance Central PA noted positively that no corrective actions were issued related to administrative measures or program processes; an improvement from prior years.

Corrective action plan implementation will be discussed at the next Committee meeting which is to be determined.

## Governance Committee

Erica Mulberger, Advance Central PA Executive Director provided the update as the Committee Chair position is vacant.

### Recruitment

The Governance Committee provided a recommendation to the LEO Board, who took action at their meeting earlier this morning, to appoint Jamie Auran back to the WDB. This will fill one of the two vacancies in the private sector business category of membership.

Erica also reported Zollie will be retiring in June. She thanked him for his service as a member.

Applicants are needed urgently to fill vacancies, please send leads to Erica.

### Leadership

The Vice-Chair role is currently vacant. Jonah's term as WDB Chair will end December 2028, so filling the Vice-Chair role would help someone acclimate and potentially move into the Chair role at that time.

The Governance Committee will meet as needed.

## Personnel Committee

Michelle Foust, Personnel Committee Chair, provided the update.

### Staffing Updates

Advance Central PA has chosen to pause hiring for the vacant PA CareerLink® Site Administrator position through June. Current Administrators Rachael and Jamison have been performing strongly, receiving

positive feedback from both the PA CareerLink® Operator and frontline staff with Rachael covering Centre County and Jamison covering Mifflin County.

Staff will reevaluate the situation and make a recommendation as to whether to reopen the position or change the staffing model from three Site Administrators regionally, to two.

#### Insurance Renewal

Vision Benefits of America, the current provider of vision benefits, has offered renewal at the current insurance rates for two years.

- ▲ **Todd Taylor made a motion to renew the vision insurance with Vision Benefits of America for the period May 1, 2026 through April 30, 2028 at the current policy rates. Dave Zartman seconded the motion. The motion was unanimously approved with no abstentions.**

Guardian insurance company, the current provider of dental, life, and disability insurance, has offered renewal at the current insurance rates.

- ▲ **Zollie Rayner made a motion to renew the dental, life, short-term, and long-term disability insurance policies with Guardian for the period May 1, 2026 through April 30, 2028 at the current policy rates. Bruce Jones seconded the motion. The motion was unanimously approved with no abstentions.**

The Personnel Committee will meet as needed.

### **Policy & Performance Committee**

Erica Mulberger provided the report on behalf of Jim Beamer, Policy & Performance Committee Chair.

#### Monitoring Update (December 2025 – February 2026)

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

Local monitoring activities this quarter included PA CareerLink® Operations, Apprenticeship Building America grant, and National Health Emergency Opioid grant (Reboot program). She shared a finding identified in regard to an On-the-Job Training (OJT) contract that resulted in the termination of the contract prior to reimbursements being made. Corrective action plans with subcontractors are due later this month.

This quarter's state monitoring activities include L&I Bureau of Workforce Development PY24 and PY25 monitoring, the Office of Equal Opportunity 2025 monitoring, L&I Bureau of Workforce Program Operations PY24 Data Validation, and TANF YDP monitoring. In respect to the data validation monitoring, according to staff review so far, none of the issues are related to compliance with eligibility, rather they are caused by a person reporting other barriers that do not have a validating document uploaded in the system.

#### Common Measures-PY25 Quarter 2 Reports

These are the official measures for Workforce Innovation and Opportunity Act Title I Adult, Dislocated Worker, and Youth Programs, including the newly introduced Effectiveness in Serving Employers measure.

The Adult program finished the quarter with an Average Program Score of 88% while the Dislocated Worker and Youth programs achieved 100% or more. Erica reviewed the new metric, Effectiveness in Serving Employers which tracks retention with the same employer in the second and fourth quarters after a participant's exit. Advance Central PA performance is 63.6%, slightly below the statewide rate of 69%.

According to the nature of the measures, they historically increase as the year progresses.

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

During the second quarter, 129 new participants registered, compared to a target of 175. While registrations remain below goal, training outcomes continued to perform well, with a combined Individual Training Account (ITA) and OJT completion rate of 75% among the 48 participants.

Exits with employment outcomes for individuals who received career services and training services are currently below target; however, performance improved compared to the prior program year. Of the 98 total exits, 53% entered employment earning at least \$43,242 annually, a benchmark based on the self-sufficiency wage for a single adult with no dependents in the Central Region.

As the program year continues, new contract goals will provide a better understanding of program and participant success by incorporating both quantitative and qualitative performance measures.

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

Erica 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 a positive outcome. The data shows improvement across both subgroups, participants who received training services and those who did not.

Commissioner Postal commented on the Effectiveness in Serving Employers metric, noting that movement between employers is not inherently negative. The broader objective is to help individuals re-enter the labor force. Once reengaged, job mobility can reflect increased opportunity and advancement rather than instability. Erica concurred, adding that newer generations often prioritize growth and advancement and are less likely to remain with a single employer long-term.

Gayle Pletcher, District Office Manager for David Rowe, questioned what some of the reasons were that participants exit without completing services. Staff noted that sometimes job seekers want to end the service delivery for reasons outside of the workforce systems control. Staff continue extensive outreach efforts, including phone calls, emails, transportation assistance, and provide virtual service delivery options to address barriers and support participants, trying to keep them engaged whenever possible.

The Policy and Performance Committee will meet as needed.

## Youth Committee

Jon Ritter, Youth Committee Chair, provided the report.

The Youth Committee met on February 24. The agenda included discussion about Common Measures and other performance as well as the Path to Careers website.

#### Youth Program Updates

Jon reviewed the contract goal outcomes for the In-School Youth program and the Out-of-School Youth program for program year 2025 the second quarter.

- New registrations for the ISY program are on target. Because the program year begins July 1 and the school year starts in the fall, there are no concerns at this time regarding specialized enrollments being below 50 percent of goal. Currently, 47 comprehensive participants are enrolled against a goal of 45, and 41 specialized participants against a goal of 135. Paid internship goals for specialized participants have been met. There are four Business Challenges and a Camp STEAM scheduled for this spring.
- Out-of-school youth recruitment occurs year-round, and second-quarter registrations are on target with 49% of the annual goal achieved. However, paid pre-work experience, internships, and On-the-Job Training placements are below the anticipated attainment rate for the second quarter. Advance Central PA is working collaboratively with the OSY program to identify barriers and implement strategies to improve performance in these areas.

#### Path To Careers

As Jon noted, the Youth Committee members held productive discussion focused on challenges and problem-solving related to the Path to Careers website. As of mid-February, the site included 244 businesses and 221 active experiences. The Youth Committee brainstormed ideas to increase student engagement, which Advance Central PA will be exploring. While we are seeing a recent increase in

experiences on the site due to staff focus in this area, there is still work to be done so that school districts see value in using the site.

Jon announced anyone not yet participating in Path to Careers should see Advance Central PA staff to learn more about it and start connecting.

The next Youth Committee meeting is scheduled for May 13.

## LEO Board Action Items

- ▲ Commissioner Joe Klebon made a motion to approve the minutes from the December 17, 2025 Joint WDB/LEO Board meeting. Commissioner Rebecca Dressler 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 two new grants, the first is a partnership with the Central PA Institute of Science and Technology (CPI). These funds will be used to build, support and register a new pre-apprenticeship program in advanced manufacturing. The Engage! grant through the PA Department of Community and Economic Development with SEDA-COG has also been secured, which will fund interviews with ten local company executives to identify comprehensive needs and make connections leading to solutions.

An application was recently submitted for Industry Partnerships would be a collaboration with Jennifer Wakeman of DRIVE to implement Talent Pipeline Management®.

Advance Central PA is exploring a new Business Education Partnership grant and a Manufacturing Training to Careers grant opportunity.

Commissioner Stacy Richards questioned the reduction in the Opioid Crisis grant; Erica explained funds were planned to hire dedicated staff but that was not possible with the federal rescission of funds.

### Labor Market Information (LMI)

Erica noted the labor market information (LMI) through December was included and welcomed questions. There were none.

### EARN Contract Renewal

The PA Dept. of Human Services has issued a new contract to Advance Central PA with level funding for EARN programming, including TANF and SNAP.

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

Workforce Innovation and Opportunity Act (WIOA) re-authorization continues to be discussed at the federal level, however, it seems there may be no action taken in the current calendar year.

### Labor & Industry (L&I) and Local Workforce Development Board (LWDB) Leadership Meeting

Erica was recently at a leadership meeting where the PA Dept. of Labor and Industry gave an update about TRADE and Wagner Peyser budgets. The L&I Bureau of Workforce Partnership Operations has local staff in the PA CareerLink® sites. BWPO is experiencing a severe budget cut from changes at the federal level to cut the Trade program; the program's statewide budget will be reduced from approximately \$50 million to \$250,000 this year. Additionally, a scaled 22 percent merit increase was built into the most recent BWPO union contract. As a result of decreased funding combined with increased personnel costs, BWPO has implemented a hiring freeze and will not be replacing state staff vacancies in PA CareerLink® sites. BWPO has the second largest staffing model in the sites and is critical to service delivery as well as operating budgets. With fewer staff, BWPO will pay a lower portion of shared costs requiring Advance Central PA to cover a greater share. BWPO has stated that they do not believe this will be a temporary adjustment.

Bruce Jones, a local employee of BWPO in addition to being a WDB member, noted that he has requested an exception to fill three critical positions in the region and is awaiting a response. He also noted that these conversations are happening everywhere across the state. Bruce stated the Central Region is known to be a leader in the state and the WDB and staff need to continue to lead the way in determining what the PA CareerLink® of the future looks like.

Erica closed this discussion by noting that we are currently looking at the budget and determining how best to serve customers while maintaining a high level of quality and compliance when funds are limited. Service delivery may need to change, in addition to the locations of the PA CareerLink® sites.

#### Pennsylvania Apprenticeship and Training Act - Compliance Discussion

Erica reported that the Pennsylvania Apprenticeship and Training Act is currently out of compliance with federal guidelines. At present, the Apprenticeship Council is approving and registering apprenticeships, whereas this responsibility should rest with state Apprenticeship and Training Office (ATO) staff, with the council serving in a guidance role.

This misalignment has created a significant barrier for businesses, leading to frustration and delays in apprenticeship approvals. Advance Central PA expressed interest in being able to provide additional support to help expedite approvals and reduce delays caused by the current process.

Todd Taylor asked when changes to the state process might occur. Erica suggested the timeline may be dependent on how quickly state legislators can make the changes. Erica emphasized that this is not a political issue, but rather a longstanding, historical issue that now requires correction for the state legislation to align with federal regulations.

### Open Discussion

Commissioner David Kovach addressed the legislative guests in attendance, requesting that each legislative office designate a representative to report back to our board. He emphasized that legislators have been present at our meetings and have heard firsthand about our successes, despite the challenges we continue to face. He noted the importance of providing flexibility to the local WDBs. Referencing discussion at the morning's LEO Board prep meeting, he raised concerns about the requirement to submit budget details down to the penny, including fixed budget line items by May 1.

Commissioner Stacy Richards again spoke about the difficulties resulting directly from H.R. 1. She reiterated the importance of accurately tracking the real reasons individuals are losing SNAP benefits. She cautioned against the assumption that people are leaving the program because they did not need the nutritional support, stressing that multiple systemic barriers contribute to these outcomes and may not be tracked appropriately.

Commissioner Stacy Richards also reiterated that local WDBs need to have the funding and authority to determine what is needed locally and deliver it. She noted that budget processes must allow for financial flexibility.

The commissioners welcomed legislators to speak during a board meeting and encouraged them to share updates on what is happening.

### Date of Next Meetings

Upcoming meetings are as follows:

- Executive Committee – April 10, 2026, 10:00 a.m.
- Annual Meeting of the Members/LEO Board Meeting – June 17, 2026, 9:00 a.m.
- LEO/WDB Joint Board Meeting – June 17, 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 11:36 a.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Kelly Walter".

Kelly Walter, Office/Board Coordinator

# Local Elected Officials (LEO Board)

## Meeting Minutes

March 18, 2026

The Local Elected Official (LEO) Board of Advance Central PA held a meeting Wednesday, March 18, 2026 at the Union County Government Center in Lewisburg, PA.

### LEO Board Members Attending

Commissioner Rebecca Dressler, Montour County  
Commissioner Angela Harding, Clinton County  
Commissioner Joe Klebon, Northumberland County  
Commissioner David Kovach, Columbia 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

### LEO Board Members Excused

Commissioner Steven Dershem, Centre County

## Call to Order and Welcome

Commissioner Robert Postal opened the meeting at 9:07 a.m. and confirmed a quorum was met.

## Approval of Meeting Minutes

Commissioner Postal called for a motion to approve the December 17, 2025 meeting minutes previously sent to all LEO Board members.

- ▲ Commissioner David Kovach made a motion to approve the minutes from the December 17, 2025 LEO Board meeting. Commissioner Angela Harding 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.

## Appointment of new Workforce Development Board member

Erica Mulberger, Executive Director of Advance Central PA, presented Jamie Aurand's application for consideration for appointment to the Workforce Development Board (WDB). Jamie is employed in Lycoming County with WeCare at Sycamore. Prior to his resignation from the WDB which was necessary while transitioning to new employment, he would have been up for reappointment consideration in June 2026. After review of the bylaws, Erica determined that if the LEO Board appoints him, the term would be effective immediately through June 2029. Although this extends slightly beyond the standard three-year term, it aligns with the bylaw requirements and Commonwealth expectations.

- ▲ Commissioner Mark Mussina made a motion to appoint Jamie Aurand, Administrator for WeCare at Sycamore, to the Workforce Development Board as a Business representative with a term from March 18, 2026 through June 30, 2029. Commissioner Chuck Steininger seconded the motion. The motion was unanimously approved with no abstentions.

## Executive Director's Update

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

### Workforce Development Board (WDB) Membership

Even with Jamie's appointment, the WDB is out of compliance and needs one additional business representative to be added. Referrals are needed. Additionally, Erica reported there will be a vacancy for an economic development representative as current member Steve Stumbris has determined he will not seek re-appointment in June due to conflicting commitments.

Members discussed potential candidates. Commissioner Harding requested a list of current WDB members with and the categories they fill as well as the counties they represent. Erica will provide this information and noted that industry sectors are also tracked and will be shared.

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

There has not been a lot of movement regarding re-authorization of the Workforce Innovation and Opportunity Act (WIOA) since the last meeting. Erica will keep the LEO Board apprised as things progress and will continue to advocate in the best interests of people and businesses in Central PA.

### EARN Contract Renewal

The PA Dept. of Human Services (DHS) has issued a new EARN contract with Advance Central PA with level funding for the upcoming year and renewal options; great news for consistency in providing services to local participants. While looking forward to continuing to partner with DHS, Erica reported that the fiscal side of the contract can be challenging as expectations frequently change with little time to implement them in addition to extreme scrutiny such as budgeting with precision to the penny.

Commissioner Richards asked for an update on implementation of the SNAP work requirements mandated by the federal government and the impact to people served by SNAP. She expressed concern that individuals may not be able to meet work requirements for a variety of reasons such as lack of childcare and transportation and therefore they may lose benefits they need. She emphasized the need for the state to be tracking reasons why SNAP recipients are losing benefits. Erica reported an increase in foot traffic and some confusion among recipients regarding whether they are required to complete work requirements.

The LEO Board discussed and inquired as to whether SNAP recipients are in EARN and why there are some SNAP recipients who are confused. Korrie Lucas, Assistant Director for Advance Central PA, responded that PA CareerLink® sites are currently seeing two groups of SNAP recipients: those referred to EARN programming by the County Assistance Office (CAO) who fall under the mandate for work requirements, and those who have not been referred and are not sure if they are mandated. Individuals referred to EARN are further screened by EARN staff with any potential exemptions communicated to the CAO; but they are otherwise enrolled and provided with the full array of EARN services. Advance Central PA staff has a procedure in place for PA CareerLink® staff to help individuals who were not referred to EARN determine their status using online tools made available by DHS. The procedure ultimately refers the individuals to the County Assistance Office for formal guidance. These individuals are also welcomed to learn more about PA CareerLink® services that are available to assist them in preparing for and gaining employment.

### Funding Updates

The PA Depart. of Labor and Industry has issued a hiring freeze for Wagner-Peyser funded Bureau of Workforce Partnership and Operations (BWPO) staff due to funding cuts combined with pay increases built into their contract for the next few years. This will result in reduced revenue at the sites based on full-time equivalency partner staffing and require Advance Central PA to cover a greater share of operating costs from its own budget.

TANF Youth Development funding is expected to slightly increase in the coming year, which is positive. Other competitive funds help support the overall TANF Youth Development programming.

It is anticipated that WIOA funding will remain level at the federal level, however, the allocation formula can result in large shifts to each state and to each local area. Allocations have not yet been received and it is critical to keep open discussion about where costs can be cut, such as to infrastructure. Staff are exploring all options that could lower lease costs in the region. Erica noted that since the PA CareerLink® Centre County has the lowest foot-traffic in the region a different location such as a smaller footprint or shared space with community partners may be fiscally responsible and make sense operationally. She added that The Link serves other parts of Centre County and the region as well.

The Commissioners discussed they will share information about spaces that might be conducive to PA CareerLink® service delivery as they become aware of them.

### Open Discussion

Commissioner Richards further emphasized the importance of tracking the reasons individuals are not utilizing SNAP benefits, expressing concern that failure to do so could create a perception that participants were not truly eligible or deserving of the benefits in the first place when in fact, there are a number of barriers and challenges that have a negative impact.

Commissioner Harding expressed concern that while SNAP work requirements have been implemented, organizations that provide nutritional support are struggling to do so with flat and or decreased funding while the cost of food is on the rise.

Commissioner Harding further commented that rural areas like Central Pennsylvania, including Clinton County, cannot afford to lose access to PA CareerLink® services; they are too critical to the community. Any revisions to federal legislation must maintain the local authority of the Commissioners and the WDB to be able to do what is best for people and businesses here.

### Date of Next Meetings

Commissioner Postal announced the following upcoming meetings:

- Executive Committee Meeting – April 10, 2026 at 10:00 a.m.
- Annual Meeting of the Members/LEO Prep Meeting – June 17, 2026 at 9:00 a.m.
- WDB/LEO Joint Meeting – June 17, 2026 Meeting at 10:00 a.m.

### Adjournment

With no further business to attend to, Commissioner Postal adjourned the LEO Board at 9:58 a.m.

Respectfully submitted,  
Kelly Walter



Office/Board Coordinator

Advance Central PA  
 FY26 Consolidated PA CareerLink® Operating Budget to Actual Comparison  
 From 7/1/2025 Through 3/31/26

|  | Total Budget -<br>Original | Current Year<br>Actual | Total Budget<br>Variance -<br>Original | Percent Total<br>Budget<br>Expended * | Percent Total<br>Budget<br>Remaining |
|--|----------------------------|------------------------|--|---------------------------------------|--------------------------------------|
| <b>REVENUE:</b>                        |                            |                        |  |                                       |                                      |
| WIOA Adult                             | 517,880                    | 299,884                | 217,996                                | 57.91%                                | 42.09%                               |
| WIOA Dislocated Worker                 | -                          | -                      | -                                      | 0.00%                                 | 100.00%                              |
| WIOA Out of School Youth<br>EARN       | 191,506                    | 110,376                | 81,130                                 | 57.64%                                | 42.36%                               |
|  | 376,320                    | 222,027                | 154,293                                | 59.00%                                | 41.00%                               |
| Advance Central PA Total: <sup>1</sup> | 1,085,706                  | 632,287                | 453,419                                | 58.24%                                | 41.76%                               |
|  |                            |                        |  |                                       |                                      |
| WAGNER PEYSER                          | 120,963                    | 69,361                 | 51,602                                 | 57.34%                                | 42.66%                               |
| WP REGIONAL                            | 23,529                     | 14,074                 | 9,455                                  | 59.81%                                | 40.19%                               |
| VETS                                   | 151,467                    | 86,982                 | 64,485                                 | 57.43%                                | 42.57%                               |
| RAPID RESPONSE                         | 19,965                     | 10,262                 | 9,703                                  | 51.40%                                | 48.60%                               |
| OVR                                    | 116,614                    | 65,432                 | 51,182                                 | 56.11%                                | 43.89%                               |
| OVERSIGHT                              | 23,529                     | 14,074                 | 9,455                                  | 59.81%                                | 40.19%                               |
| RESEA                                  | 362,890                    | 208,184                | 154,706                                | 57.37%                                | 42.63%                               |
| UC                                     | 74,919                     | 42,355                 | 32,564                                 | 56.53%                                | 43.47%                               |
| STAFF DEVELOPMENT <sup>4</sup>         | 10,835                     | 8,739                  | 2,096                                  | 80.66%                                | 19.34%                               |
| State Partner Total <sup>2</sup> :     | 904,713                    | 519,463                | 385,250                                | 57.42%                                | 42.58%                               |
|  |                            |                        |  |                                       |                                      |
| Total REVENUE                          | 1,990,418                  | 1,151,750              | 838,669                                | 57.86%                                | 42.14%                               |
|  |                            |                        |  |                                       |                                      |
| <b>EXPENSES:</b>                       |                            |                        |  |                                       |                                      |
| <b>PERSONNEL</b>                       |                            |                        |  |                                       |                                      |
| Total PERSONNEL                        | 1,065,102                  | 657,932                | 407,170.00                             | 61.77%                                | 38.23%                               |
|  |                            |                        |  |                                       |                                      |
| <b>FACILITY</b>                        |                            |                        |  |                                       |                                      |
| Total FACILITY                         | 737,662                    | 538,289                | 199,373.16                             | 72.97%                                | 27.03%                               |
|  |                            |                        |  |                                       |                                      |
| <b>OPERATIONAL</b>                     |                            |                        |  |                                       |                                      |
| Total OPERATIONAL                      | 421,540                    | 133,121                | 288,419                                | 31.58%                                | 68.42%                               |
|  |                            |                        |  |                                       |                                      |
| <b>USAGE FEE (Non-Partner Renters)</b> |                            |                        |  |                                       |                                      |
| Total USAGE FEE <sup>3</sup>           | 233,887                    | 177,592                | 56,294                                 | 75.93%                                | 24.07%                               |
|  |                            |                        |  |                                       |                                      |
| TOTAL EXPENDITURES                     | 1,990,418                  | 1,151,750              | 838,668                                | 57.86%                                | 42.14%                               |

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 75%.

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  
 FY 26 Contract Expense and Obligation Report  
 From 7/1/2025 Through 3/31/26

| Contract<br>Period | Contract<br>Title                              | Available<br>Funds | Total<br>Expended | Obligated<br>Funds <sup>1</sup> | % of Total<br>Oblig. and Exp | Unoblig.<br>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            | 1,243,387          | 872,850           | 290,436                         | 93.56%                       | 80,101             |
| 07/25 - 06/26      | PY25 1st Inc. WIOA Adult                       | 206,585            | 0                 | 185,926                         | 90.00%                       | 20,659             |
| 10/25 - 06/26      | PY25 2nd Inc. WIOA Adult                       | 854,922            | 0                 | 174,603                         | 20.42%                       | 680,319            |
|                    | <b>Adult Programs</b>                          | <b>3,050,296</b>   | <b>1,618,252</b>  | <b>650,965</b>                  | <b>74.39%</b>                | <b>781,079</b>     |
| 10/24 - 06/26      | PY24 2nd Inc. WIOA Dislocated Worker           | 356,757            | 247,754           | 53,058                          | 84.32%                       | 55,945             |
| 07/25 - 06/26      | PY25 1st Inc. WIOA Dislocated Worker           | 290,780            | 201,800           | 59,902                          | 90.00%                       | 29,078             |
| 10/25 - 06/26      | PY25 2nd Inc. WIOA Dislocated Worker           | 1,071,507          | 0                 | 84,413                          | 7.88%                        | 987,094            |
|                    | <b>Dislocated Worker Programs</b>              | <b>1,719,044</b>   | <b>449,554</b>    | <b>197,373</b>                  | <b>37.63%</b>                | <b>1,072,117</b>   |
| 04/24 - 06/26      | PY24 WIOA Youth                                | 1,403,554          | 1,354,912         | 0                               | 96.53%                       | 48,642             |
| 04/25 - 06/26      | PY25 WIOA Youth                                | 1,395,019          | 0                 | 605,375                         | 43.40%                       | 789,644            |
| 07/24 - 06/26      | PY24 TANF Youth                                | 175,564            | 175,564           | 0                               | 100.00%                      | 0                  |
| 07/25 - 06/26      | PY25 TANF Youth                                | 803,803            | 467,840           | 289,708                         | 94.25%                       | 46,255             |
| 09/24 - 06/26      | PY24 Business & Education Partnership 1st Inc. | 44,541             | 44,541            | 0                               | 100.00%                      | 0                  |
| 10/24 - 06/26      | PY24 Business & Education Partnership 2nd Inc. | 98,550             | 21,728            | 47,767                          | 70.52%                       | 29,055             |
|                    | <b>Youth Programs</b>                          | <b>3,921,031</b>   | <b>2,064,585</b>  | <b>942,850</b>                  | <b>76.70%</b>                | <b>913,596</b>     |
| 07/25- 06/26       | EARN   | 2,650,585          | 1,407,176         | 649,908                         | 77.61%                       | 593,501            |
|                    | <b>Welfare Programs</b>                        | <b>2,650,585</b>   | <b>1,407,176</b>  | <b>649,908</b>                  | <b>77.61%</b>                | <b>593,501</b>     |
| 01/24 - 06/27      | Next Gen 23 - Building & Construction          | 173,851            | 14,009            | 0                               | 8.06%                        | 159,842            |
| 01/24 - 06/27      | Next Gen 23 - Agricultural                     | 147,761            | 4,520             | 0                               | 3.06%                        | 143,241            |
| NA                 | IP Sustainability Fund                         | 591,023            | 9,936             | 0                               | 1.68%                        | 581,087            |
|                    | <b>Industry Partnerships</b>                   | <b>912,635</b>     | <b>28,465</b>     | <b>0</b>                        | <b>3.12%</b>                 | <b>884,170</b>     |
| 01/22 - 06/26      | PASmart CPI Apprenticeship                     | 125,711            | 13,843            | 98,537                          | 89.40%                       | 13,331             |
| 01/23 - 03/31      | Apprenticeship Building America                | 143,561            | 81,959            | 0                               | 57.09%                       | 61,602             |
| 1/26 - 06/28       | PASmart CPI Apprenticeship                     | 400,000            | 0                 | 0                               | 0.00%                        | 400,000            |
| 06/25 - 06/26      | School to Work                                 | 103,154            | 7,405             | 27,536                          | 33.87%                       | 68,213             |
|                    | <b>Reemployment Services</b>                   | <b>772,426</b>     | <b>95,802</b>     | <b>98,537</b>                   | <b>25.16%</b>                | <b>578,087</b>     |
| 07/25 -12/25       | Statewide - 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            | 223,632           | 0                               | 95.03%                       | 11,691             |
| NA                 | Research Department                            | 90,872             | 23,812            | 0                               | 26.20%                       | 67,060             |
| 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             | 68                | 0                               | 0.21%                        | 32,253             |
| NA                 | PASmart Innovation                             | 20,000             | 10,197            | 0                               | 50.99%                       | 9,803              |
| NA                 | Fit4Construction                               | 42,500             | 0                 | 0                               | 0.00%                        | 42,500             |
| NA                 | ELIC   | 194                | 83                | 0                               | 42.78%                       | 111                |
|                    | <b>Other Programs</b>                          | <b>237,711</b>     | <b>35,212</b>     | <b>0</b>                        | <b>14.81%</b>                | <b>202,499</b>     |
|                    | <b>Grand Total</b>                             | <b>13,263,728</b>  | <b>5,699,046</b>  | <b>2,539,633</b>                | <b>62.11%</b>                | <b>5,025,049</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 3/31/26

|                            | Total Budget -<br>Original | YTD Actual<br>Expense | Total Budget<br>Variance -<br>Original | Percent Total<br>Budget<br>Expended * |
|----------------------------|----------------------------|-----------------------|--|---------------------------------------|
| Operational Expenses       |                            |                       |  |                                       |
| Salaries And Benefits      | 1,180,157                  | 798,734               | 381,422.58                             | 67.68%                                |
| Staff Travel & Development | 16,948                     | 9,863                 | 7,084.77                               | 58.20%                                |
| Board Expenses             | 4,933                      | 3,873                 | 1,059.97                               | 78.51%                                |
| General Office Supplies    | 6,046                      | 3,075                 | 2,970.93                               | 50.86%                                |
| Leases - Copiers/Equipment | 2,109                      | 1,499                 | 609.95                                 | 71.08%                                |
| Outreach                   | 1,400                      | 773                   | 627.12                                 | 55.21%                                |
| Subscriptions              | 17,709                     | 12,760                | 4,949.25                               | 72.05%                                |
| 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                     | 13,513                | 3,061.80                               | 81.53%                                |
| Business Services          | 14,760                     | 97                    | 14,662.92                              | 0.66%                                 |
| Computer Services          | 44,182                     | 20,952                | 23,230.14                              | 47.42%                                |
| Facility Costs             | <u>83,953</u>              | <u>59,146</u>         | <u>24,806.69</u>                       | <u>70.45%</u>                         |
| Total Operational Expenses | 1,409,147.00               | 933,923.51            | 475,223.49                             | <u>66.28%</u>                         |
| Total Expenditures         | 1,409,147.00               | 933,923.51            | 475,223.49                             | <u>66.28%</u>                         |

Notes:

\* Anticipated expenditure rate of 75%.

Advance Central PA  
 Subcontractor Budget and Actual Comparison  
 From 7/1/2025 Through 3/31/26

**Tuscarora Intermediate Unit 11 (TIU)**

|  | Total Budget -<br>Original | Current Year Actual | Total Budget<br>Variance - Original | Percent Total<br>Budget Expended <sup>1</sup> | Percent Total<br>Budget Remaining |
|--|----------------------------|---------------------|-------------------------------------|---|-----------------------------------|
| <b>OPERATIONAL EXPENSES <sup>2</sup></b> |                            |                     |                                     |   |                                   |
| Adult Pool                               | 251,804                    | 180,951             | 70,853                              | 71.86%  | 28.14%                            |
| Dislocated Worker Pool                   | 173,871                    | 124,920             | 48,951                              | 71.85%  | 28.15%                            |
| OS Youth Pool <sup>3</sup>               | 304,273                    | 218,780             | 85,493                              | 71.90%  | 28.10%                            |
| TANF                                     | 10,000                     | 7,193               | 2,807                               | 71.93%  | 28.07%                            |
| EARN Pool <sup>3</sup>                   | 19,149                     | 13,771              | 5,378                               | 71.91%  | 28.09%                            |
| <b>Total OPERATIONAL EXPENSES</b>        | <u>759,097</u>             | <u>545,615</u>      | <u>213,482</u>                      | /1.88%  | 28.12%                            |
| <b>TOTAL EXPENDITURES</b>                | <u>759,097</u>             | <u>545,615</u>      | <u>213,482</u>                      | 71.88%  | 28.12%                            |

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

|  | Total Budget -<br>Original | Current Year Actual | Total Budget<br>Variance - Original | Percent Total<br>Budget Expended <sup>1</sup> | Percent Total<br>Budget Remaining |
|--|----------------------------|---------------------|-------------------------------------|---|-----------------------------------|
| <b>OPERATIONAL EXPENSES <sup>2</sup></b> |                            |                     |                                     |   |                                   |
| Adult Pool                               | 840,972                    | 590,818             | 250,154                             | 70.25%  | 29.75%                            |
| TANF Youth                               | 556,953                    | 406,671             | 150,282                             | 73.02%  | 26.98%                            |
| Dislocated Worker Pool                   | 341,844                    | 254,080             | 87,764                              | 74.33%  | 25.67%                            |
| Business Edu. Partnership                | 82000                      | 34,233              | 47,767                              | 41.75%  | 58.25%                            |
| Link                                     | 148,977                    | 67,994              | 80,983                              | 45.64%  | 54.36%                            |
| NDWG                                     | 161,734                    | 157,942             | 3,792                               | 97.66%  | 2.34%                             |
| ABA                                      | 22,171                     | 1,295               | 20,876                              | 5.84%   | 94.16%                            |
| EARN Pool                                | 1,388,120                  | 976,014             | 412,106                             | 70.31%  | 29.69%                            |
| EARN SNAP                                | 46,714                     | 34,659              | 12,055                              | 74.19%  | 25.81%                            |
| <b>Total OPERATIONAL EXPENSES</b>        | <u>3,589,485</u>           | <u>2,523,706</u>    | <u>1,065,779</u>                    | 70.31%  | 29.69%                            |

|  |                  |                  |                  |               |               |
|--|------------------|------------------|------------------|---------------|---------------|
| <b>DIRECT CUSTOMER SERVICES <sup>4</sup></b> |                  |                  |                  |               |               |
| Adult Pool                                   | 10,500           | 10,425           | 75               | 99.29%        | 0.71%         |
| TANF Youth                                   | 237,325          | 110,745          | 126,580          | 46.66%        | 53.34%        |
| Dislocated Worker Pool                       | 8,500            | 2,787            | 5,713            | 32.79%        | 67.21%        |
| NDWG   | 1,500            | -                | 1,500            | 0.00%         | 100.00%       |
| ABA  | 36,666           | 9,164            | 27,502           | 24.99%        | 75.01%        |
| EARN Pool                                    | 63,500           | 17,207           | 46,293           | 27.10%        | 72.90%        |
| <b>Total DIRECT CUSTOMER SERVICES</b>        | <b>357,991</b>   | <b>150,328</b>   | <b>207,663</b>   | <b>41.99%</b> | <b>58.01%</b> |
| <b>TOTAL EXPENDITURES</b>                    | <b>3,947,476</b> | <b>2,674,034</b> | <b>1,273,442</b> | <b>67.74%</b> | <b>32.26%</b> |

#### Central Susquehanna Intermediate Unit

|  | Total Budget -<br>Original | Current Year Actual | Total Budget<br>Variance - Original | Percent Total<br>Budget Expended | Percent Total<br>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                    | 700,380             | 282,647                             | 71.25%                           | 28.75%                            |
| <b>Total OPERATIONAL EXPENSES</b>            | <b>1,019,683</b>           | <b>728,892</b>      | <b>290,791</b>                      | <b>71.48%</b>                    | <b>28.52%</b>                     |
| <b>DIRECT CUSTOMER SERVICES <sup>4</sup></b> |                            |                     |                                     |                                  |                                   |
| TANF Youth                                   | 28,304                     | 26,414              | 1,890                               | 93.32%                           | 6.68%                             |
| OS Youth Pool                                | 259,141                    | 141,253             | 117,888                             | 54.51%                           | 45.49%                            |
| <b>Total DIRECT CUSTOMER SERVICES</b>        | <b>287,445</b>             | <b>167,667</b>      | <b>119,778</b>                      | <b>58.33%</b>                    | <b>41.67%</b>                     |
| <b>TOTAL EXPENDITURES</b>                    | <b>1,307,128</b>           | <b>896,559</b>      | <b>410,569</b>                      | <b>68.59%</b>                    | <b>31.41%</b>                     |

#### NOTES:

1 Anticipated expenditure rate of 75% for operating expenses.

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

3 These budgets are for TIU's Business Services contract in which TIU assists with placements of program participants and helps employers find talent from all PA CareerLink<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 5/31/2026

| 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                                      | \$31,600         | \$0             | \$0              | \$0              | \$31,600                         | 0                      | 0.00%                                |
| Adult POS                                  | \$192,400        | \$61,636        | \$129,669        | \$191,304        | \$1,096                          | 82                     | 99.43%                               |
| Dislocated Worker                          | \$76,890         | \$18,500        | \$55,760         | \$74,260         | \$2,630                          | 22                     | 96.58%                               |
| NDWG                                       | \$49,037         | \$0             | \$44,640         | \$44,640         | \$4,397                          | 12                     | 91.03%                               |
| <b>TOTAL ITA</b>                           | <b>\$349,927</b> | <b>\$80,136</b> | <b>\$230,069</b> | <b>\$310,204</b> | <b>\$39,723</b>                  | <b>116</b>             | <b>88.65%</b>                        |

| <b>ON THE JOB TRAININGS (OJTs)</b> |                  |                  |                  |                  |                  | <b>FY26 OJT</b> |               |
|------------------------------------|------------------|------------------|------------------|------------------|------------------|-----------------|---------------|
| Adult                              | \$62,400         | \$20,624         | \$5,324          | \$25,948         | \$36,452         | 3               | 41.58%        |
| Adult POS                          | \$78,600         | \$14,455         | \$45,381         | \$59,836         | \$18,764         | 12              | 76.13%        |
| Dislocated Worker                  | \$59,593         | \$15,906         | \$36,863         | \$52,768         | \$6,825          | 7               | 88.55%        |
| Out of School Youth                | \$155,000        | \$31,020         | \$40,564         | \$71,584         | \$83,416         | 11              | 46.18%        |
| <b>TOTAL OJT</b>                   | <b>\$355,593</b> | <b>\$82,005</b>  | <b>\$128,132</b> | <b>\$210,137</b> | <b>\$145,456</b> | <b>33</b>       | <b>59.09%</b> |
| <b>TOTAL ITA/OJT</b>               | <b>\$705,520</b> | <b>\$162,141</b> | <b>\$358,200</b> | <b>\$520,341</b> | <b>\$185,179</b> | <b>149</b>      | <b>73.75%</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         | \$24,115        | \$24,115         | \$110,055                        | 334                    | 18%                                  |
| <b>Total</b>                     | <b>\$236,222</b> | <b>\$0</b>  | <b>\$24,115</b> | <b>\$24,115</b>  | <b>\$212,107</b>                 | <b>334</b>             | <b>10%</b>                           |

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

The Central Region's revenues increased to \$13,494,602 as Advance Central PA had the opportunity to request additional Adult, Dislocated Worker, and Youth funds from the state. Advance Central PA requested all three and received an additional \$556,744 in funding; these funds must be spent by 6/30/26.

Advance Central PA's share of the Operating Budget decreased slightly to an additional partner in Mifflin County.

The Service Delivery budget for other Service Delivery increased due to adjustments with the PA Dept. Of Labor and Industry School to Work grant.

The unallocated funds also increased due to the additional funds.

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

**Advance Central PA  
FY 26 Central Region Budget Updates  
As of June 17, 2026**

Advance Central PA received additional Adult, Dislocated Worker and Youth funding after the state allowed local areas to request additional funding that must be used by 6/30/26.

|   |                      |
|---|----------------------|
| <b>Total Revenues presented 3/18/26</b> | \$ 12,937,858        |
| <b>Adjustments:</b>                     |                      |
| Adult                                   | 243,386              |
| Dislocated Worker                       | 152,809              |
| Youth                                   | 160,549              |
| Net Increase                            | 556,744              |
| <b>Revised Available Revenues</b>       | <u>\$ 13,494,602</u> |

The allocated and unallocated funds both increased as a result of the changes listed below.

|                                       |                      |
|---------------------------------------|----------------------|
| <b>Total Budget presented 3/18/26</b> | \$ 12,937,858        |
| Net Increase in Allocated Funds       | 70,647               |
| Net Increase in Unallocated Funds     | 486,098              |
| <b>Revised Total Budget</b>           | <u>\$ 13,494,603</u> |

Advance Central PA's available budget had a net increase due to the additional Title I funds.

|  |                     |
|--|---------------------|
| <b>Advance Central PA Budget presented 3/18/26</b> | \$ 1,552,414        |
| <b>Adjustments:</b>                                |                     |
| Net Increase                                       | 51,684              |
| <b>Revised Advance Central PA Budget</b>           | <u>\$ 1,604,098</u> |

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

|   |                     |
|---|---------------------|
| <b>Operating Budget presented 3/18/26</b> | \$ 1,085,201        |
| Net Decrease                              | \$ (413)            |
| <b>Revised Operating Budget</b>           | <u>\$ 1,084,788</u> |

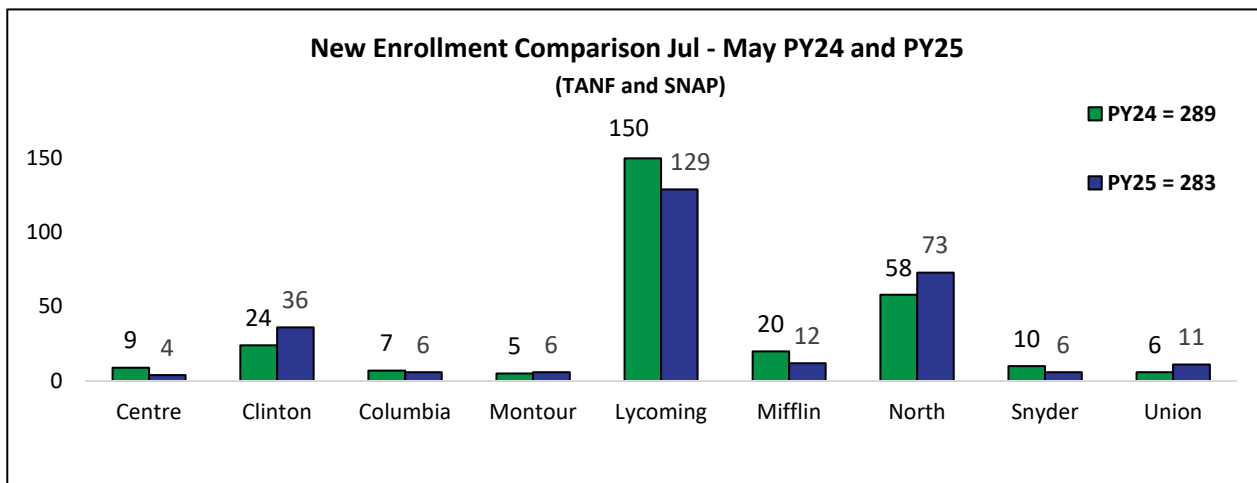
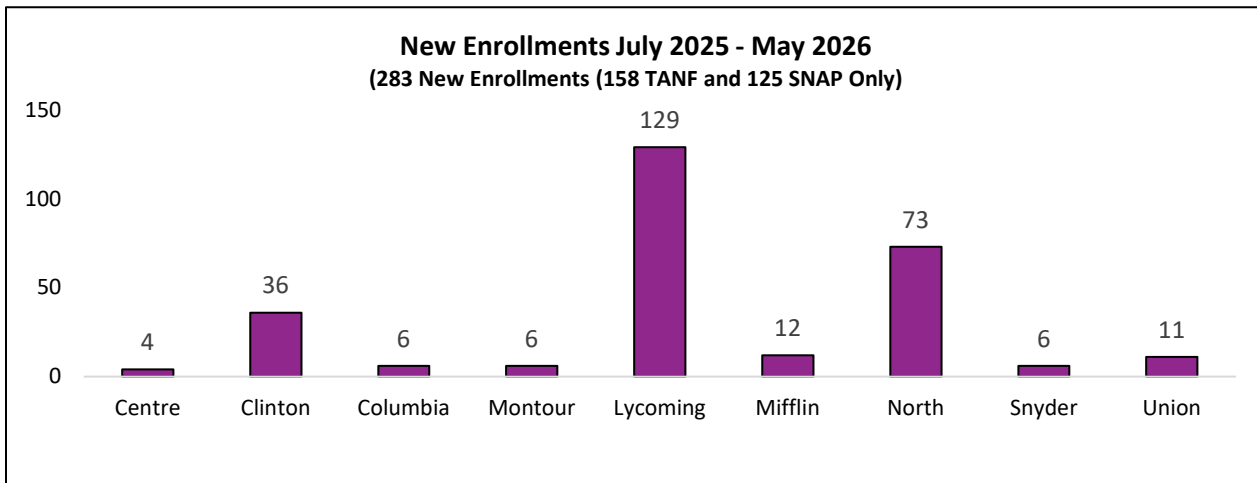
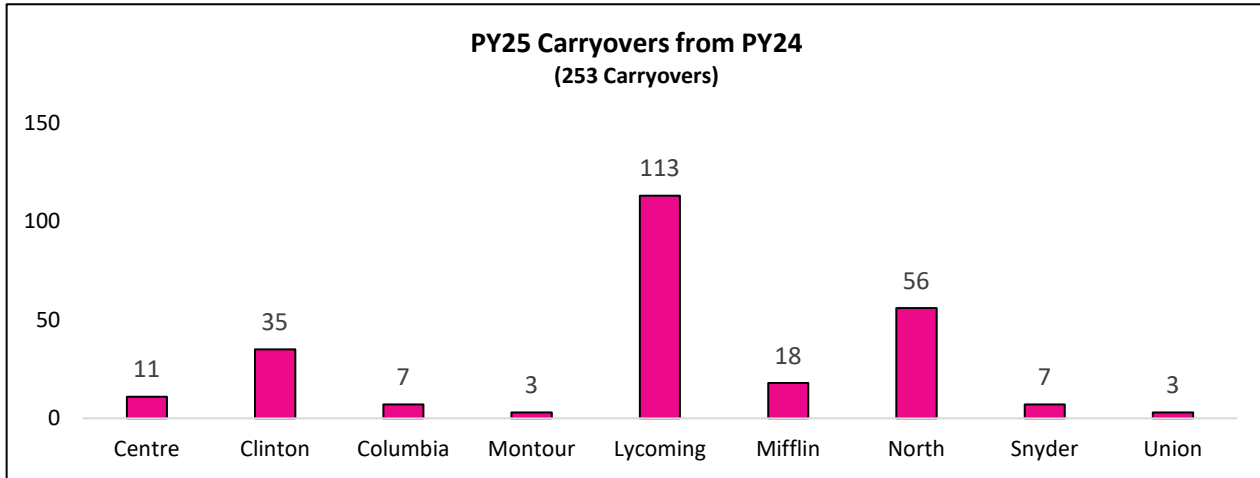
The Service Delivery budget for Other Service Delivery increased due to adjustments with School to Work.

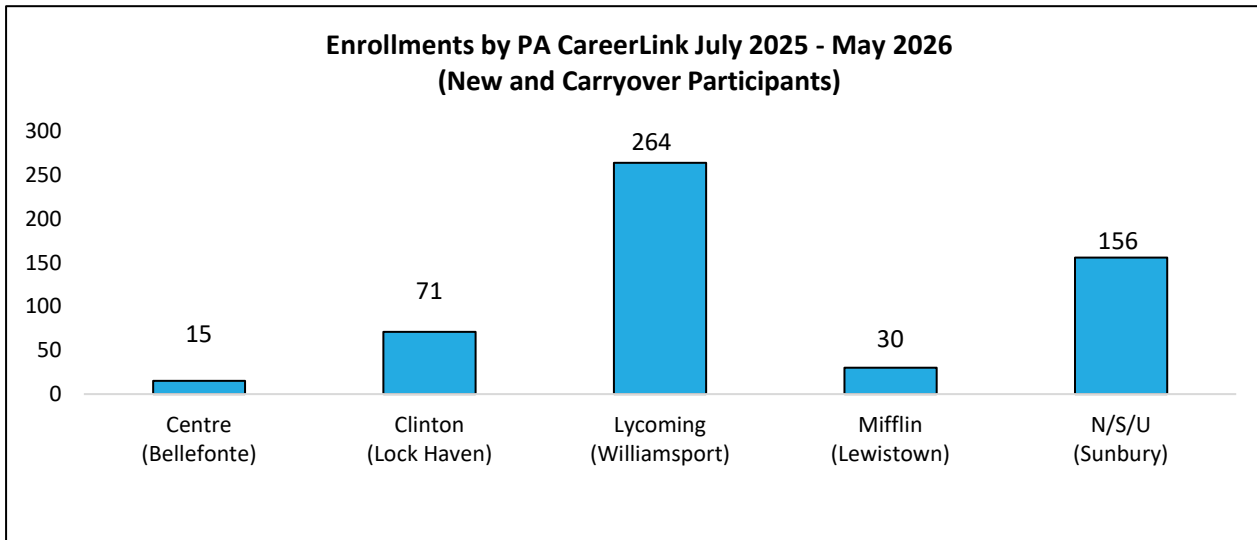
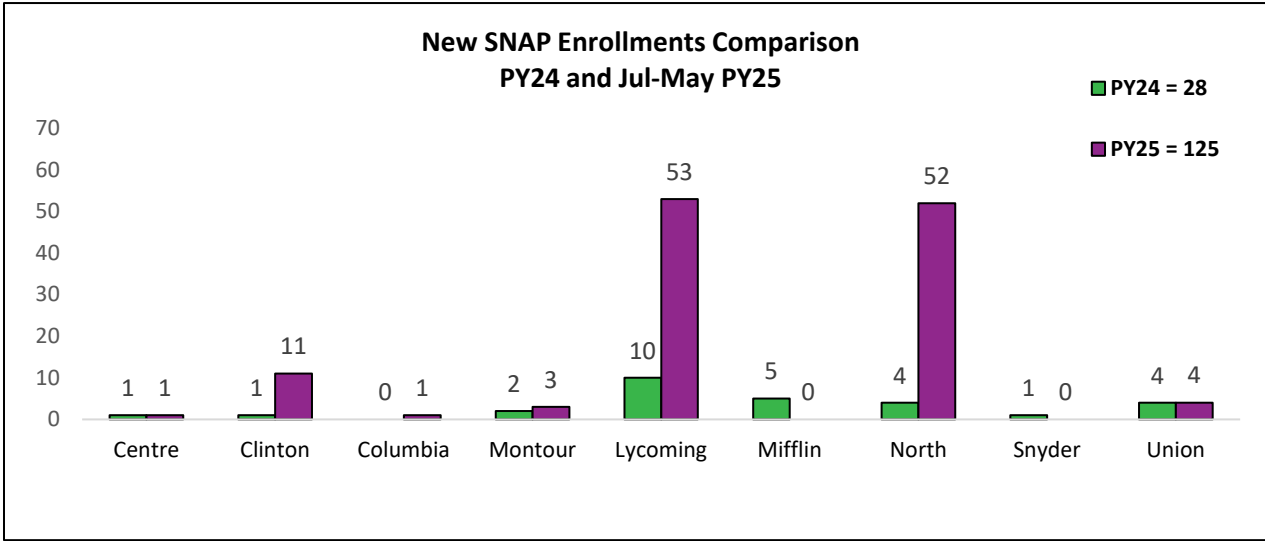
|   | <b>CSO</b>          | <b>TIU</b>        | <b>CSIU</b>         | <b>Other</b>      |
|---|---------------------|-------------------|---------------------|-------------------|
| <b>Service Delivery Budgets presented 3/18/26</b> | \$ 3,789,944        | \$ 759,098        | \$ 1,307,128        | \$ 640,138        |
| Net Increase                                      | -                   | -                 | -                   | 19,376            |
| <b>Revised Service Delivery Budgets</b>           | <u>\$ 3,789,944</u> | <u>\$ 759,098</u> | <u>\$ 1,307,128</u> | <u>\$ 659,514</u> |

There were no adjustments to the unallocated amounts that were presented on March 18, 2026.

|   |                     |
|---|---------------------|
| <b>Unallocated Budget presented 3/18/26</b> | \$ 1,655,761        |
| <b>Adjustments:</b>                         |                     |
| Net Increase                                | 486,098             |
| <b>Revised Unallocated Budget</b>           | <u>\$ 2,141,859</u> |

## EARN Program Year 2025-2026 Enrollment Report





## EARN- Supervision and Conduct of Children at PA CareerLink® Policy

### Background

We understand that lack of childcare can be a significant barrier to your program participation. As EARN helps you navigate potential resources, we welcome you to bring your children on-site at the PA CareerLink® when needed so that you can actively utilize the available services. Please follow this code of conduct so that we maintain a professional and safe environment for everyone.

EARN participants are fully responsible for the care, supervision, and behavior of any children they bring to PA CareerLink®. This policy provides further detail and guidance.

### Parental Supervision

As an EARN participant, you are responsible for the supervision and behavior of any children present with you at PA CareerLink®.

EARN and other PA CareerLink® staff are not permitted to watch your children or otherwise be responsible for them.

Guidelines:

- Participants may not leave children unattended at any time.
- Participants must ensure children remain in designated areas of the site unless otherwise directed.
- Participants must be able to fully participate in scheduled activities.

### Professionalism

The PA CareerLink® office is a place of business where others might be interviewing, working on interviews, or taking classes. Please make sure you and your children use indoor voices similar to what they might be asked to use in pre-school, etc.

Participants are responsible for ensuring that children:

- Do not engage in disruptive, unsafe, or inappropriate behavior
- Do not run or engage in rough-housing
- Respect staff, customers, equipment, and facility rules
- Follow all posted signs and staff instructions
- Do not interfere with program services or other participants

Examples of disruptive behavior include (but is not limited to):

- Excessive noise, running, or unsafe activity
- Interference with workshops, appointments, or computer use
- Damage to property or equipment
- Behavior that creates discomfort or safety concerns for others

## Entertainment

Books are strongly encouraged. Remember, the library is a great resource! If you don't currently have a library card, EARN staff will be happy to help you understand what to do.

Coloring books and crayons and imaginative toys such as blocks, dolls, and figurines can be brought on-site for quiet play.

Your children are permitted to watch videos or play games on a phone or other device that you bring with you, but headphones must be used so they do not disturb other customers.

The EARN program may also have quiet toys and books for children. If interested, ask staff if there are toys or books available.

## Food and Drink

You are welcome to bring your children small non-messy snacks and drinks with secure lids.

You are responsible for cleaning up any wrappers, crumbs, spills, etc. Ask for help if cleaning supplies are needed.

## Workstations with Infant Mats

Some PA CareerLink® sites have workstations that allow participants to use a computer to access training activities while your infant or small toddler can rest or play quietly next to them. If interested, ask staff if there is workstation like this available.

## PA CareerLink® Computers and Equipment

Children may not use the PA CareerLink® computers, phones, printers, or other office equipment.

## Staff Authority and Immediate Actions

If this policy is not being followed, EARN staff have the authority to professionally and politely address the part of the policy that is not being adhered to with the EARN participant. If the non-compliance with this policy is not immediately resolved, EARN staff may take the following actions:

- End or reschedule a participant's appointment/activity
- Re-evaluate childcare barriers and remediation plans together with the participant

## Impact on Participation

Failure to meet supervision and conduct expectations may result in:

- Loss of participation hours for that day
- Rescheduled or missed activities

# Monitoring Update

## March 2026 through May 2026

### 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)<br>TANF Youth Development Program (YDP)   |
| Central Susquehanna Opportunities (CSO)      | WIOA Adult (Adult)<br>WIOA Dislocated Worker (DW)<br>EARN<br>In-School Youth (ISY) TANF Youth Development Program (YDP)<br>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 6/3/2026): 32**

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: 7**

**Open Contracts Reviewed: 10**

##### Onsite Monitoring

| Jobseeker Program | BST Subrecipient | Employer       | County   | Visit    | Findings     |
|-------------------|------------------|----------------|----------|----------|--------------|
| DW                | TIU              | Tri-County COG | Columbia | 5/8/2026 | Under Review |

## SUBRECIPIENT FISCAL PRACTICES

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

### Desk Reviews

- Subcontractors submitted documentation for FY25/FY26 fiscal monitoring. Staff review is in process and reports are anticipated to be released soon.
- Ongoing technical assistance is being provided to TIU to resolve issues that have been identified.
- Staff continue to provide technical assistance to all subcontractors as needed.

## 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/<br>Snyder/Union | 10/02/2025 | 12/29/2025 | 2 required actions;<br>4 recommendations | 1/28/2026     | 3/17/2026 |
| Columbia/Montour                | 10/06/2025 | 2/23/2026  | 2 required actions;<br>5 recommendations | 3/25/2026     | 4/17/2026 |
| Centre                          | 11/03/2025 | 5/4/2026   | 5 required actions                       | 6/3/2026      | Pending   |
| Mifflin                         | 11/12/2025 | 3/13/2026  | 4 required actions;<br>1 recommendation  | 4/10/2026     | 5/7/2026  |
| The Link                        | 12/04/2025 | 3/17/2026  | 1 recommendation                         | 4/16/2026     | 4/17/2026 |

## 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;<br>CAP rev:<br>2/27/2026 | 3/11/2026 |
| Reboot- CSO          | 6     | 12/1/2025  | 3/10/2026 | 4 required actions | 3/25/2026                            | 3/27/2026 |
| Adult/DW             | 35    | 3/23/2026  | Pending   | Pending            | Pending                              | Pending   |
| Operator             | N/A   | 4/2/2026   | Pending   | Pending            | Pending                              | Pending   |

## STATE MONITORING

The local area is monitored for compliance, performance, and quality by agencies within the Pennsylvania Department of Labor & Industry and Pennsylvania Department of Human Services. Advance Central PA provides requested materials, submits reports, and implements any corrective action plans required.

### STATE MONITORING ACTIVITY

#### PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY BUREAU OF WORKFORCE DEVELOPMENT ADMINISTRATION (BWDA)

Monitoring of the local workforce development area's fiscal and procurement systems and the local workforce development board's (LWDB) compliance and oversight functions.

- PY24 monitoring
  - Monitoring cycle closed April 3. The final report included no findings and one recommendation to develop a formal policy to outline the process for policy review; no response was required.
- PY25 monitoring
  - Staff submitted all requested documents for the last three sections of PY25 monitoring, Fiscal Integrity and Audits; Local Monitoring, One-Stop Operator, and Performance; and Participant Case File.
  - Final task is to upload PY25 meeting notes and monitoring reports dated after the initial monitoring submission through June 30; these are due July 15.

#### 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

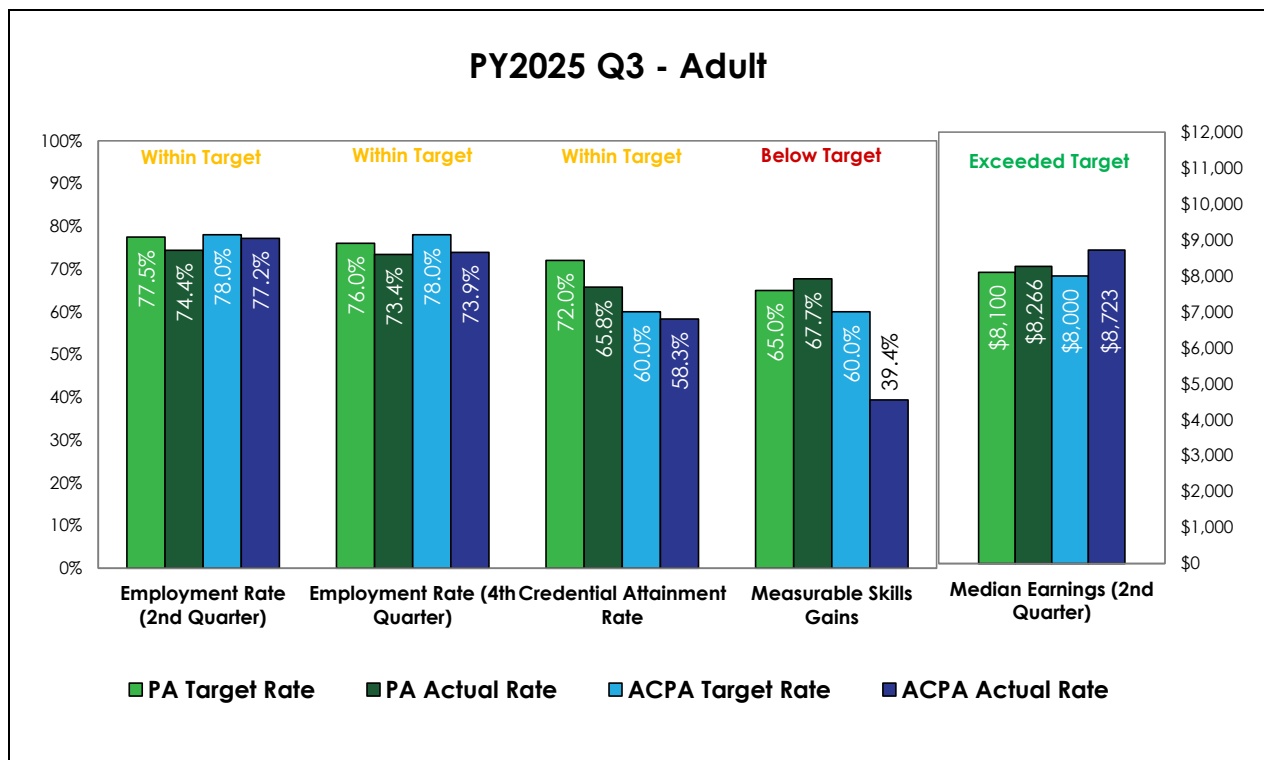
On December 31, BWPO issued results of their PY2024 Data Validation. Of the 40 participant records reviewed, 21 passed and 19 failed validations for one or more technical data elements. Staff must submit quarterly updates on the progress made toward resolving the issues.

- The first quarterly response was submitted along with a request for technical assistance on March 16. BWPO responded to staff questions on March 18.
- Staff continue to review the results to better understand the data validation requirements. The second response is due June 30.

## Common Measure Performance - Adult Program Year 2025 Q3

| Performance Metric            | Adult       |                    |                 |                    |
|-------------------------------|-------------|--------------------|-----------------|--------------------|
|                               | Numerator   | Actual Performance | Negotiated Goal | % of Goal Achieved |
|                               | Denominator |                    |                 |                    |
| Employment Rate (2nd Quarter) | 125         | 77.2%              | 78.0%           | 99.0%              |
|                               | 162         |                    |                 |                    |
| Employment Rate (4th Quarter) | 99          | 73.9%              | 78.0%           | 94.7%              |
|                               | 134         |                    |                 |                    |
| Median Earnings (2nd Quarter) | -           | \$8,723            | \$8,000         | 109.0%             |
|                               | -           |                    |                 |                    |
| Credential Attainment Rate    | 21          | 58.3%              | 60.0%           | 97.2%              |
|                               | 36          |                    |                 |                    |
| Measurable Skill Gains        | 41          | 39.4%              | 60.0%           | 65.7%              |
|                               | 104         |                    |                 |                    |
| <b>Average Program Score</b>  |             |                    | ✓               | <b>93.1%</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

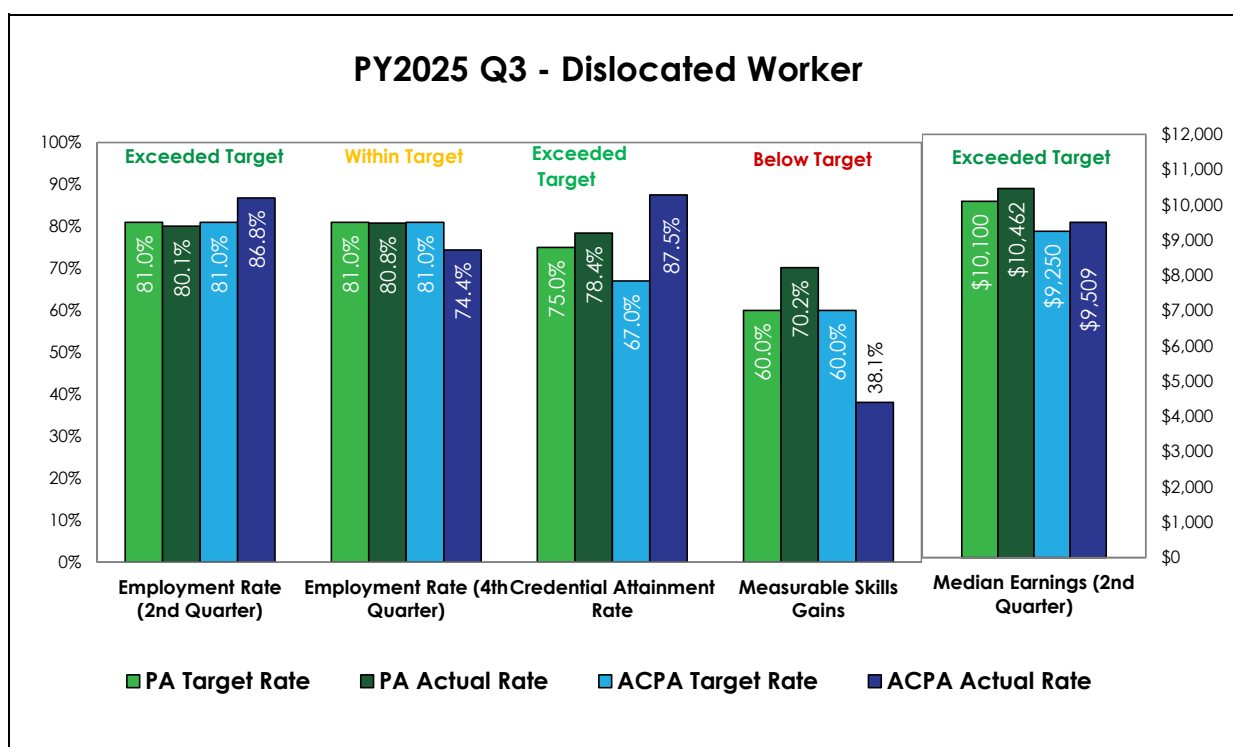
**Measurable Skills Gain** - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

**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 Q3

| Performance Metric            | Dislocated Worker |                    |                 |                    |
|-------------------------------|-------------------|--------------------|-----------------|--------------------|
|                               | Numerator         | Actual Performance | Negotiated Goal | % of Goal Achieved |
|                               | Denominator       |                    |                 |                    |
| Employment Rate (2nd Quarter) | 46<br>53          | 86.8%              | 81.0%           | 107.2%             |
| Employment Rate (4th Quarter) | 32<br>43          | 74.4%              | 81.0%           | 91.9%              |
| Median Earnings (2nd Quarter) | -<br>-            | \$9,509            | \$9,250         | 102.8%             |
| Credential Attainment Rate    | 7<br>8            | 87.5%              | 67.0%           | 130.6%             |
| Measurable Skill Gains        | 16<br>42          | 38.1%              | 60.0%           | 63.5%              |
| <b>Average Program Score</b>  |                   |                    |                 | ✓ <b>99.2%</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

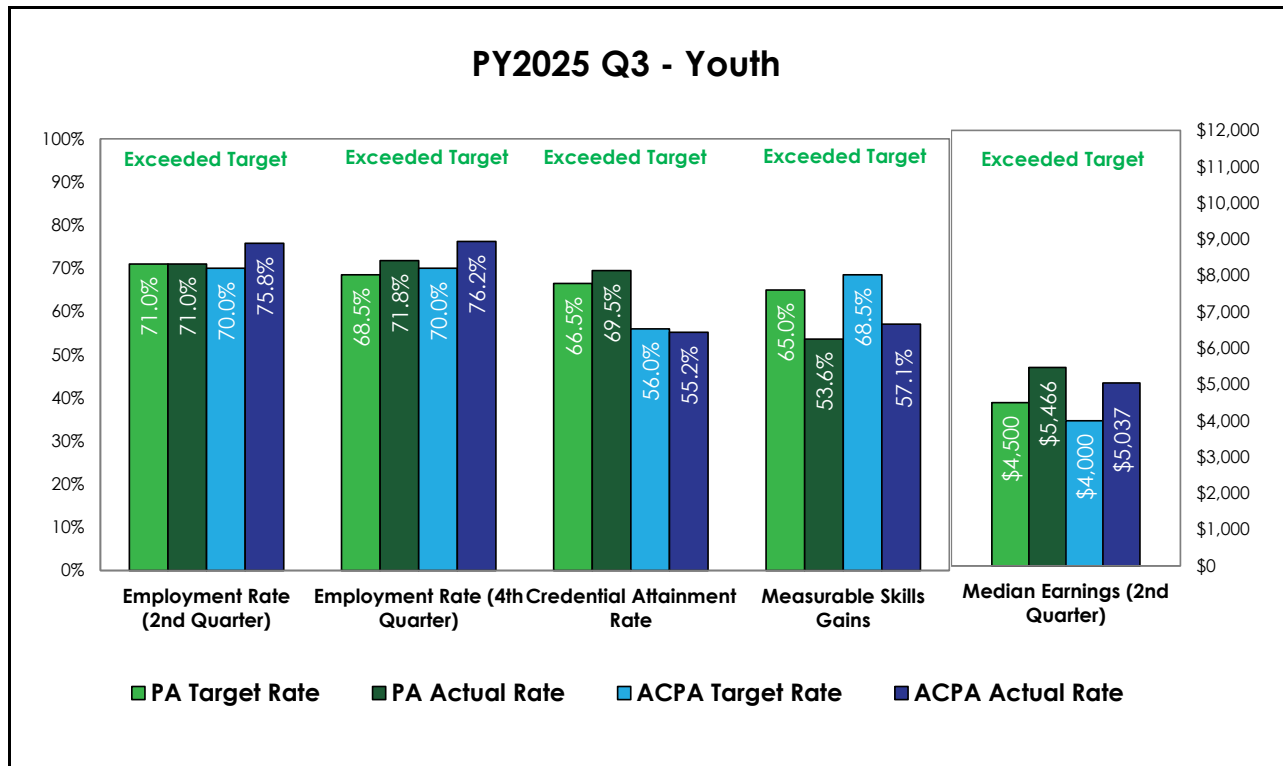
**Measurable Skills Gain** - % of Adults in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

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

# Common Measure Performance - Youth Program Year 2025 Q3

| Performance Metric            | Youth       |                    |                 |                    |
|-------------------------------|-------------|--------------------|-----------------|--------------------|
|                               | Numerator   | Actual Performance | Negotiated Goal | % of Goal Achieved |
|                               | Denominator |                    |                 |                    |
| Employment Rate (2nd Quarter) | 100<br>132  | 75.8%              | 70.0%           | 108.3%             |
| Employment Rate (4th Quarter) | 99<br>130   | 76.2%              | 70.0%           | 108.9%             |
| Median Earnings (2nd Quarter) | -<br>-      | \$5,037            | \$4,000         | 125.9%             |
| Credential Attainment Rate    | 37<br>67    | 55.2%              | 56.0%           | 98.6%              |
| Measurable Skill Gains        | 28<br>49    | 57.1%              | 68.5%           | 83.4%              |
| <b>Average Program Score</b>  |             |                    |                 | ✓ <b>105.0%</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 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

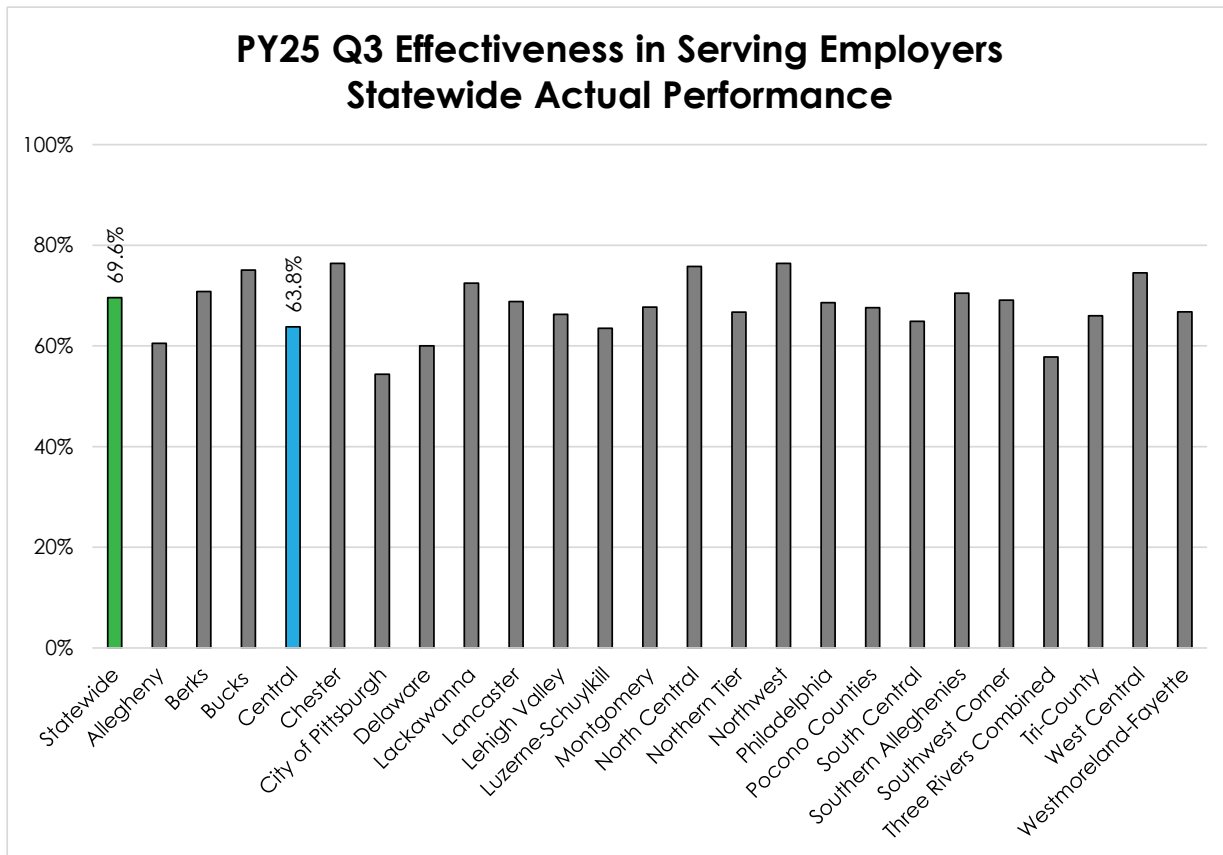
**Credential Attainment Rate** - % of participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training, or 2) attained a postsecondary credential

**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 Q3

| Performance Metric                 | Title I Programs |                    |                 |                    |
|------------------------------------|------------------|--------------------|-----------------|--------------------|
|                                    | Numerator        | Actual Performance | Negotiated Goal | % of Goal Achieved |
|                                    | Denominator      |                    |                 |                    |
| Effectiveness in Serving Employers | 150              | 63.8%              | N/A             | N/A                |
|                                    | 235              |                    |                 |                    |



### Common Measure Definitions

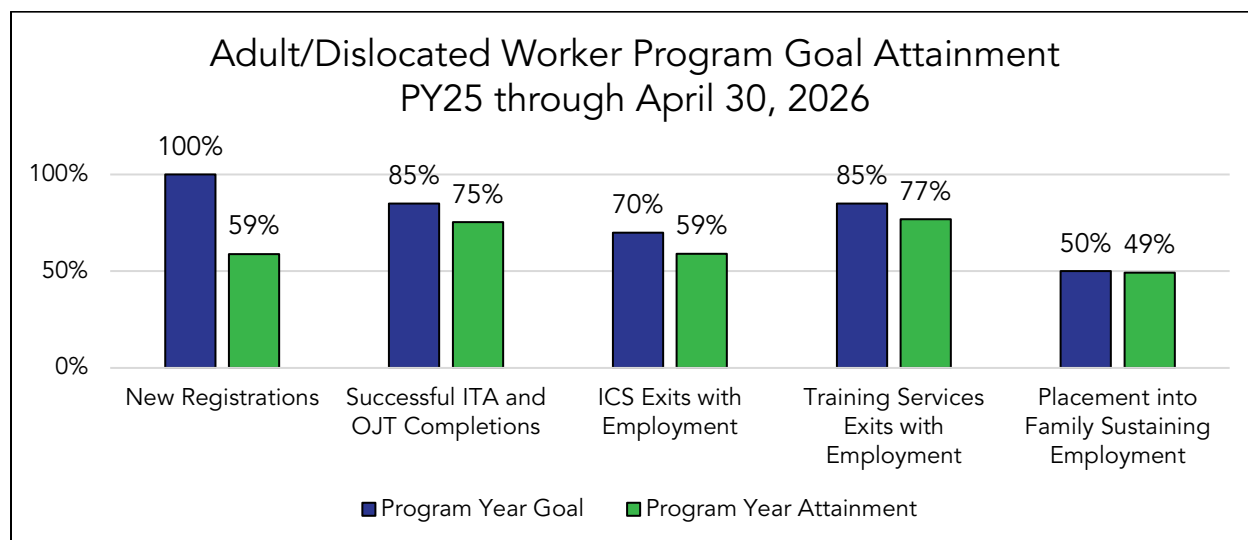
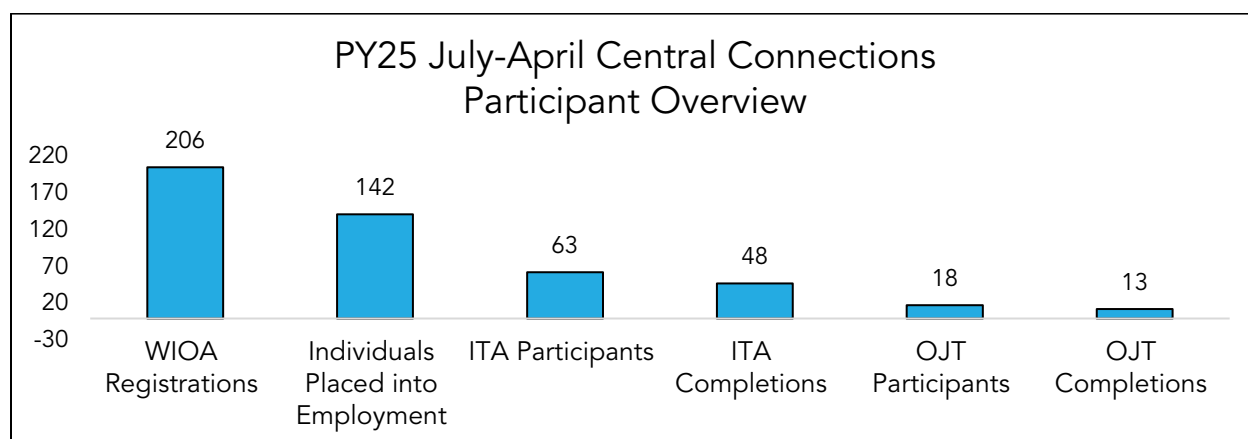
**Effectiveness in Serving Employers** - Retention with the same employer in the second and fourth quarters following a participant's exit from a WIOA core program. Applies to Adult, Dislocated Worker, and Youth.  
Timeframes: PY25 Q3 Core Program Exits occurred between 1/1/24 to 9/30/24.

## Adult/Dislocated Worker Program Goal Attainment PY25: July 1, 2025- April 30, 2026

| Program Element  | Program Year Goal   | Actual Performance             |
|--|---------------------|--------------------------------|
| New Registrations  | 350 (87.5 per qtr.) | 59%<br>(206 new registrations) |
| Successful ITA and OJT Completions<br>(Compared to those that ended) | 85%                 | 75%<br>(61 of 81)              |
| Individualized Career Services Exits with<br>Employment              | 70%                 | 59%<br>(89 of 151)             |
| Training Services Exits with Employment                              | 85%                 | 77%<br>(53 of 69)              |
| Placement into Sustaining Employment<br>(\$43,242/annually)          | 50%                 | 49%<br>(70 of 142)             |

\*ITA and OJT participants include those with PY25 training contracts that may still be in training, while ITA and OJT completions are those who have successfully completed their training but may still be receiving program services.

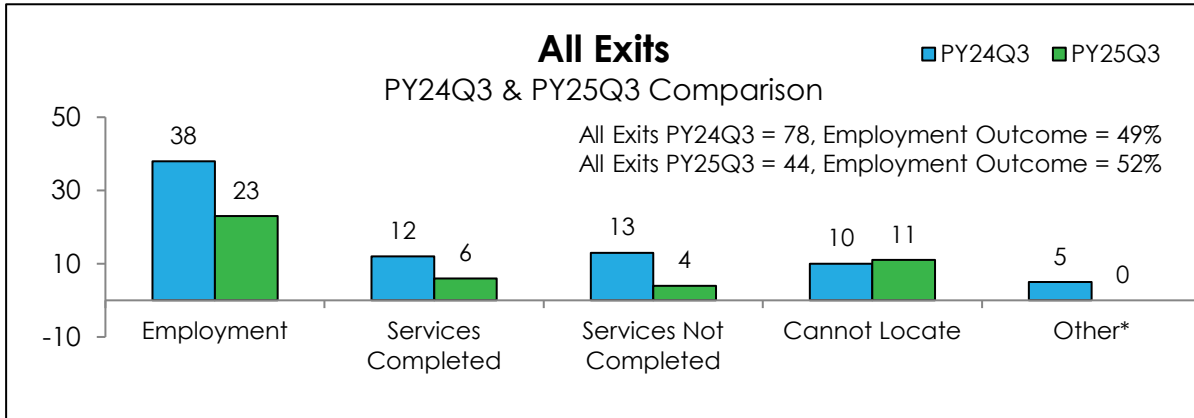
\*\*Exits with employment include individuals who have carried over from previous program years.



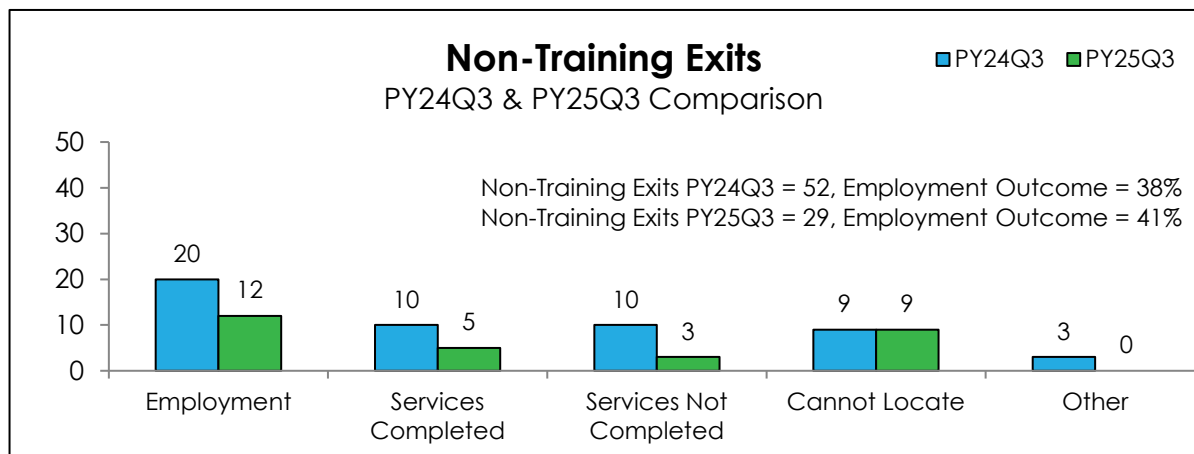
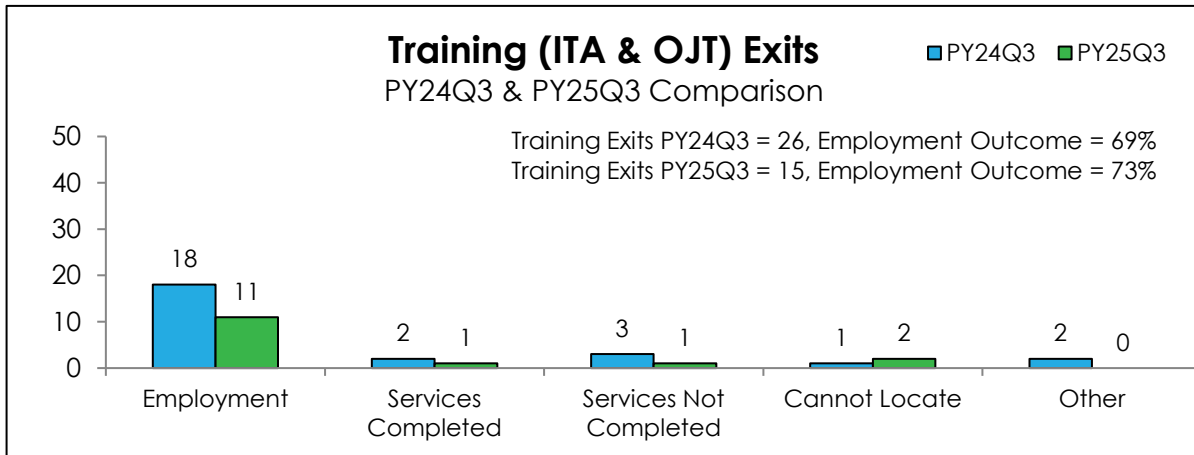
# Adult/Dislocated Worker Outcomes Report

## PY24 Q3 and PY25 Q3 Comparison

January 1, 2025 - March 31, 2025 & January 1, 2026 - March 31, 2026



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



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

PY24Q3: Health, Medical (3) Retirement (1)  
Reservists Called to Active Duty (1)

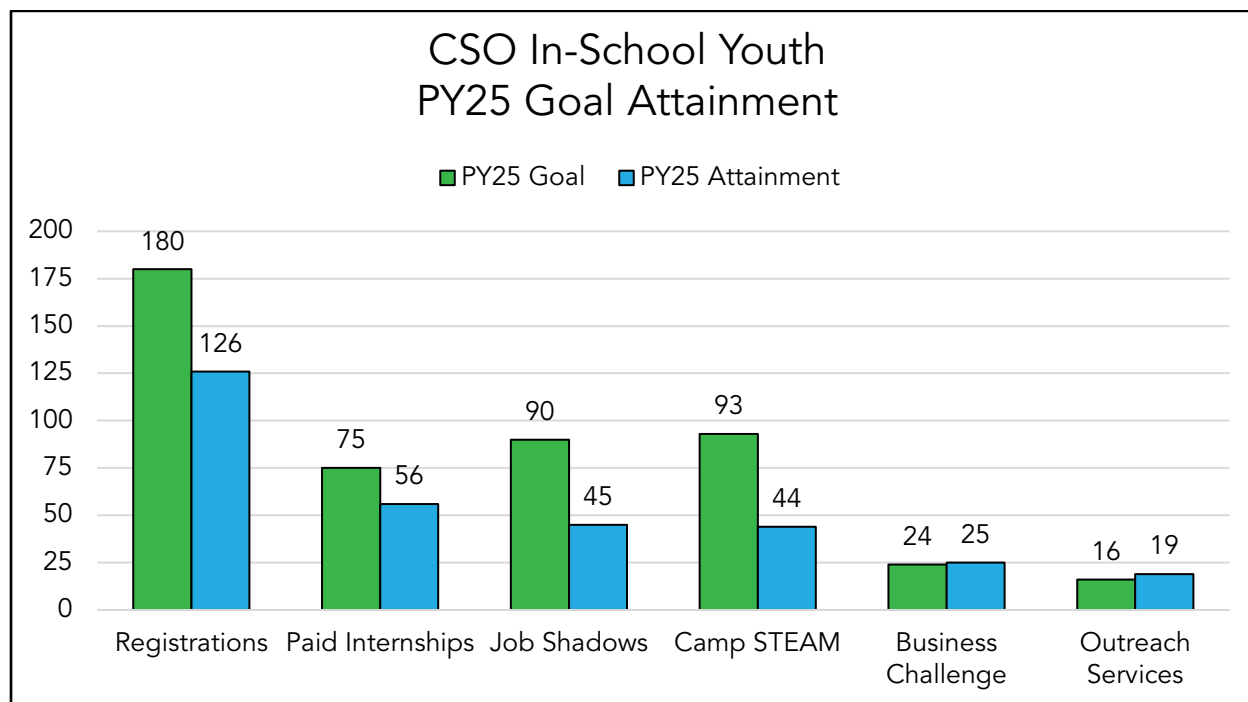
## Bridges to the Future In-School Youth Program

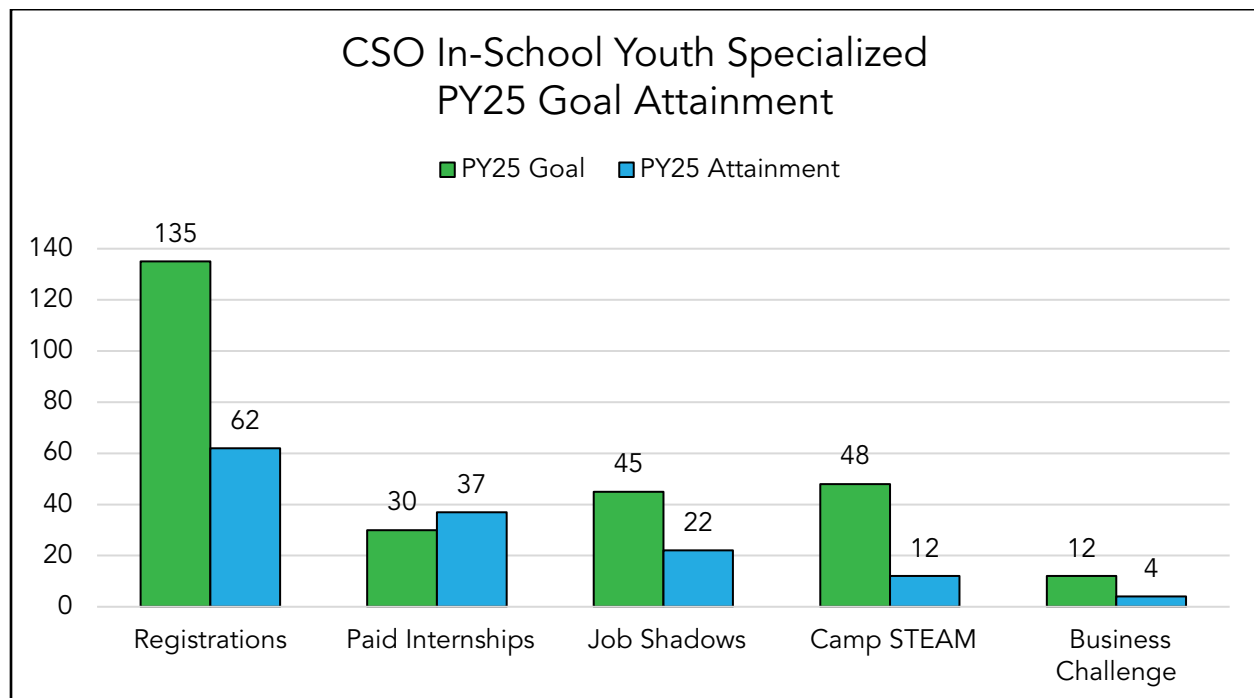
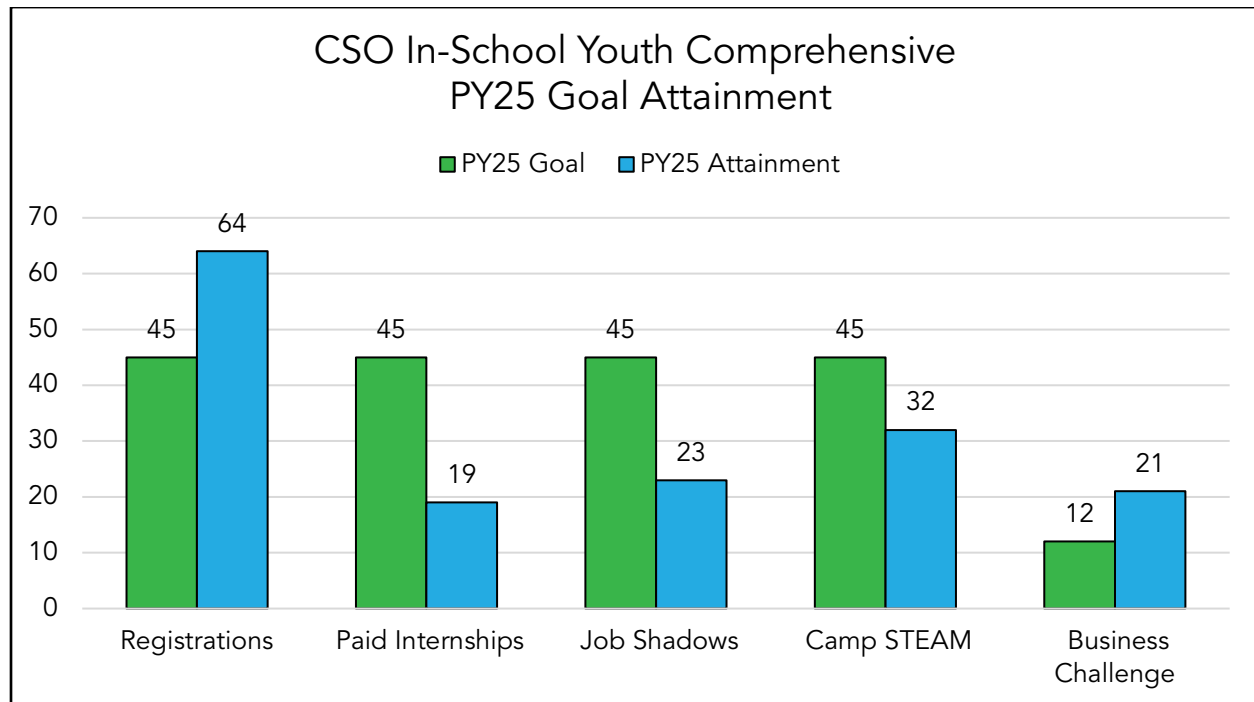
### Goal Attainment

PY25: July 1, 2025- April 30, 2026

Program Provider: CSO

| Program Element  | Program Year Goal | Program Year Attainment | % of goal reached |
|--|-------------------|-------------------------|-------------------|
| Comprehensive Registrations                              | 45                | 64                      | 142%              |
| Comprehensive Paid Work Experiences                      | 45                | 19                      | 42%               |
| Comprehensive Job Shadows                                | 45                | 23                      | 51%               |
| Comprehensive Camp STEAM                                 | 45                | 32                      | 71%               |
| Comprehensive Business Challenge                         | 12                | 21                      | 175%              |
| Specialized Registrations                                | 135               | 62                      | 46%               |
| Specialized Paid Work Experiences                        | 30                | 37                      | 123%              |
| Specialized Job Shadows                                  | 45                | 22                      | 49%               |
| Specialized Camp STEAM                                   | 48                | 12                      | 25%               |
| Specialized Business Challenge                           | 12                | 4                       | 33%               |
| School Districts Receiving Outreach Services (BEP Grant) | 16                | 19                      | 119%              |



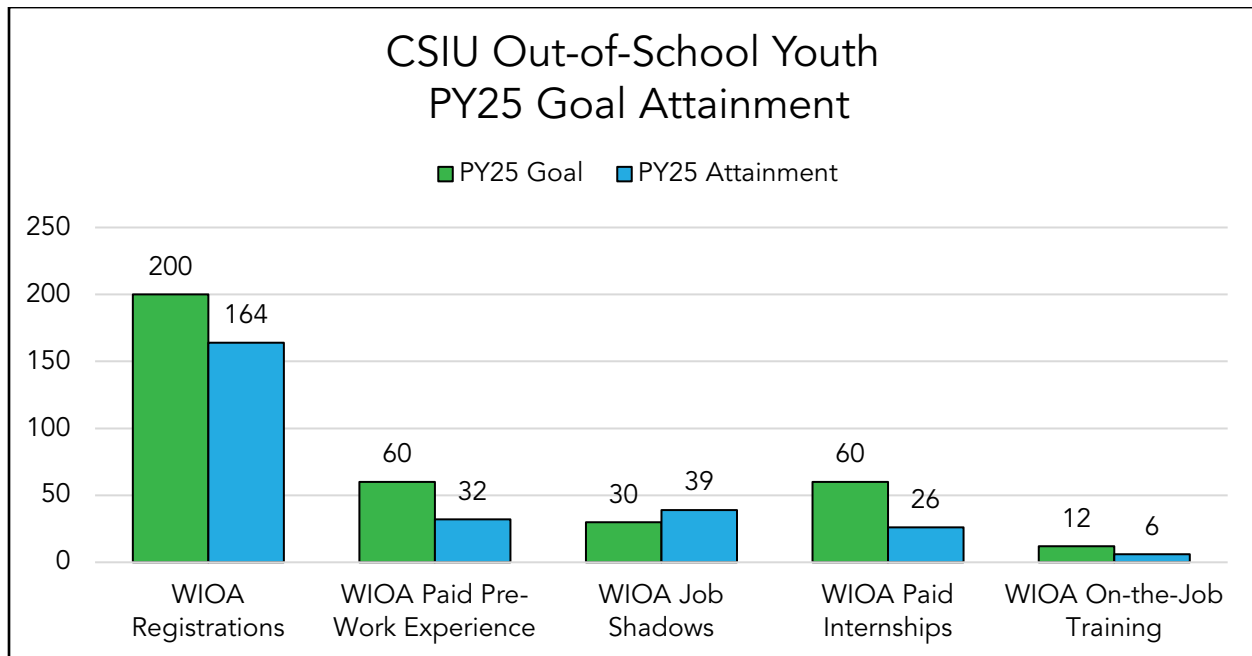


## YES to the Future Out-of-School Youth Program Goal Attainment

PY25: July 1, 2025- April 30, 2026

Program Provider: CSIU

| Program Element               | Program Year Goal | Program Year Attainment | % of goal reached |
|-------------------------------|-------------------|-------------------------|-------------------|
| WIOA Registrations            | 200               | 164                     | 82%               |
| WIOA Paid Pre-Work Experience | 60                | 32                      | 53%               |
| WIOA Job Shadows              | 30                | 39                      | 130%              |
| WIOA Paid Internships         | 60                | 26                      | 43%               |
| WIOA On-the-Job Training      | 12                | 6                       | 50%               |



## Local Elected Official Board Joint Meeting Action Items June 17, 2026

1. Motion to approve the minutes of the March 18, 2026 joint WDB/LEO Board meeting.

Motion:

Second:

2. Motion to approve Advance Central PA's Fiscal Year 2027 Operational Budget.

Motion:

Second:

3. Motion to approve Fiscal Year 2027 Central Region Budget and PA CareerLink® Operating Budgets.

Motion:

Second:

## Fiscal Year 2026 Competitive Funding Portfolio As of June 8, 2026

### GRANTS CARRIED OVER FROM FY25

| Program/Project Name & Funding Information   | Funding Available | Grant Objectives  |
|--|-------------------|---|
| <b>Apprenticeship Building America</b><br>PA Dept. of Labor & Industry<br>Apprenticeship & Training Office<br>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><br>PA Dept. of Labor & Industry<br>January 1, 2022 – June 30, 2024<br>(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><br>(PY24)<br>PA Dept. of Labor & Industry<br>September 1, 2024 – June 30, 2026<br>(Extended through December 31, 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<br/>(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><br/>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<br/>(Extended to June 30, 2027)</p>                        |  |  |
| <p><b>Industry Partnerships</b><br/>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<br/>(Extended to June 30, 2027)</p>                        |  |  |
| <p><b>School-To-Work</b><br/>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><br/>PA Broadband Development Authority<br/>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> | \$400,000   | 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<br>January 1, 2026 – June 30, 2028  |   |  |
| <b>Engage!</b><br><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 |
|--|-------------------|------------------|
| N/A  |                   |                  |

## GRANTS BEING EXPLORED

| Funding Source/Grant Name   | Funding to be Requested                                      | Grant Details  |
|---|--|--|
| <b>Business Education Partnership (PY26)</b><br><b>PA Dept. of Labor &amp; Industry</b><br>Applications due July 16, 2026                                 | 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><br>Appalachian Regional Commission<br>Applications due July 8, 2026 | \$775,000 (as part of larger grant to be submitted by DRIVE) | 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><br>PA Dept. of Community & Economic Development<br>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.  |

## GRANTS NOT FUNDED

| Program/Project Name & Funding Information                              | Funding Requested | Grant Objectives  |
|---|-------------------|---|
| <b>Industry Partnerships</b><br><b>PA Dept. of Labor &amp; Industry</b> | \$168,320         | Advance Central PA proposed to use funds to continue the MADE in Central PA Manufacturing Industry Partnership. |



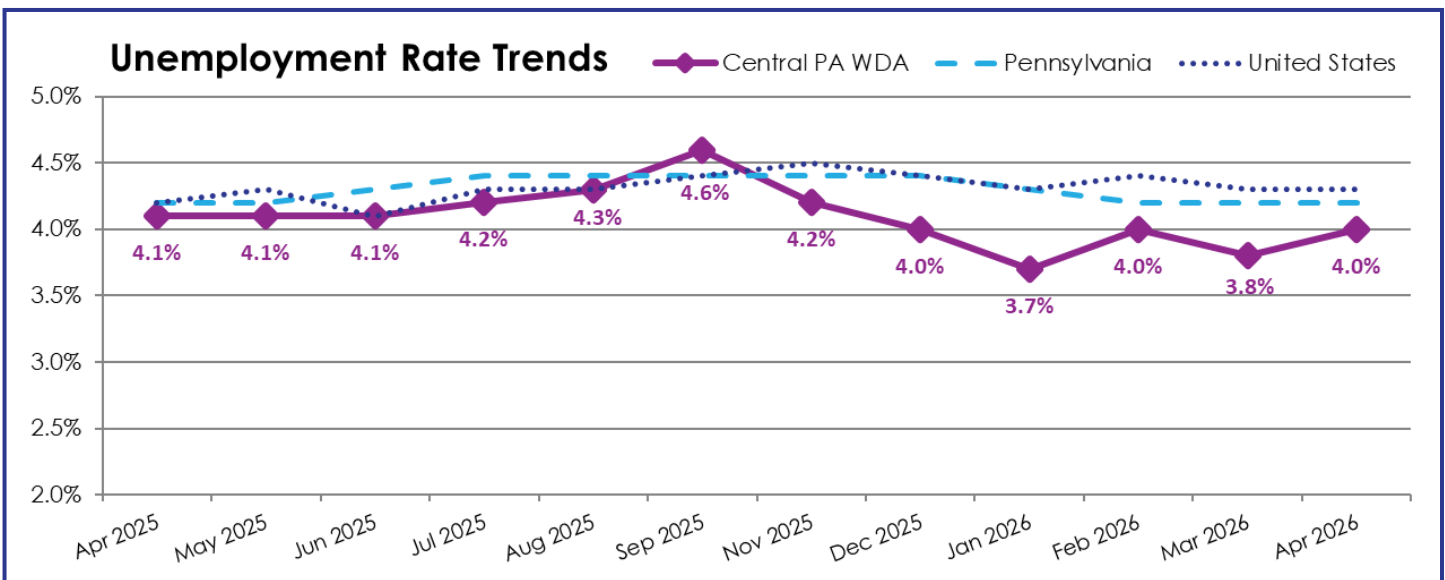
This report provides an overview of the labor market conditions in the Central Workforce Development Area (WDA), which includes Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, and Union Counties. In April 2026, the labor force expanded due to increases in the employed and unemployed populations, resulting in a modest increase in the unemployment rate over the month.

|                      |               |
|----------------------|---------------|
| Civilian Labor Force |               |
| <b>296,600</b>       |               |
| Monthly Change       | Annual Change |
| ↑ 2,200              | ↑ 6,900       |

|                     |               |
|---------------------|---------------|
| Employed Population |               |
| <b>284,600</b>      |               |
| Monthly Change      | Annual Change |
| ↑ 1,500             | ↑ 6,900       |

|                       |               |
|-----------------------|---------------|
| Unemployed Population |               |
| <b>12,000</b>         |               |
| Monthly Change        | Annual Change |
| ↑ 700                 | — 0           |

| Unemployment Rates    |             |                |               |
|-----------------------|-------------|----------------|---------------|
| Region                | April 2026  | Monthly Change | Annual Change |
| Centre County         | 3.2%        | ↔              | ↓             |
| Clinton County        | 4.5%        | ↑              | ↓             |
| Columbia County       | 4.9%        | ↑              | ↑             |
| Lycoming County       | 4.3%        | ↔              | ↓             |
| Mifflin County        | 3.6%        | ↑              | ↓             |
| Montour County        | 3.4%        | ↑              | ↓             |
| Northumberland County | 4.2%        | ↔              | ↓             |
| Snyder County         | 3.7%        | ↑              | ↓             |
| Union County          | 4.1%        | ↑              | ↑             |
| <b>Central WDA</b>    | <b>4.0%</b> | <b>↑</b>       | <b>↓</b>      |
| <b>Pennsylvania</b>   | <b>4.2%</b> | <b>↔</b>       | <b>↔</b>      |
| <b>United States</b>  | <b>4.3%</b> | <b>↔</b>       | <b>↑</b>      |



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

**April 2026 Preliminary Seasonally Adjusted Data** (Downloaded June 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.

This report provides a detailed overview of the labor market conditions for the nine counties that comprise the Central Workforce Development Area (WDA).

| Civilian Labor Force  |                |                |              |               |              |
|-----------------------|----------------|----------------|--------------|---------------|--------------|
| Region                | April 2026     | Monthly Change |              | Annual Change |              |
| Centre County         | 78,100         | ↑              | 300          | ↑             | 2,300        |
| Clinton County        | 17,500         | ↑              | 200          | ↑             | 200          |
| Columbia County       | 31,800         | ↑              | 300          | ↑             | 600          |
| Lycoming County       | 53,300         | ↑              | 200          | ↑             | 1,400        |
| Mifflin County        | 24,000         | ↑              | 200          | ↑             | 400          |
| Montour County        | 9,500          | ↑              | 100          | ↑             | 200          |
| Northumberland County | 53,300         | ↔              | 0            | ↑             | 1,100        |
| Snyder County         | 19,900         | ↑              | 100          | ↑             | 400          |
| Union County          | 18,000         | ↑              | 200          | ↑             | 500          |
| <b>Central WDA</b>    | <b>296,600</b> | <b>↑</b>       | <b>2,200</b> | <b>↑</b>      | <b>6,900</b> |
| Pennsylvania          | 6,607,000      | ↑              | 14,000       | ↑             | 83,000       |
| United States         | 169,995,000    | ↓              | -92,000      | ↓             | -1,059,000   |

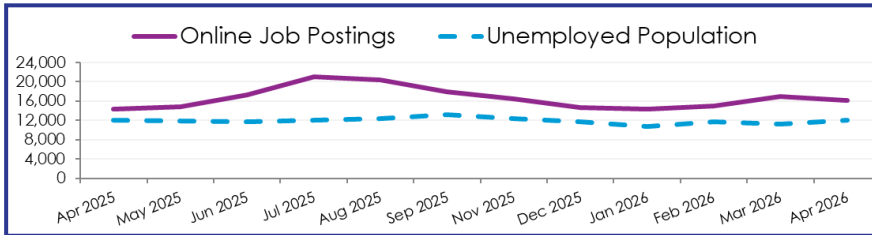
| Region                | Employed Population |                |                | Unemployed Population |                |               |
|-----------------------|---------------------|----------------|----------------|-----------------------|----------------|---------------|
|                       | April 2026          | Monthly Change | Annual Change  | April 2026            | Monthly Change | Annual Change |
| Centre County         | 75,600              | ↑ 300          | ↑ 2,300        | 2,500                 | ↔ 0            | ↔ 0           |
| Clinton County        | 16,700              | ↑ 100          | ↑ 200          | 800                   | ↑ 100          | ↔ 0           |
| Columbia County       | 30,200              | ↑ 200          | ↑ 500          | 1,600                 | ↑ 100          | ↑ 100         |
| Lycoming County       | 51,000              | ↑ 200          | ↑ 1,400        | 2,300                 | ↔ 0            | ↓ -100        |
| Mifflin County        | 23,100              | ↑ 100          | ↑ 400          | 900                   | ↑ 100          | ↔ 0           |
| Montour County        | 9,200               | ↑ 100          | ↑ 200          | 300                   | ↔ 0            | ↔ 0           |
| Northumberland County | 51,100              | ↑ 100          | ↑ 1,200        | 2,200                 | ↔ 0            | ↓ -200        |
| Snyder County         | 19,100              | ↔ 0            | ↑ 400          | 700                   | ↔ 0            | ↓ -100        |
| Union County          | 17,300              | ↑ 200          | ↑ 500          | 700                   | ↔ 0            | ↔ 0           |
| <b>Central WDA</b>    | <b>284,600</b>      | <b>↑ 1,500</b> | <b>↑ 6,900</b> | <b>12,000</b>         | <b>↑ 700</b>   | <b>↔ 0</b>    |
| Pennsylvania          | 6,332,000           | ↑ 15,000       | ↑ 80,000       | 276,000               | ↔ 0            | ↑ 4,000       |
| United States         | 162,622,000         | ↓ -226,000     | ↓ -1,276,000   | 7,373,000             | ↑ 134,000      | ↑ 218,000     |

**April 2026 Preliminary Seasonally Adjusted Data** (Downloaded June 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.



In April 2026, there were 12,000 unemployed jobseekers in the Central WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 4,190 postings would remain unfilled.



| Online Job Postings |               |
|---------------------|---------------|
| <b>16,190</b>       |               |
| Monthly Change      | Annual Change |
| ↓ -692              | ↑ 1,791       |

| Occupational Grouping                                      | Online Job Postings<br>April 2026 | Unemployed<br>March 2026 |
|--|-----------------------------------|--------------------------|
| Healthcare Practitioners and Technical Occupations         | 3,993                             | 276                      |
| Sales and Related Occupations                              | 1,340                             | 643                      |
| Management Occupations                                     | 1,229                             | 871                      |
| Transportation and Material Moving Occupations             | 1,158                             | 1,461                    |
| Healthcare Support Occupations                             | 1,144                             | 94                       |
| Office and Administrative Support Occupations              | 874                               | 1,114                    |
| Food Preparation and Serving Related Occupations           | 726                               | 679                      |
| Installation, Maintenance, and Repair Occupations          | 699                               | 550                      |
| Production Occupations                                     | 684                               | 1,227                    |
| Community and Social Service Occupations                   | 509                               | 138                      |
| Educational Instruction and Library Occupations            | 494                               | 126                      |
| Business and Financial Operations Occupations              | 475                               | 296                      |
| Construction and Extraction Occupations                    | 452                               | 2,563                    |
| Building and Grounds Cleaning and Maintenance Occupations  | 399                               | 975                      |
| Life, Physical, and Social Science Occupations             | 394                               | 118                      |
| Arts, Design, Entertainment, Sports, and Media Occupations | 343                               | 185                      |
| Architecture and Engineering Occupations                   | 332                               | 142                      |
| Computer and Mathematical Occupations                      | 299                               | 12                       |
| Unclassified Occupation                                    | 207                               | 0                        |
| Protective Service Occupations                             | 184                               | 181                      |
| Personal Care and Service Occupations                      | 170                               | 158                      |
| Farming, Fishing, and Forestry Occupations                 | 52                                | 154                      |
| Legal Occupations  | 25                                | 22                       |
| Military-only occupations                                  | 3                                 | 2                        |

Unemployed data provided by Lightcast; derived from Characteristics of the Insured Unemployed, Local Area Unemployment Statistics, and Lightcast databases; based on 12-month averages; unclassified indicates no previous work experience or unspecified.



### Top Occupations

Unique Job Postings - Advertised Wage

|   |       |          |
|---|-------|----------|
| Registered Nurses                                 | 1,087 | \$49.42  |
| Home Health and Personal Care Aides               | 533   | \$14.95  |
| Heavy and Tractor-Trailer Truck Drivers           | 465   | \$36.12  |
| Retail Salespersons                               | 459   | \$16.06  |
| First-Line Supervisors of Retail Sales Workers    | 322   | \$20.00  |
| Licensed Practical and Licensed Vocational Nurses | 306   | \$31.38  |
| Physicians, All Other                             | 278   | \$139.75 |
| Nursing Assistants                                | 263   | \$19.51  |
| Medical and Health Services Managers              | 259   | \$42.52  |
| Health Technologists and Technicians, All Other   | 204   | \$20.74  |

### Top Industries

Unique Job Postings

|  |       |
|--|-------|
| Health Care and Social Assistance  | 3,688 |
| Administrative and Support and Waste Management and Remediation Services | 2,201 |
| Educational Services   | 1,746 |
| Retail Trade   | 1,608 |
| Manufacturing  | 880   |
| Professional, Scientific, and Technical Services                         | 644   |
| Accommodation and Food Services  | 595   |
| Public Administration  | 550   |
| Transportation and Warehousing   | 350   |
| Construction   | 273   |

### Top Employers

Unique Job Postings

|   |     |
|---|-----|
| Pennsylvania State University           | 969 |
| Geisinger Health System                 | 954 |
| Commonwealth Of Pennsylvania            | 432 |
| University of Pittsburgh Medical Center | 334 |
| Soliant Health                          | 232 |
| Aerotek                                 | 231 |
| Wellspan Health                         | 212 |
| Geisinger Medical Center                | 183 |
| Spherion Staffing                       | 165 |
| Walmart                                 | 164 |

### Top Skills

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

### Top Qualifications

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

Source: Lightcast, 2026.2 • Updated: June 2026

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

| County                       |             |
|------------------------------|-------------|
| <b>Centre County</b>         | <b>3.2%</b> |
| Lancaster County             | 3.3%        |
| Chester County               | 3.4%        |
| <b>Montour County</b>        | <b>3.4%</b> |
| Adams County                 | 3.5%        |
| Cumberland County            | 3.5%        |
| <b>Mifflin County</b>        | <b>3.6%</b> |
| Montgomery County            | 3.6%        |
| Butler County                | 3.7%        |
| Franklin County              | 3.7%        |
| Lebanon County               | 3.7%        |
| <b>Snyder County</b>         | <b>3.7%</b> |
| Bucks County                 | 3.8%        |
| Perry County                 | 3.8%        |
| Allegheny County             | 4.0%        |
| Bedford County               | 4.0%        |
| Blair County                 | 4.0%        |
| Sullivan County              | 4.0%        |
| Westmoreland County          | 4.0%        |
| York County                  | 4.0%        |
| <b>Union County</b>          | <b>4.1%</b> |
| Washington County            | 4.1%        |
| Clearfield County            | 4.2%        |
| Crawford County              | 4.2%        |
| <b>Northumberland County</b> | <b>4.2%</b> |
| Wyoming County               | 4.2%        |
| Beaver County                | 4.3%        |
| Bradford County              | 4.3%        |
| Dauphin County               | 4.3%        |
| Delaware County              | 4.3%        |
| Juniata County               | 4.3%        |
| <b>Lycoming County</b>       | <b>4.3%</b> |
| Somerset County              | 4.3%        |
| Wayne County                 | 4.3%        |

| Workforce Development Area (WDA) |             |
|----------------------------------|-------------|
| Lancaster County WDA             | 3.3%        |
| Chester County WDA               | 3.4%        |
| Montgomery County WDA            | 3.6%        |
| Bucks County WDA                 | 3.8%        |
| South Central WDA                | 3.9%        |
| <b>Central WDA</b>               | <b>4.0%</b> |
| Three Rivers WDA                 | 4.0%        |
| Tri-County WDA                   | 4.1%        |
| Southwest Corner WDA             | 4.2%        |
| Delaware County WDA              | 4.3%        |
| Northwest WDA                    | 4.3%        |
| Westmoreland-Fayette WDA         | 4.3%        |
| Berks County WDA                 | 4.4%        |
| Northern Tier WDA                | 4.4%        |
| Southern Alleghenies WDA         | 4.4%        |
| Lehigh Valley WDA                | 4.5%        |
| North Central WDA                | 4.5%        |
| West Central WDA                 | 4.6%        |
| Lackawanna County WDA            | 4.7%        |
| Pocono Counties WDA              | 4.9%        |
| Luzerne-Schuylkill WDA           | 5.0%        |
| Philadelphia County WDA          | 5.3%        |

| For Comparison Purposes |      |
|-------------------------|------|
| Pennsylvania            | 4.2% |
| United States           | 4.3% |

Seasonally adjusted, preliminary data provided by the Center for Workforce Information and Analysis (CWIA), PA Department of Labor and Industry (June 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><br><i>Second Friday</i>    | <b>Executive Committee</b><br>10:00 a.m. to Noon   |
| <b>March 18</b><br><i>Third Wednesday</i>     | <b>LEO Board Meeting</b><br>9:00 a.m. to 9:30 a.m.<br><b>WDB/LEO Board Meeting</b><br>10:00 a.m. to Noon                   |
| <b>April 10</b><br><i>Second Friday</i>       | <b>Executive Committee</b><br>10:00 a.m. to Noon   |
| <b>May 8</b><br><i>Second Friday</i>          | <b>Executive Committee</b><br>10:00 a.m. to Noon   |
| <b>June 17</b><br><i>Third Wednesday</i>      | <b>Annual Meeting of the Members (LEO)</b><br>9:00 a.m. to 9:30 a.m.<br><b>WBD/LEO Board Meeting</b><br>10:00 a.m. to Noon |
| <b>August 14</b><br><i>Second Friday</i>      | <b>Executive Committee</b><br>10:00 a.m. to Noon   |
| <b>September 16</b><br><i>Third Wednesday</i> | <b>LEO Board Meeting</b><br>9:00 a.m. to 9:30 a.m.<br><b>WDB/LEO Board Meeting</b><br>10:00 a.m. to Noon                   |
| <b>October 9</b><br><i>Second Friday</i>      | <b>Executive Committee</b><br>10:00 a.m. to Noon   |
| <b>November 13</b><br><i>Second Friday</i>    | <b>Executive Committee</b><br>10:00 a.m. to Noon   |
| <b>December 16</b><br><i>Third Wednesday</i>  | <b>LEO Board Meeting</b><br>9:00 a.m. to 9:30 a.m.<br><b>WDB/LEO Board Meeting</b><br>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.*

**Jamie Aurand**  
*WeCare at sycamore*

**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*

**Todd Taylor**  
*Central PA Institute of Science &  
Technology*

**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  
Jamie Aurand  
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)

## Workforce Innovation and Opportunity Act (WIOA) Eligibility for Title I Job Seeker Programming

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As the local Workforce Development Board, Advance Central PA is responsible for competitively procuring and overseeing WIOA Title I services, including funds allocated for the Adult, Dislocated Worker, and Youth programs. Advance Central PA utilizes the Youth allocation to focus specifically on the targeted disconnected Out-of-School Youth (OSY) population described herein.

Eligibility criteria for each funding stream/program must be demonstrated in accordance with federal requirements, with supporting documentation saved in the case record. This brief is not all-inclusive.

### Adult Eligibility

Adult funds provide the most flexibility, therefore this funding stream is used to provide workforce services to individuals who do not meet Dislocated Worker or Youth eligibility.

#### Federal Requirements:

1. Social Security Number
2. Citizenship/Eligible to Work
3. Age 18 or older
4. Selective Service (if applicable)

#### Additional Advance Central PA Requirement:

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

### Adult Priority of Service (POS)

Veterans and their spouses are always the highest priority for service delivery. Additionally, WIOA requires that a minimum of 51% of eligible Adults must be from POS populations according to the following eligibility requirements.

#### Federal Requirements (one or more of the following):

1. Recipient of public assistance (SNAP, TANF, SSI, or other state/local public assistance)
2. Low income (one or more of the following)
  - a. Recipient of public assistance
  - b. Individual in a family with total income below the poverty line or 70% of the lower living standard income level
  - c. Homeless
  - d. Foster youth
  - e. A recipient of, or is eligible to receive, a free or reduced-price lunch
  - f. Individual with a disability with individual income below the poverty line or 70% of the lower living standard income level.
3. Basic Skills Deficient (adult unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the participant's family, or in society.)

#### Additional Advance Central PA Criteria:

- As allowed by statute, Advance Central PA has also defined discretionary Adult POS for the following groups:
  - Parent of a child who is eligible to receive a free or reduced-price lunch
  - Ex-offender
  - Age 55+ with income lower than the self-sufficiency standard
  - Individual with a disability with income lower than the self-sufficiency standard
  - Others with income below the self-sufficiency standard

## Dislocated Worker Eligibility

Dislocated Worker funds support individuals who have lost their jobs due to layoffs, economic shifts, or other dislocation events so they can re-enter the workforce.

### Federal Requirements:

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

## Out-of-School Youth (OSY) Eligibility

Out-of-School Youth funds are designed to assist young adults who face significant barriers in successfully transitioning to employment and/or education.

### Federal Requirements:

- Social Security Number
- Citizenship/Eligible to Work
- Age 16 - 24 (at the time of registration)
- Selective Service (if applicable)
- One or more of the following barriers:
  - School dropout
  - Within the age of compulsory school attendance, but has not attended for the most recent complete school year calendar quarter
  - Secondary school diploma or equivalent, low income, and Basic Skills Deficient (BSD) or English Language Learner
  - Offender
  - Homeless or runaway
  - Foster care or aged out of foster care, or eligible for assistance under section 477 of the Social Security Act, or out-of-home placement
  - 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

Advance Central PA definition of "requires additional assistance":

- Received or part of a family who received medical assistance, LIHEAP, or public housing/rent subsidy within the past 6 months; or
- Lacks a significant work history

## Eligibility for EARN Programming

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Advance Central PA has a contract with the PA Dept. of Human Services to procure and oversee specific employment and training programming with funding streams to serve TANF recipients and SNAP recipients. This brief provides a high-level overview; eligibility is simplified for brevity without comprehensive and exhaustive requirements and nuances shown.

### EARN Eligibility

Eligibility for EARN is completed by the County Assistance Offices (CAO). The CAO refers EARN participants as:

- TANF- Recipients of Temporary Assistance for Needy Families
- ETANF- Recipients of Extended Temporary Assistance for Needy Families (60 months or more)
- SNAP PEERs- Recipients of Supplemental Nutrition Assistance Program
- SNAP Volunteers- Recipients of benefits from the Supplemental Nutrition Assistance Program who volunteer for EARN and do not qualify for TANF or ETANF

#### Federal Requirements for TANF:

1. Social Security Number
2. US citizen or eligible non-citizen legally authorized to be in the US (and in the US at least 5 years)
3. PA resident
4. Low income according to Family Size Allowance
5. Live with and care for a child under the age of 18
6. Completion of Agreement of Mutual Responsibility with the CAO (a plan for what the individual agrees they will do so that cash assistance will not be needed: search for work, attend training, apply for social security)
7. Comply with all paternity and child support requirements
8. Work/training requirements are met as applicable

#### Federal Requirements for SNAP:

1. Social Security Number
2. US citizen or eligible non-citizen legally authorized to be in the US (and in the US at least 5 years)
3. PA resident
4. Comply with all paternity and child support requirements
5. Household income within federal SNAP income guideline limits
6. Work/training requirements are met as applicable

## Eligibility for TANF Youth Development Programming

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As the local Workforce Development Board, Advance Central PA is responsible for competitively procuring and overseeing TANF Youth Development-funded programs for Youth. TANF Youth Development includes an allocation that Advance Central PA chooses to use for secondary school students, In-School Youth (ISY).

Eligibility criteria must be demonstrated in accordance with state requirements, with supporting documentation saved in the case record. This brief is not all-inclusive.

### TANF Youth Development Eligibility

Aligned with WIOA Youth priorities, TANF Youth Development programming allows flexibility in meeting the workforce needs of more young people. In addition to the requirements for eligibility below, as a recipient of funds, Advance Central PA must focus on enrollment of Youth with barriers and report on those barriers and demographics accordingly.

#### State Requirements for TANF Youth Development:

1. Age 12-24
2. Social Security Number
3. Have proof of identity
4. U.S. citizen or eligible non-citizen
5. PA Resident
6. Have a personal monthly gross earned income that does not exceed 235% of the Federal Poverty Income Guidelines (\$3,065 for a household of 1)
7. Focus on Youth with barriers:
  - School dropout or identified as at risk of dropping out of school
  - Within the age of compulsory attendance, but has not attended for at least the most recent complete school year calendar quarter
  - Basic skills deficient
  - English language learner
  - Individual with a disability
  - Court-involved or at risk of involvement
  - Children of an incarcerated parent(s)
  - In foster care or aging out of foster care
  - Homeless or a runaway
  - Pregnant or parenting
  - A migrant
  - In need of additional assistance to enter or complete an educational program or to secure and hold employment

#### Additional Advance Central PA Target Populations:

- Behind one or more grade levels
- Eligible for free or reduced lunch
- Public Housing, Medical Assistance, or LIHEAP
- Basic Skills Deficient
- English Language Learner

## Income Guidelines and Resources

### Federal Poverty Income Level and 70% of the Lower Living Standard Income Level (LLSIL)

The Federal Poverty Income Level is an annual income calculation used by the U.S. Department of Health & Human Services to determine eligibility for a variety of federal programs.

LLSIL is a threshold representing 70% of the income needed to meet basic living standards. LLSIL Guidelines are calculated by the US Dept. of Labor for the purpose of determining eligibility for WIOA programs as well as the Work Opportunity Tax Credit. WIOA defines the term “low- income individual” as one whose total family annual income does not exceed the higher level of the poverty line or 70 percent of the LLSIL.

#### Federal Poverty Income Level – Revised 1/13/2026

| Size of Family Unit | Poverty Guideline |
|---------------------|-------------------|
| 1                   | \$15,960          |
| 2                   | \$21,640          |
| 3                   | \$27,320          |
| 4                   | \$33,000          |
| 5                   | \$38,680          |
| 6                   | \$44,360          |

#### 70% of the Lower Living Standard Income Level (LLSIL) – Revised 4/22/2026

| Family Size | Metropolitan Area | Non-Metropolitan Area |
|-------------|-------------------|-----------------------|
| 1           | \$14,486          | \$14,056              |
| 2           | \$23,740          | \$23,040              |
| 3           | \$32,582          | \$31,630              |
| 4           | \$40,222          | \$39,038              |
| 5           | \$47,470          | \$46,074              |
| 6           | \$55,510          | \$53,873              |

### Self-Sufficiency Standard (SSS) – Revised 2024

The SSS determines the amount of income required for working families to meet basic needs at a minimally adequate level, taking into account family composition, ages of children, and geographic differences in costs. It is calculated by the Centre for Women’s Welfare, University of Washington. This measure is highly detailed and requires input of county and specific family information.

#### Examples of the SSS

| County of Residence | # of Adults 18+ | # Infants (0-2) | # of Pre-schoolers (3-5) | # of Schoolagers (6-12) | # of Teenagers (13-17) | Annual Combined Wage of Adult(s) to meet SSS |
|---------------------|-----------------|-----------------|--------------------------|-------------------------|------------------------|--|
| Clinton             | 1               | 0               | 1                        | 1                       | 0                      | \$61,768                                     |
| Lycoming            | 1               | 0               | 1                        | 1                       | 0                      | \$66,317                                     |
| Union               | 1               | 0               | 1                        | 1                       | 0                      | \$71,827                                     |

## TANF Family Size Allowance (FSA) Income Guidelines

TANF eligibility follows the Family Size Allowance (FSA), which went into effect January 1, 1990. Different Counties have different income limits. The budget group is not eligible for Cash Assistance for a calendar month if the net countable income equals or is greater than the budget group's FSA.

| Number of Persons in Budget Group | Maximum Gross Monthly Income: Centre, Columbia, Lycoming, Montour, Union | Maximum Gross Monthly Income: Clinton, Mifflin, Snyder | Maximum Gross Monthly Income: Northumberland |
|-----------------------------------|--|--|--|
| 1                                 | \$205  | \$195  | \$174  |
| 2                                 | \$316  | \$305  | \$279  |
| 3                                 | \$403  | \$393  | \$365  |
| 4                                 | \$497  | \$479  | \$454  |
| 5                                 | \$589  | \$569  | \$543  |
| 6                                 | \$670  | \$647  | \$614  |

## SNAP Income Guidelines

SNAP income guidelines vary based on family composition, whether the household includes only cash assistance/SSI recipients or not, and other regulatory policies. Income limits are determined by the CAO, with maximum gross income equal to either 200% or 130% of the Federal Poverty Income Guideline.

| Household Size | Maximum Gross Monthly Income 200% of FPIG | Maximum Gross Monthly Income 130% of FPIG |
|----------------|---|---|
| 1              | \$2,610                                   | \$1,696                                   |
| 2              | \$3,526                                   | \$2,292                                   |
| 3              | \$4,442                                   | \$2,888                                   |
| 4              | \$5,360                                   | \$3,483                                   |
| 5              | \$6,276                                   | \$4,079                                   |
| 6              | \$7,192                                   | \$4,675                                   |

## TANF Youth Development Income Guidelines (235% of Federal Poverty Income Guideline)

| Household Size | Maximum Gross Monthly Income | Maximum Gross Annual Income |
|----------------|------------------------------|-----------------------------|
| 1              | \$3,065                      | \$36,778                    |