MEETING AGENDA

I. Call to Order

II. Welcome and Introductions

III. Public Comment on Chester County WDB Meeting Agenda Items

IV. Review and Approve Meeting Minutes from the April 26, 2022, Meeting

V. Action Items, Discussion and Update Topics:
   1. Workforce Development Updates:
      - WIOA Regional and Local Plans – Board Approval
      - PY2023 Allocations and Budget, Presentation- Board Approval
      - One Stop Operator Contract- Update, next steps
      - 2023 WDB Bylaws and Membership Process
      - High Priority Occupations: Update

   2. PA CareerLink® Updates:

   3. Committee Touch Points:

VI. General Updates, Announcements and Member Comments

VII. Public Comments on Workforce Development Topics

VIII. Adjourn

2023 Chester County Workforce Development Board Meetings at 8:30 am - location either Zoom or at the PA CareerLink Chester County, 479 Thomas Jones Way, Exton, PA February 22nd, April 26th (to be held at United Way of Chester County), June 28th, August 23rd (virtual meeting), October 25th, December 13th
Minutes
I. Call to Order
The meeting was called to order by Chair Maria O’Connell at 8:37 AM. Vice-Chair Erik Gudmundson reminded everyone of participation and rules of engagement, including conflict of interest.

II. Welcome and Introductions
- Maria welcomed everyone in attendance and led the Pledge of Allegiance.

III. Review and Approve Meeting Minutes from the February 22, 2023, Board Meeting
- Stephanie Smith completed a roll call. All members in attendance at the February meeting approved the February 2023 meeting minutes as written.

IV. Public Comment on Agenda - None

V. Action Items, Discussion and Updates
1. Workforce Development Updates
   a. 2023 WDB Membership (Amanda Sundquist)
      i. Amanda shared that the Board needs to have 50% membership in the business/private sector. There are two openings coming up and the vacancies need to be filled from small or large business. Current Workforce Board members are encouraged to nominate candidates. The candidate needs to be someone who has hiring authority and policy creation for their company. Board members who are nominating candidates can submit the recommendation to either Maria O’Connell or Jeannette Roman.
b. **Conflict of Interest & Statement of Financial Interest Forms-Jeannette Roman**  
   i. Still waiting on forms from Board Members. Forms are due by May 1st. Two options: complete out electronically to the state and forward the copy to Jeannette or it can be filled out manually and sent to Jeannette.  
   ii. Amanda added that the Conflict of Interest and Statement of Financial Interest forms are an obligation of state requirements as well as a Workforce Development Board auditing requirement.

c. **WIOA Regional and Local Plans (Jeannette Roman)**  
   i. Our local area is working thru the feedback from Labor and Industry. The Regional and Local Plan have been accepted with revisions. Montgomery County Local Workforce Development Board is submitting the whole regional plan and waiting for other counties to get their confirmation of Local Plan acceptance. Once the other counties have received acceptance confirmation, then the 30-day regional plan public comment will begin on the Montgomery County Workforce Development Board website.

d. **High Priority Occupations (HPOs) (Stephanie Smith)**  
   i. The Center for Workforce and Information Analysis (CWIA) ultimately decides what occupations are considered HPO for all local workforce development areas in Pennsylvania.  
   ii. There is pre-set criteria for addition or removal of a High Priority Occupation. Annually, each local area can petition CWIA to have occupations added to HPO list for 1 to 3 years.  
   iii. The Southeast PA region will apply a regional approach to drafting petitions again this year. Monday May 8th is the first strategy session.  
   iv. The HPO list is for the entire state, but it is also divided out by each county. Workforce Development Board staff will send out the finalized list to all Board members by email following approval in late July/August.

e. **Upcoming/Current Grant Opportunities (Jeannette Roman)**  
   i. Our local area was awarded $2.1 Million dollars for Near Completers II (locally referred to as Project RECONNECT). We are waiting for the State to release a public statement outlining the details of the grant we applied for in support and partnership of Chester, Berks, and Montgomery Counties. Patti VanCleave and the Chester County Economic Development Council was identified as the sub-contractor for this year-long program (June 1st, 2023 – June 30, 2024).  
   ii. Our local area has submitted a grant application for the Pathway Home 4 grant. The grant amount is approximately $1.4 million and Chester County Intermediate Unit would be the sub-contractor delivering programming with CCWDB as the Fiscal Agent.

f. **PA CareerLink Updates (Butch Urban)**  
   i. Digital Intake: $15,290 will be awarded to address the Digital Intake form process. The third phase roll out will occur in September 2023. The PA CareerLink will purchase 8 IPADS, standing kiosks and lock in cabinets with the grant money.
ii. New program year July 1st – presented a draft budget which has been approved with $579,963 (10% increase from last year). Funds have been targeted for security services, new programming and for Unemployment Compensation Connect.

iii. The current PA CareerLink Memorandum of Understanding expires on June 30th, 2023. The new Memorandum of Understanding will begin on July 1, 2023, and will be a 3-year agreement. There are 60 days to review the draft of the new MOU and it needs to be finalized to submit to the state by 06/02/2023.

iv. West Chester University Job Fair took place on April 4th, 2023
   o 96 employers were in attendance
   o 250 job seekers were in attendance and the breakdown is:
     ▪ 94 community attendees
     ▪ 121 student attendees
     ▪ Surveys have been sent out to attendees for feedback

v. Webpage – business services page is being redesigned to make it more relatable (it is currently in the planning phase)

vi. Butch asked for 5 to 6 WDB business members to be a part of the focus group to improve the website.
   • Joyce Chester asked if consumers could also be added to the focus group. “Yes”

g. Workforce Summit (Maria O’Connell)
   i. Maria shared that there is an upcoming Solving the Workforce Crisis Together Workforce Summit sponsored by the Chester County Economic Development Council on Tuesday, May 23, 2023, from 7:30am to noon.
   ii. The initiative is a collaboration between the CCEDC and CCWDB. This will be an opportunity to bring together employers from the regional area to learn more about the impact of the current Workforce Crisis and to collaboratively develop innovative solutions.

VI. Committee Touchpoints
1. WDB Sub-Committees
   a. Marketing Committee (Erik Gudmundson)
      i. Erik shared the Kennett Library is currently building a new space. The space is going to be available for community agencies to use. Chris Manna, Executive Director of the Kennett Library has a background in Workforce Development.
      ii. Erik and Chris will be coordinating a tour soon to check out the new space. Any interested individuals please email Eric Gudmundson (egudmundson@pegtec.com)
   b. Addressing Barriers (Joyce Chester)
      i. The most recent was held on February 22, 2023 via Zoom. All WDB members are encouraged to attend. Meetings are at 3PM.
ii. The topic of the meeting centered on elder housing and the struggle that aging population has when it comes to meeting their own basic needs.

iii. Pat Bokovitz spoke about the Rover Community transition: Now a County department. Community Transit will administer rides for medical services, IDD, and aging services beginning in April 2023
   • They are currently looking for drivers (28 total) with payment being $20/hr.

iv. Brandywine Aging (Bill Pierce)
   • Bill shared that Brandywine Aging is struggling to find housing for their elderly clients
   • Affordable Housing and Senior Affordable Housing are very different, and the Senior housing is a lot longer with the idea of the clients being “they are waiting for the person to die so they can have housing.”
   • One of the many struggles they are facing is gentrification and seniors not being able to maintain housing due to inflation because they are on a fixed SSI (Social Security Income), SSD(Social Security Disability) or pension income.

v. Director of Department of Aging (Sandy Murphy)
   • The struggle that the Department of Aging is also seeing is that elderly individuals do not have enough money to live due to inflation.
   • Crypto currency was also a big topic with the younger elderly because they invest in it.
   • Sandy Murphy shared that the elderly are susceptible to scamming and provided tips on how to avoid interacting with scammers. Sandy stated that one way to avoid scammers is not to answer a scamming call and if the person does answer and becomes involved in sending money to a scammer, they can file a police report and involve their banking institution to assist with funds recovery if possible.
   • Scamming and Fraud are two different things. Scamming is defined as when an individual willingly gives money to someone when asked and fraud is defined as occurring without your knowledge.

c. Council for the Workforce of Tomorrow (Patti VanCleave)
   i. The spotlight agency at the previous meeting on March 15th was Kim Dickinson from Chester County Futures. This agency provides comprehensive academic support, scholarships and education in Oxford, Phoenixville, Coatesville, and Kennett Square School Districts for economically disadvantaged youth.
   • Kim Dickinson shared that Chester County Futures is currently experiencing recruitment issues as well as transportation issues to get the students who reside in Oxford and Phoenixville to the Coatesville program.

   ii. The annual Girls Exploring Tomorrows Technology event will be held at the Greater Philadelphia Oaks Expo Center on October 28, 2023.

   iii. Patti also confirmed general updates for WIOA & TANF Youth providers.
VII. General Updates, Announcements and Member Comments
1. Maria O’Connell shared that going forward there will be more budget discussions on a quarterly basis.
2. Michael Reese shared that the Fiscal Committee met in February 2023 and there will be a Fiscal End Update at the June 2023 Workforce Development Board meeting.
3. Joyce Chester shared that OIC wrote an additional grant and submitted it to the Keystone Re-Entry Project and Chester County OIC in collaboration with four other OIC’s in Pennsylvania were recently awarded $8 million dollars.
4. Shanae Stallworth shared the Office of Vocational Rehabilitation is currently taking referrals and looking for providers who can provide re-entry support including job coaching and supportive employment. Shanae asked anyone who is aware of providers can reach out to her directly at stallwort@pa.gov
5. Maria O’Connell, on behalf of Chris Saello from the United Way of Chester County (unable to attend) shared the new ALICE report is available and posted on their website: www.unitedwaychestercounty.org
6. Patti VanCleave shared additional detail on Project RECONNECT. The grant is designed to support people who have nearly completed their post-secondary education but had to separate from their education institution in the last two years and before they completed their program. Targeting those pursuing healthcare occupations but not limiting the support – available for all who meet the criteria. The grant will assist with paying outstanding tuition balances and supportive services that could include childcare or transportation costs. The individual must be a resident of Pennsylvania and have 1 year or less to complete the remainder of their coursework. CCEDC is hiring 2 Project Navigators and 2 Project Coordinators. More to come – check in for updates on the CCEDC web site.

VIII. Public Comments on Workforce Development Topics
1. Stephanie Smith, Workforce Manager, asked CCWDB to formally welcome back Lila Singleton. Lila joins the Team as a Workforce Coordinator and joined the team on April 17, 2023. Lila will be providing technical assistance and oversight for the WIOA Title 1 Adult/DW programs and general WIOA/CCWDB funded programming at the PA CareerLink.
2. Jim Lauckner, consultant to CCEDC, shared Hire One had a networking event for job seekers and employers on 04/25/2023. Jim shared that 57 job seekers registered and that 42 job seekers attended the event. There were also 20 employers from 15 different companies in attendance.

X. Meeting Adjourn
Patti VanCleave motioned to adjourn the meeting at 9:43AM. Jennifer Duff provided the second. The remaining meetings are as scheduled: June 28th at PACL Chester County, August 23rd (Virtual), October 25th and December 13th at PACL Chester County.
Fiscal Committee
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**PY 2023 WIOA TITLE I FORMULA ALLOCATIONS:**

**COMMONWEALTH OF PENNSYLVANIA**

**TEGL 15-22**

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FILE: PY23 WIOA - TEGL 15-22

5/11/2023
PA CareerLink
Operators/
Partners
Good Morning,

Please see the email communication below and let me know if you have any questions.

PA CareerLink® Digital Intake Form
We are thrilled to announce the start of the statewide implementation of the new PA CareerLink® Digital Intake Form. The PA CareerLink® Digital Intake Form is an online, web-based tool that job seekers will use to provide information relevant to their visit to a PA CareerLink® office. This will be implemented in all PA CareerLink® offices to gather a snapshot of job seeker demographics and barriers, and to standardize the intake process to promote that all job seekers are provided a valuable, high-quality experience regardless of the attended office.

Please review this entire communication for important information on the roll out phases of the PA CareerLink® Digital Intake Form, including activities to be completed for each phase and important dates.

### Implementation Phases

The following outlines the phases for the statewide implementation of the digital intake form across all PA CareerLink® offices. Please locate your Local Workforce Development Board (LWDB) below to determine the expected implementation start date and the tentative go-live date of the digital intake form. Dates are subject to change.

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<th>Phase 3</th>
<th>Phase 4</th>
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<td>LWDBs: Delaware County, Lackawanna County, Lancaster County, Montgomery County, Northern Tier, Southern Alleghenies, Westmoreland/Fayette, and Tri-County</td>
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### What to Expect During Implementation
communications to provide important information to ensure a smooth and comfortable transition to the PA CareerLink® Digital Intake Form.

- **Staff and Job Seeker Facing Communication Toolkit** with ready-made templates to grow excitement and knowledge on the digital intake form, such as Coming Soon posters, a job seeker informational brochure, and communications (email and social media post).

- **Readiness Calls and Materials** to prepare for the transition to the digital intake form.

- **Virtual Trainings** to cover job seeker support, operations readiness, and system screens of the digital intake form, CWDS, and PA CareerLink®.

- **Post Implementation Support** to assist each phase after go-live and provide opportunities to ask questions and offer feedback.

## Next Steps

**Phase 2 LWDBs:** Please be on the lookout for forthcoming communications for details on the digital intake form implementation, as well as invites to Readiness Calls and Virtual Trainings.

**Phase 3-5 LWDBs:** We’ll be in touch as your implementation start date draws nearer to provide similar details on the implementation, with calendar invites to Readiness Calls and Trainings.

We look forward to working with each and every one of you during the implementation of the new PA CareerLink® Digital Intake Form. If you should have any questions, please reach out to your Assistant Regional Director (ARD).

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Thank you and have a great day!

Mb

Stay Safe and Well!
Marybeth Ferguson Williams| Assistant Regional Director – Southeast-Poconos
Bureau of Workforce Partnership and Operations (BWPO)
Pennsylvania Department of Labor & Industry
479 Thomas Jones Way Suite 500| Exton PA 19341
Phone: 484.401.2881 |Fax: 610.280.1013
marybwilli@pa.gov
Council for the Workforce of Tomorrow
Council for the Workforce for Tomorrow Meeting Minutes
Date of Meeting: May 31, 2023
Time of Meeting: 9:00am to 11:00am
Location of Meeting: Zoom call

Meeting of 05/31/2023
Attendance: Andrea Vaughn, (Chair), Patti Van Cleave (Co-Chair), Matt Howard, Jim Albright, Lindsay Foster, Cindy Scott, Rick Roberts, Aaron Smith, Herky Feroz, Alex Henry, Grace Hardy, Stephanie Smith, Lucia Spargo, Lila Singleton, Tracey Dougherty, Rajan Jones (YMWIC Alumni), Dulce Juarez (YMWIC Alumni), Janis Bady (YMWIC staff), Tyzhana Raison (YMWIC Alumni), Karen Aguilar (YMWIC Alumni, and Brooklyn Green (YMWIC Alumni)

Call to Order and Meeting Minutes

A. The meeting was called to order at 9:10 am by Andrea Vaughn, Chair

B. Minutes of the March 2023 meeting were approved. There was a correction added that the CCEDF event GETT was spelled incorrectly. It was listed in the minutes as GET. In addition, the event should be listed as occurring at the Oaks Convention Center. Also, it should be noted that the Garage was not available at the last meeting to be on the call instead of being listed as did not report out.

C. Motion to approve minutes with the correction was made by Jim Albright and Linwood Smith seconded the motion.

II. WDD (Workforce Development Department)/WDB updates:

1) Tracey Dougherty shared that the Workforce Team has been diligently preparing the PY 2023-2024 provider contracts for WIOA and TANF funded providers. The team has completed reviewing and revising the Project A Program Descriptions and also reviewing the Project B Program Budgets. The current providers are being funded at the same level as PY 2022. It is noted that towards the end of this year there will be a timeline released with more information regarding the Request for
Proposals process. The Request for Proposals next steps will occur in March 2024 with a Bidders Conference. More details will be shared when finalized.

2) The Workforce Team is also currently working on the PY 2022 - 2023 Year End procedure focusing on budget spenddown and end of year program monitoring.

III. Agency Spotlight Presentation-YMWIC Alumni Panel

1) YMWIC Executive Director Rick Roberts invited 5 YMWIC program Alumni to speak at this month’s meeting. In attendance were Rajan Jones, Dulce Juarez, Karen Aguilar, Brooklyn Green, and Tyzhana Raison. Each Alumni shared about their life experiences and the powerful impact that the YMWIC STEM program has had for them. The main themes that came out of the discussion were that the participants gained self-confidence and self-respect, learned how to get out of their comfort zone, to network and develop interpersonal relationships in the work environment, to navigate post-secondary college or other educational options, learned effective time management skills, and leadership skills.

2) The participants were invited to join the Council for the Workforce for Tomorrow and Tracey shared with the Council members that if any Young Adult Youth wanted to join the CWT as members that they are more than welcome.

IV. Provider Updates

1) EDSI staff Alex Henry shared that the youth program is close to their enrollment goal of 50 youth for the 2022-2023 program year. The staff is looking to keep up the enrollment momentum through bi-lingual outreach and youth paid work experience. Alex also stated that there are 27 youth engaged in obtaining High School Diplomas, GED, or an Individual Training account for occupational training. Herky Feroz shared that next year’s goals will include mental health services for youth.
2) Trellis for Tomorrow staff Grace Hardy shared that the SEED program is continuing to recruit participants for the spring and summer programs. The SEED program currently has 70 participants and Trellis has a target to recruit and total of 80 participants and the staff has mostly fulfilled that goal. Grace shared that there is a SEED orientation on June 3rd. The GROW leadership program has 13 candidates, and the focus is to get everyone matched to host sites for paid work experience.

3) The Garage Community and Youth staff Aaron Smith shared that 6 Garage participants graduated from the Technical College High School Pennocks Bridge Campus and that the Garage program is wrapping up services for the current school year. He also shared that in the Career Compass program there are 14 students and staff is finalizing plans for job experience roles for these participants. Also the Garage has hired a new employee as camp supervisor and this person is a Garage Program Alumni. Aaron also shared that some program alumni currently serve on the Garage Board of Directors.

4) Young Men and Women in Charge Executive Director Rick Roberts shared that YMWIC had their Gala event last week and 350 people were in attendance. YMWIC also had an Alumni Retreat and included professionals from various occupations speak and this included Human Resource professionals who spoke about Healthcare, 401K, and how to advance career wise in your company. In addition, Rick shared that Janis Bady has recently been promoted to staff manager at YMWIC.

5) The Chester County Economic Development Council’s Vice President Workforce Development Patti Van Cleave shared that the CCEDF is the project lead on a $2 million grant called the Near Completers Grant (Project Reconnect). This is a joint grant collaboration between Chester, Montgomery and Berks Counties Workforce Development Boards. The Near Completers grant supports individuals who are a resident of Pennsylvania who have not yet received a Certification or College Degree. The requirements to receive the funding is that the individual must have:

- Withdrawn from school within the last 2 years.
- Have a GPA of 2.0 or higher
• Have 1 year or less to complete coursework.
• Grant begins June 1st, 2023, and ends 06/30/2024. All coursework must be completed in this time frame.
• Priority given to individuals who reside in Chester, Berks or Montgomery Counties.
• Priority given to those individuals who are interested in healthcare occupations but grant is not limited to healthcare occupations.
• Grant provides funds to address barriers to success and will assist in paying for childcare, transportation to and from school, parent care, and outstanding tuition balance.
• Participants who receive funding will also be assigned a Success Navigator, career development services from the PA CareerLink and access to job seeking services and coaching from Hire One.

V. Announcements and Information from Committee Members

a. Andrea Vaughn shared that the CCIU needs instructors for 2 of their summer programs: 1) Automobile Technology services-needs an instructor for a 3-week program and 2) Electronic/Robotics Instructor for a 4- week program.

VII. The meeting was adjourned at 10:24 am

• Motion to Adjourn Patti Van Cleave, Second Motion to Adjourn was not recorded by Tracey Dougherty, Workforce Coordinator.

VIII. Next CWT meeting- will be a zoom meeting on Wednesday July 19th, 2023. A reminder will be sent to your email about a week before the meeting. Please remember to reply as soon as you receive the reminder whether you will be attending or not.

The next WDB meeting is on June 28th, 2023, at 8:30am at the PA CareerLink/Financial Stability Center located at 479 Thomas Jones Way Suite 500, Exton PA 19341.
Program Reports
Title I Contractor Report: PY 2022-2023

May 2023

Enrollments in May: 9 (One of the participants was enrolled in both the Adult and DW program)
Total Enrollments as of 5/31: 94

**Adult:**

Adult May Enrollments: 2
Adult Employment Exits: 0
Adult Employment Placements: 0
Adult Credential Attainment Rate: 35%
Adult Measurable Skills Gains: 70%
Adult Hourly Rate of Employment: N/A

**Dislocated Worker:**

Dislocated Worker April Enrollments: 6
Dislocated Worker Employment Exits: 0
Dislocated Worker Employment Placements: 0
Dislocated Worker Credential Attainment Rate: 38%
Dislocated Worker Measurable Skills Gains: 74%
Dislocated Worker Average Hourly Rate of Employment: N/A

Total Number of Carryovers: 132
Number of Dually Enrolled Participants: 1 (Adult and DW)
Number of Co-enrollments: 0
Number of Referrals to the UWFSC: 4 (Open Hearth and Wings for Success)
Number of Staff Assisted Job Seekers enrolled this program year: 40

Number of ITA Participants Trained in May: 4

Number of OJT Participants Trained: 0

Number of Customers in Follow-Up Services: 60

Number of Workshops Facilitated: 30

**Narrative Adult/DW:**

During the month of May, we enrolled 9 participants in the WIOA program. 1 participant was enrolled as both an Adult and a Dislocated Worker. We have 2 Adult enrollments and 6 Dislocated Worker enrollments. This was the first month with a full Business Services Team, so we are starting to ramp up our Staff Assisted Job Search program again. We did not have any employment exits this month, but we expect to have more in the coming months. Our Measurable Skills Gain and Credential Rates remained relatively the same. Our team has been actively reaching out to our training providers to get missing progress reports and completion of training certificates. We had 4 participants successfully complete training this month and each of those participants received an MSG and credential. We made 4 referrals to the UWFSC, 1 to Wings for Success and 3 to Open Hearth. Our new workshop facilitator started this month, Madison Ryker, and she will be updating and improving all our workshops. We facilitated 30 workshops this month and had 2 workshops that no participants attended. These 2 unattended workshops were Successful Networking and Job Search Strategies for Veterans.

Two of our career advisors presented to WIC staff last week in an effort to bring in some Adult enrollments. We also collaborated with Full Circle to do a workshop on ‘Remote work: tips and technology’ and promoted the Microsoft office training to potential participants interested in remote jobs. We had 25 people fill out our program interest form from the flyer. We are completing outreach to those participants this week. We will also be doing the State training for CWDS in July.

Our outreach coordinator will be joining us soon on Jun 20, 2023. Since he is bilingual, we plan on expanding our outreach further to Spanish speaking communities in Chester County.

**Business Services:**

<table>
<thead>
<tr>
<th>Numbers of Employers Contacted</th>
<th>22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult/DW</td>
<td>22</td>
</tr>
<tr>
<td>Youth</td>
<td>10</td>
</tr>
</tbody>
</table>
We hosted one medium-sized recruitment event and had 37 job seekers in attendance. Employers were pleased with attendance and would like to attend future hiring events. CDS Analytical is interested in one candidate who is a participant in the program. TruMark Financial is interested in two candidates and is interviewing them next week. After meeting with employers, they are interested in attending multi-employer events and individual recruitment events. With acquiring a full staff, we will begin to attend networking events after hours and opening ceremonies to promote our services in the community.

June participation will be at the Veterans Resource Fair, AgConnect On-the-Farm Training, Kennett Square Library inaugural event.
## Chester County Workforce Development Board
### Contractor Report
#### 2022-2023

**Provider:** EDSI  
**Contracted Program:** Career Corps  
**Contract/Amendment Amount:**  
**Contract Term:** 7/2022 - 7/2023

### WIOA Youth

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Goal</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>PY 22 Total</th>
<th>Rate</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Placement</td>
<td>Baseline</td>
<td>7</td>
<td>10</td>
<td>11</td>
<td>14</td>
<td>14</td>
<td>20</td>
<td>21</td>
<td>22</td>
<td>27</td>
<td>36</td>
<td>193</td>
<td></td>
<td></td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>Youth Employment (Second Quarter after Exit)</td>
<td>62%</td>
<td>57%</td>
<td>57%</td>
<td>N/A</td>
<td>N/A</td>
<td>67%</td>
<td>N/A</td>
<td>50%</td>
<td>N/A</td>
<td>58%</td>
<td>Ongoing</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Youth Enrolled in Education / Training</td>
<td>Baseline</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>7</td>
<td>7</td>
<td>11</td>
<td>11</td>
<td>12</td>
<td>14</td>
<td>18</td>
<td>3</td>
<td>89</td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>Total Youth Measurable Skill Gains Rate</td>
<td>57%</td>
<td>0%</td>
<td>20%</td>
<td>27%</td>
<td>36%</td>
<td>50%</td>
<td>50%</td>
<td>55%</td>
<td>52%</td>
<td>52%</td>
<td>50%</td>
<td>46%</td>
<td></td>
<td></td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>Total Youth Credential Attainment Rate</td>
<td>65%</td>
<td>0%</td>
<td>20%</td>
<td>18%</td>
<td>18%</td>
<td>21%</td>
<td>21%</td>
<td>25%</td>
<td>24%</td>
<td>23%</td>
<td>26%</td>
<td>22%</td>
<td></td>
<td></td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>Youth Average Hourly Earnings</td>
<td>Baseline</td>
<td>$10.00</td>
<td>$17.00</td>
<td>N/A</td>
<td>$16.68</td>
<td>$20.19</td>
<td>$16.00</td>
<td>$16.75</td>
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<td>$15.00</td>
<td>$15.00</td>
<td>$15.50</td>
<td>$17.50</td>
<td>$16.62</td>
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<td>Goal Met</td>
</tr>
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### Youth Services

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Goal</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>PY 22 Total</th>
<th>Rate</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carryovers (PY 21 to PY 22)</td>
<td>Baseline</td>
<td>13</td>
<td>13</td>
<td>13</td>
<td>13</td>
<td>13</td>
<td>13</td>
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<tr>
<td>Number of New Enrollments</td>
<td>Baseline</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>2</td>
<td>5</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>46</td>
<td></td>
<td></td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>Newly enrolled in School Youth</td>
<td>Maximum: 25%</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>4</td>
<td>9%</td>
<td></td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>Newly enrolled Out of School Youth</td>
<td>Minimum: 75%</td>
<td>6</td>
<td>5</td>
<td>7</td>
<td>3</td>
<td>5</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td>7</td>
<td>2</td>
<td>1</td>
<td>43</td>
<td>93%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Youth dually enrolled with partners</td>
<td>Baseline</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>3</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>15</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Youth who complete supportive services assessment</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td></td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>Number of Youth referred to UWISC</td>
<td>Baseline</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Number of Youth referred to community agencies</td>
<td>Baseline</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td>11</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Youth in Paid Work Experiences</td>
<td>Baseline</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>9</td>
<td>12</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of workshops offered specifically for Youth</td>
<td>Baseline</td>
<td>2</td>
<td>6</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>3</td>
<td>4</td>
<td>2</td>
<td>5</td>
<td>3</td>
<td>2</td>
<td>39</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Youth exited</td>
<td>Baseline</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>20</td>
<td></td>
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</tr>
</tbody>
</table>

### Youth Employer Engagement

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Goal</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
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<th>Mar</th>
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<th>May</th>
<th>Jun</th>
<th>PY 22 Total</th>
<th>Rate</th>
<th>Result</th>
</tr>
</thead>
<tbody>
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</tr>
</tbody>
</table>

### Chester County Workforce Development Board Contractor Report

**Provider:** EDSI  
**Contracted Program:** Career Corps  
**Contract/Amendment Amount:**  
**Contract Term:** 7/2022 - 7/2023
Summarize grant activity for this month.

<table>
<thead>
<tr>
<th>GRANT ACTIVITY</th>
<th>OUTCOME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide authentic learning for career exploration</td>
<td>- <strong>2023 Spring After School Program:</strong></td>
</tr>
</tbody>
</table>
|                                                          | - May 2, students from Coatesville’s Healthcare Level 1 toured the TCHS building. Students began their field trip with an experiment using food coloring and dish soap to model the process food goes through when entering your stomach and is broken down with bile. Next students toured the various career pathways that can be studied at TCHS, ending with the healthcare wing. Teachers from this department shared “a day in the life” of a TCHS student, an overview of the curriculum, and what programs they cover over the duration of their time at TCHS. Students were able to ask questions and explore the classrooms. Next, students had the opportunity to tour the post-secondary Allied Health program held in the TCHS building. While these students are not at the level to consider post-secondary education yet, they were informed of various health care career options that do not require training in a 4 year degree program. Level 3 students met with staff from Elite Physical Therapy who introduced the students to various career options in the field of Physical Therapy and Occupational Therapy. They discussed associate degree programs all the way through Doctorate level. The students did various PT related activities using a medicine ball, stretch bands and other items provided by the staff with primary focus on broken bones. STEM students had a visit from the office of the Surgeon General to discuss cyber security. Connor Ferrera spoke to the students about personal cyber safety, and ways to keep from getting hacked, along with proper use of passwords. Students were able to ask questions after his presentation was over. On May 9, students in level 1 and 3 participated in the White Coat Ceremony. All 9 students from level 1 were in attendance along with family/supporters. Staff from CCEDC and Coatesville high school welcomed the students onto the stage to receive their certificates of completion along with their personalized white coats. Level 3 students receive a pin on their white coat signifying their commitment to
the program. Students then celebrated their achievements with refreshments after the ceremony. Students were encouraged to attend summer academies as an extension of the after-school program and students would be provided a tuition scholarship. STEM students finished out their program celebrating National Paper Airplane Day! Students worked together to create the best paper airplane possible, and even had a competition flying them. STEM students then joined the healthcare students to celebrate their successful completion of the program.

**May 9 – Wyebrook Farm Butchering Field Trip**
On May 9, students from the culinary program at TCHS had the opportunity to visit Wyebrook Farm for a butchering demonstration and tour of the farm. This unique experience showed students the “art” behind meat butchery and how precise this process should be. The master butcher walked the students through the process from start to finish, demonstrating knife safety, proper cutting techniques, proper hygiene, and more. Students were able to ask lots of questions in this very interactive demonstration. They then took a tour of the farm and the various other operations of farm sustainability. The field trip was capped off with a delicious taco lunch!

**May 20 - OABEST Event**
On May 20, CCEDC staff attended a large community fair hosted by the Octorara School District. With thousands of people in attendance, staff informed 325 students and their parents about career pathways in Agriculture, Manufacturing, Technology, Healthcare and Renewable Energy, along with CCEDC’s STEM summer career academies. Students received flyers, information and CCEDC swag. It was a very successful event.

*GETT 2023*
- Initial planning is underway for Girls Exploring Tomorrow’s Technology (GETT), which will take place in the fall of 2023. An announcement email went out to all previous participants, both students and employers, with the location (Greater Phila. Expo Center at Oaks) announced. The anticipated attendee list will be over 1,000 students and supporters.

<table>
<thead>
<tr>
<th>Expand awareness to connect for career related experiences</th>
<th>-May 2023 After School Program Employer Engagement:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-Elite Physical Therapy</td>
</tr>
</tbody>
</table>
Develop after school and summer career academies to include multiple year offerings from high priority industries, allowing students to matriculate to a new level each year.

Healthcare students in Level 3 have matriculated through our program for the last several seasons. In level 3, students are focused on leadership, clinical observation opportunities, and exposure to more detailed career options.

<table>
<thead>
<tr>
<th>Participation</th>
<th>Goal</th>
<th>Current</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth</td>
<td>1200</td>
<td>1,405</td>
<td>117.08%</td>
</tr>
<tr>
<td>Educators</td>
<td>30</td>
<td>51</td>
<td>170.00%</td>
</tr>
<tr>
<td>Parents</td>
<td>300</td>
<td>516</td>
<td>172.00%</td>
</tr>
<tr>
<td>Employers</td>
<td>30</td>
<td>56</td>
<td>186.67%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activities</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Exploration Events</td>
<td>6</td>
<td>9</td>
<td>150.00%</td>
</tr>
<tr>
<td>Career Fairs and Community Events</td>
<td>3</td>
<td>6</td>
<td>200.00%</td>
</tr>
<tr>
<td>New Summer Academies &amp; After School Programs</td>
<td>2</td>
<td>4</td>
<td>200.00%</td>
</tr>
<tr>
<td>Events with Parent Component</td>
<td>3</td>
<td>5</td>
<td>166.67%</td>
</tr>
</tbody>
</table>
Summarize grant activity for this month.

<table>
<thead>
<tr>
<th>GRANT ACTIVITY</th>
<th>OUTCOME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide authentic learning for career exploration</td>
<td>- <strong>2023 Spring After School Program:</strong> May 2, students from Healthcare level 1 toured the TCHS building. Students began their field trip with an experiment using food coloring and dish soap to model the process food goes through when entering your stomach and is broken down with bile. Next students toured the various career pathways that can be studied at TCHS, ending with the healthcare wing. Teachers from this department shared “a day in the life” of a TCHS student, an overview of the curriculum, and what programs they cover over the duration of their time at TCHS. Students were able to ask questions and explore the classrooms. Next, students had the opportunity to tour the post-secondary Allied Health program held in the TCHS building. While these students are not at the level to consider post-secondary education yet, they were enlightened as to various options out there for them in a healthcare career that does not involved a 4 year college program. On May 9, students participated in the White Coat Ceremony. All 9 students were in attendance along with family/supporters. Staff from CCEDC and Coatesville High School welcomed the students onto the stage to receive their certificates of completion along with their personalized white coats. Students then celebrated their achievements with refreshments after the ceremony. Students were encouraged to attend summer academies as an extension of the after school program – and students would be provided a tuition scholarship.</td>
</tr>
<tr>
<td>Expand awareness to connect for career related experiences</td>
<td>- <strong>May 2023 After School Program Employer Engagement:</strong> - TCHS teaching staff, program director and Allied Health Program staff</td>
</tr>
</tbody>
</table>
Success Story

Career Connections Academy concluded their final day of class with a White Coat Ceremony and Pinning. The students in their first year received a white coat with their name embroidered on it signifying their commitment to themselves, and the community. Second and third year students received a pin signifying their commitment to the healthcare field. CCEDC staff shared a summary of activities over the last 8 weeks including live surgery, suturing “fake skin”, classes on mental health, exercise science, and EMT services. Parents and school champions were present to congratulate and celebrate the completion of the program. Thirty-four (34) nationally recognized healthcare certifications were earned and students were presented with their certificates. Several students plan to join us for a more in-depth healthcare career exploration summer camp program. Each student in Career Connection Academy was offered a full scholarship to a CCEDC Summer Academy.

Provide evidence to support this progress.

### TANF 22-23 Goals thru May 31, 2023

<table>
<thead>
<tr>
<th>Participation</th>
<th>Goal</th>
<th>This Month</th>
<th>Program Year Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of New Youth</td>
<td>40</td>
<td>10</td>
<td>37</td>
<td>92.50%</td>
</tr>
<tr>
<td>Number of New Employers Engaged</td>
<td>8</td>
<td>3</td>
<td>25</td>
<td>312.50%</td>
</tr>
</tbody>
</table>

### Activities

| Number of TANF eligible youth participating in Career Exploration | 20 | 9  | 36  | 180.00% |
| Number of TANF eligible youth participating in Employment Readiness | 20 | 9  | 36  | 180.00% |
| Number of students completing a healthcare certification     | 10 | 2  | 34  | 340.00% |
| Number of students improving their presentation & public speaking skills | 10 | 9 | 35 | 350.00% |
Hire One Employer Engagement & Outreach Events – MAY 2023

This month a total of 41 companies were engaged one way or another for the first time in calendar year of 2023. 13 new, new firms are highlighted of which 2 new, new are located in Chester County.

5 participants of the IP meetings and events this month were new to the industry partnerships.

There were 31 B2B activities this month, some of which were introductions to programming. Hire One referred 23 job seekers to employers and services. One IP Training Grant was awarded this month.

7 job seekers were coached this month.

PLEASE SEE PAGES BELOW FOR ADDITIONAL OUTCOMES FROM OTHER INITIATIVES THIS MONTH
The annual Octorara Agriculture, Business, Environmental, Science & Technology Expo, known as the OABEST Expo, took place on Saturday, May 20, 2023 from 9:30 a.m. to 1:30 p.m. at Octorara Junior and Senior High School in Atglen, PA located in Chester County. Participants enjoyed many student exhibits, a tractor show, first responder demonstrations, an art show, industry vendor tables and more. Children enjoyed a petting zoo and rides!

Program manager, Jim Lauckner represented the CCEDC industry partnerships at a showcase table where he informed 325 Youth about career pathways as well as STEM Academy offerings available this summer. Jim connected with 325 adult participants who came by the table to learn more about all of the initiatives and opportunities that are available at the Economic Development Council. There were at least 14 educators involved in organizing this event and were led by our industry partner, Lisa McNamara.
MACC/DC
Learn the Power of Understanding, Tour Aerzen, Network
06/01/2023
Aerzen USA
8:30-10:30 a.m.

Agenda

- 8:30 a.m. Pick up your name badge and enjoy continental breakfast and networking.
- 8:45 a.m. Presentation.
- 9:15 a.m. Q & A led by Sue Watras, MACCDC Board Chair and Human Resources Manager - Pennsylvania Machine Works, LLC
- 9:30 a.m. Facilities Tour.
- 10:30 a.m. Concludes tour. Please return your name badge to the magnetic board before exiting.

Presenter

- Christine Miles, CEO and founder – EQuipt-People

Forty-four individuals from 30 different companies participated in the event, Learn the Power of Understanding, Tour Aerzen, Network on June 1. We enjoyed a guided plant tour led by Aerzen staff and heard presentations from Christine Miles, CEO and founder – EQuipt-People as well as an introduction to Aerzen USA. Twenty-nine participants were from companies located in Chester County. Other counties represented were Berks, Bucks, Delaware, Montgomery, Lancaster and out-of-state. Twenty attendees were new to the industry partnerships. The post-event survey yielded a satisfaction rating of 4.7 out of 5 possible points for how participants rated the program overall.
DATA ITEM REPORTING

Table 1 illustrates the total of youth served by data items per month. Figure 1 illustrates the total new youth enrolled by month and the total number of those youth that are eligible for TANF by month.

<table>
<thead>
<tr>
<th>Data Item</th>
<th>TANF Youth</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Number of New Youth Enrollments</td>
<td>27</td>
<td>18</td>
<td>15</td>
<td>11</td>
<td>7</td>
<td>5</td>
<td>3</td>
<td>3</td>
<td>5</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>Number of Newly Enrolled Paid Work Experience</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Number of New TANF Eligible Youth Served Ages 12 – 24</td>
<td>15</td>
<td>15</td>
<td>5</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td>5</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>Cumulative Total of TANF Served to Date</td>
<td>15</td>
<td>30</td>
<td>35</td>
<td>40</td>
<td>41</td>
<td>42</td>
<td>45</td>
<td>48</td>
<td>53</td>
<td>57</td>
<td>59</td>
</tr>
<tr>
<td>5</td>
<td>Cumulative Total of Youth Served to Date</td>
<td>30</td>
<td>48</td>
<td>63</td>
<td>74</td>
<td>81</td>
<td>86</td>
<td>89</td>
<td>92</td>
<td>97</td>
<td>101</td>
<td>103</td>
</tr>
</tbody>
</table>

Table 1 – Youth Count by Month
Figure 1 – Total New Scholars and Those Who Are Eligible as TANF by Month

PROGRAM NARRATIVE OF ACCOMPLISHMENTS FOR May 2023

1) **Chapter Summary:** YMWIC Scholars from our Coatesville, Phoenixville and West Chester Chapters accomplished the following:

   a. The West Chester, Coatesville, and Phoenixville Chapters participated in a joint workshop at YMWIC Headquarters. The 3rd through 10th graders attended a cyberbullying workshop that mostly focused on personal branding in the digital space and how to navigate social media. Our older Scholars and parents in a separate room participated in a lecture about mental health and depression.

   b. This month our Coatesville chapter participated in their last community service event with Goodworks. The Scholars and Parents had a long day of sanding, painting walls, installing a medical door and outdoor lights. There was a lot of work to be done but very awarding work.

   c. The West Chester chapter participated in their last community service event at Mary Taylor House. The Scholars planned a game day and technology day with the residents of Mary Taylor House. Scholars helped a few residents with laptop and cell phone troubles while other Scholars played board games with residents.

   d. This month our Scholars and parents gave us feedback at workshop #16. They filled out a survey and then we proceed with an open discussion about what they love about the program and things they would like the program to improve upon. We will use their feedback to make the program better.

   e. Our Phoenixville Chapter participated in their 4th community service project with community partner Trellis for Tomorrow. The scholars visited one of the community beds that is cared for by the organization and helped them get it cleaned up and ready to be planted for the spring and summer. They assisted the moderator plant some spring onions when we were done weeding.
GENERAL PROGRAM IMPACTS
Now that we are at the end of our program year, we took the time to honor some of the people that helped us, and our scholars got through another successful year at our 13th annual banquet. This event showcases some of our top performers of the year as well as giving the scholars some incite to company partnerships. We begin the evening with a cocktail hour where the scholars are asked to introduce themselves to 10 people they did not know. This is to help them gain confidence in public speaking and socializing in larger crowds.

Pictures from the Banquet
TANF YOUTH PROGRAMS MONTHLY REPORT TO CCDWD
May 2023

PROGRAM DATA

<table>
<thead>
<tr>
<th>Month</th>
<th>New Enrollments by Month</th>
<th>New TANF Eligible Youth by Month</th>
<th>Total Youth Enrollments</th>
<th>Total Leadership Track Youth</th>
<th>Total Dual Enrollments</th>
<th>Total Carryovers from PY I</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>GOAL PY II</td>
<td>30</td>
<td>5</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>July</td>
<td>28</td>
<td>28</td>
<td>28</td>
<td>3</td>
<td>0</td>
<td>10</td>
<td>Have all paperwork for TANF Eligible, but not verified eligibility due to lack of access to CWDS; more still to come</td>
</tr>
<tr>
<td>August</td>
<td>0</td>
<td>0</td>
<td>28</td>
<td>3</td>
<td>0</td>
<td>10</td>
<td>Have all paperwork for TANF Eligible, but not verified eligibility due to lack of access to CWDS; more still to come</td>
</tr>
<tr>
<td>September</td>
<td>1</td>
<td>1</td>
<td>29</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>Waiting for information on 3 more youth to get us all the paperwork needed. One is a non-US citizen with resident alien status</td>
</tr>
<tr>
<td>October</td>
<td>2</td>
<td>2</td>
<td>31</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>Waiting on one youth who still has not submitted proof of citizenship.</td>
</tr>
<tr>
<td>November</td>
<td>1</td>
<td>1</td>
<td>32</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>Added one GROW intern</td>
</tr>
<tr>
<td>December</td>
<td>0</td>
<td>0</td>
<td>32</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>No new participants in December</td>
</tr>
<tr>
<td>January</td>
<td>0</td>
<td>0</td>
<td>32</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>No new participants in January</td>
</tr>
<tr>
<td>February</td>
<td>0</td>
<td>0</td>
<td>32</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>No new participants in February</td>
</tr>
<tr>
<td>March</td>
<td>0</td>
<td>0</td>
<td>32</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>No new participants in March</td>
</tr>
<tr>
<td>April</td>
<td>2</td>
<td>2</td>
<td>34</td>
<td>4</td>
<td>0</td>
<td>10</td>
<td>Two new SEED participants completed their TANF paperwork in April</td>
</tr>
<tr>
<td>May</td>
<td>3</td>
<td>3</td>
<td>37</td>
<td>8</td>
<td>0</td>
<td>10</td>
<td>No new SEED applicants completed their TANF enrollment forms by the end of May, many more to come in</td>
</tr>
</tbody>
</table>

36
June. We welcomed 4 new SEED leaders from Chester county upon the completion of the springboard program. GROW: 4 matches, 3 new TANF youth.

<table>
<thead>
<tr>
<th>June</th>
</tr>
</thead>
</table>

**Success Story:**

GROW: In May we saw four ‘new’ interns matched with four different local hosts: Barnstone Art for Kids, Phoenixville Communities that Care, Crescendo Phoenixville, and Pottstown FARM. One intern began their internship at the end of May. Three of those interns completed their TANF paperwork.

SEED: Ricardo, one of our Junior Program Assistants worked together with Program Staff and other leaders to put together a video highlighting the SEED program in a very short amount of time for a grant application. He was able to use his video editing skills as well as help us to draft language for the voiceover and questions going in to the video and produce a really great final cut to be submitted along with a written grant.

**Youth Workshops Delivered:**

- SEED: The Springboard program met twice in May, via virtual calls. These last 2 calls were a chance for our new and returning SEED leaders to discuss more fully what their role would look like over the summer as well as put some of what they have been learning into practice through interactive assignments. We also met in person 4 different afternoons to plant out each of the SEED gardens in preparation for the summer.
- GROW: Provided three opportunities for interns to attend a Pre-Internship Orientation session that 4 interns attended.

**Referrals to UWFSC and Other Partners:**

**Employer Engagement:**

- GROW:
  - New host applications: 1 (The Ricketts Center)
  - Returning or previous host applications: 3 (Orion Communities, Be ReZilient, Pottstown Area Health and Wellness)
  - Host interviews: 5
## The Garage Youth Center
### TANF Program Report
#### May 2023

<table>
<thead>
<tr>
<th>Month</th>
<th># New Garage Students Served</th>
<th># New TANF Eligible Garage Students</th>
<th># New Paid Experience</th>
<th># New TANF eligible Paid Work Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>July</td>
<td>65</td>
<td>18 (Carryover)</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>August</td>
<td>10</td>
<td>0</td>
<td>0</td>
<td>07</td>
</tr>
<tr>
<td>September</td>
<td>33</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>October</td>
<td>59</td>
<td>6</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>November</td>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>December</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>January</td>
<td>19</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>February</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>March</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>April</td>
<td>8</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>May</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>June</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>227</td>
<td>31</td>
<td>10</td>
<td>7</td>
</tr>
</tbody>
</table>

### Narrative:

As students age up at The Garage, they tend to attend our program less often. This is by design. The Garage’s relationship with a student changes as that student’s needs change. When a student’s grades, mental health, or relationships improve, they may no longer feel a need to attend The Garage daily. However, they often still need support as they apply to college, look for jobs, fill out financial aid documentation, etc. Our goal is to build confident high school students who take on greater responsibilities at school, at home, at work, and in the community. We want them to find jobs, get driver’s licenses, join clubs, and participate in other extracurricular activities. These are all good indicators of students who are growing academically, relationally, and spiritually.

Peer leadership is another opportunity the Garage offers high school students looking to expand their skills and experience throughout the school year. For many high school students, leadership experience can be the stand-out characteristic that sets them apart from their peers when applying for
colleges and scholarships. Peer leaders also have the unique ability to connect with students on a different level than adult volunteers or staff members. Their perspective and insight is incredibly valuable in mentoring, tutoring, and connecting with younger students.

Avinash and Sindhuja were some of the first students to officially pilot our peer leader volunteer program. Avinash began volunteering during the 2020-2021 school year while school was still hybrid due to COVID. He would come into The Garage and work on math with students who were struggling in the virtual-school environment. No matter the learning difficulty, language barrier, or age gap, Avinash was able to connect with students and help them with their academics. The trust Avinash built was so valuable that some of these students would later seek him out and specifically ask to work with him.

For about two years, both Avinash and Sindhuja have been coming in to help younger students with their homework, lead workshops or small-group discussions, and have fun along the way. Sindhuja enjoys helping with homework and participating in activities alongside her peers. She says, “I've learned a multitude of important life lessons from working with the Garage, and mentoring my peers has led me to change my perspective of society with the diverse stories I've heard. My favorite part of volunteering is getting to know my peers past the surface level and conversing with them through my mentoring experiences.” Avinash loves working with students on content that he has already learned in school, so he can share not only his knowledge but his first-hand experience.

The peer leadership team is meant to be mutually beneficial, impacting our students academically and socially while also benefiting the peer leader. Avinash says, “I've gotten the chance to learn more about my community and make new friendships along the way. Ever since I started volunteering at The Garage, it's been nice getting to know and connect with everyone.” While volunteering, peer leaders are able to take advantage of other opportunities and resources that The Garage offers. This summer, both Avinash and Sindhuja will also participate in The Garage’s Career Compass summer internship program. Avinash is interested in an accounting internship, and Sindhuja wants to do an internship in the technology field.

**Youth Workshops**

Daily Homework/Academic Hour was provided from 3-4pm

General After School:
  - Homework Hour/Tutoring
  - Field Trip to Longwood Gardens
  - Summer Program Orientation
  - Apple Pressing with Barnard's Orchard
  - Deaf Awareness presentation
  - Prep for Cinco de Mayo Celebration
  - Hiking at White Clay Creek
  - Making Mother’s Day Cards
  - STEM Lego Competition
Academic Check-ins: Final push before the SY ends!

Boy's Program - Good Anger vs. Bad Anger
Chess workshop

Girl's Program - Making gifts for Mother's Day

Community Service - Garage Clean Up for End of Year
Baking cookies for Parent Night
Gardening at Lutherhouse
YMCA Clean Up Day

Garage Body Shop: Tuesdays, Wednesdays, and Thursdays in Kennett
Tuesdays & Thursdays in Avondale

Self-Care - Who do you want to be when you grow up?

NLCC Therapy Sessions – Therapy one on ones

MAPS  Goldey Beacon Tour
       Saint Gobain Career Presentation

Olweus  Twice monthly anti-bullying

Parent Events  ESL classes for parents
              Cinco de Mayo Presentation/Celebration
              Mother's Day Dinner

Career Compass  Student Applications Accepted
                Student Interviews for Internship Program
Rapid Response Update
To Crystal Houser, Director
From Steve Wolf, Division Chief, State Operations
Date 6/23/2023
RE Rapid Response Services -- Weekly Activity Report

WARN notices received since January 2023: 38 companies covering 5,594 workers

<table>
<thead>
<tr>
<th>Date</th>
<th>Company Name</th>
<th>County</th>
<th>Details</th>
<th>Affected</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/20</td>
<td>ABA2DAY Behavior Services</td>
<td>Delaware</td>
<td>Company is closing two locations: Crum Lynne and Newtown Square. Layoffs to start on 8/21 and end on 9/19.</td>
<td>94</td>
</tr>
<tr>
<td>6/20</td>
<td>Forman Mills</td>
<td>Lehigh / Montgomery / Delaware / Philadelphia</td>
<td>Company attempting to sell the business. If they are not successful at selling, the company will pursue Chapter 11 Bankruptcy. Seven locations affected. Layoff date is scheduled for 8/1.</td>
<td>245</td>
</tr>
<tr>
<td>6/20</td>
<td>Greyhound Lines, Inc.</td>
<td>Philadelphia</td>
<td>Company is closing their bus terminal location and opening a curbside operation. Layoff date is 7/1. 59 total employees affected. 49 employees relocating to curbside operation, 10 employees experiencing layoffs.</td>
<td>10</td>
</tr>
</tbody>
</table>

Public Notices (Confirmed) Received since January 2023: 122 companies covering 3,251 workers

<table>
<thead>
<tr>
<th>Date</th>
<th>Company Name</th>
<th>County</th>
<th>Details</th>
<th>Affected</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/18</td>
<td>Cave Brewing Taproom</td>
<td>Northampton</td>
<td>Company has closed their Taproom, concentrating efforts on their on-line business.</td>
<td>TBD</td>
</tr>
<tr>
<td>6/20</td>
<td>Snap-tite – All American Hose</td>
<td>Erie</td>
<td>Company conducting layoffs at Union City Plant (32 workers) and Fairview Plant (32 workers). Recall date of 8/18 if financial needs are met.</td>
<td>64</td>
</tr>
<tr>
<td>6/21</td>
<td>Highmark Health</td>
<td>Allegheny</td>
<td>Company conducted layoffs on 6/21.</td>
<td>118</td>
</tr>
</tbody>
</table>

Rapid Response Activity

<table>
<thead>
<tr>
<th>Date</th>
<th>Company Name</th>
<th>County / Details</th>
<th>Affected</th>
<th>Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/16</td>
<td>Education Works</td>
<td>Philadelphia / Rapid Response Information Meeting (RRIM).</td>
<td>135</td>
<td>20</td>
</tr>
<tr>
<td>6/20</td>
<td>Bitwise Industries, Inc.</td>
<td>Butler / Rapid Response Information Folder delivery.</td>
<td>1</td>
<td>NA</td>
</tr>
<tr>
<td>6/21</td>
<td>PHEAA</td>
<td>Dauphin / RRIM.</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>6/21</td>
<td>NRG Homer City</td>
<td>Indiana / PA CareerLink® On-site Workshop.</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>6/21</td>
<td>Marsden Services, LLC</td>
<td>Beaver / RRIMs. 2 sessions.</td>
<td>66</td>
<td>25</td>
</tr>
<tr>
<td>6/21</td>
<td>IQE</td>
<td>Northampton / RRIM. 1st Phase.</td>
<td>5</td>
<td>3</td>
</tr>
</tbody>
</table>

Fact Findings

<table>
<thead>
<tr>
<th>Date</th>
<th>Company Name</th>
<th>County</th>
<th>Details: Include method of contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/20</td>
<td>Tops Friendly Markets</td>
<td>Erie</td>
<td>Phone / Spoke with HR Manager who confirmed 80 employees were affected by layoffs; 76 have accepted positions at other locations.</td>
</tr>
</tbody>
</table>
Phone / Spoke with HR Manager who confirmed 64 employees were affected by layoffs between two plants. Recall possible by 8/18.

Meetings

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>Details, Include County</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/16</td>
<td>Meeting</td>
<td>NE / UC Connect and Equity Grant Staff Meeting.</td>
</tr>
<tr>
<td>6/16</td>
<td>Meeting</td>
<td>Berks / Workforce Development Board Meeting.</td>
</tr>
<tr>
<td>6/16</td>
<td>Meeting</td>
<td>Tri-County / Workforce Development Board Meeting.</td>
</tr>
<tr>
<td>6/16</td>
<td>Meeting</td>
<td>Philadelphia / Local RR team follow-up.</td>
</tr>
<tr>
<td>6/20</td>
<td>Meeting</td>
<td>Lehigh / SEWN Northeast Regional Director Monthly Meeting.</td>
</tr>
<tr>
<td>6/22</td>
<td>Meeting</td>
<td>South Central / Workforce Development Board Meeting.</td>
</tr>
<tr>
<td>6/22</td>
<td>Meeting</td>
<td>Lehigh / LVEDC Vice President of Marketing, Communications and Research Monthly Meeting.</td>
</tr>
<tr>
<td>6/22</td>
<td>Meeting</td>
<td>Lebanon / PA CareerLink® Partners Meeting.</td>
</tr>
</tbody>
</table>

Upcoming Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>Details, Include County</th>
<th>Invited</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/23</td>
<td>Rapid Response</td>
<td>State / Department of Health, Fact finding/Planning Meeting.</td>
<td>33</td>
</tr>
<tr>
<td>6/23</td>
<td>Rapid Response</td>
<td>Erie / Snap-tite – All American Hose, RRIM.</td>
<td>32</td>
</tr>
<tr>
<td>6/26</td>
<td>Rapid Response</td>
<td>Montgomery / American Keg, RRIM.</td>
<td>11</td>
</tr>
<tr>
<td>6/26</td>
<td>Rapid Response</td>
<td>Erie / Snap-tite – All American Hose, RRIM.</td>
<td>32</td>
</tr>
<tr>
<td>6/26-30</td>
<td>Meeting</td>
<td>Adams / Rapid Response Quarterly Staff Meeting.</td>
<td></td>
</tr>
<tr>
<td>6/30</td>
<td>Rapid Response</td>
<td>Northampton / Stitch Fix, RRIM.</td>
<td></td>
</tr>
<tr>
<td>6/30</td>
<td>Meeting</td>
<td>Allegheny / Partner4Work Workforce Development Board Quarterly Meeting.</td>
<td></td>
</tr>
<tr>
<td>7/19</td>
<td>Rapid Response</td>
<td>Lehigh / Geodis Logistics, LLC, RRIMs. (2 sessions)</td>
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</tr>
<tr>
<td>7/25</td>
<td>Rapid Response</td>
<td>Northampton / IQE, RRIMs, 2nd and 3rd waves.</td>
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<tr>
<td>8/1</td>
<td>Rapid Response</td>
<td>Lehigh / Ingram Lightning Source, LLC, RRIM, 4th wave.</td>
<td>20</td>
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<tr>
<td>8/23</td>
<td>Rapid Response</td>
<td>Montgomery / Envision Healthcare, RRIM.</td>
<td>83</td>
</tr>
</tbody>
</table>
Additional Information
# WIOA Local & Regional Plan Modification Timeline

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 16, 2022</td>
<td>Partner/Stakeholder input to Jenni Butler <a href="mailto:jbutler@montcopa.org">jbutler@montcopa.org</a>.</td>
</tr>
<tr>
<td>February 24, 2023</td>
<td>Modification drafts (regional plan and all local plans) submitted to PA Labor and Industry for feedback from a review team representing multiple statewide workforce stakeholders and partners</td>
</tr>
<tr>
<td>March 20, 2023</td>
<td>SEPA WDBs received feedback to incorporate recommendations into plan drafts</td>
</tr>
<tr>
<td>May 9, 2023 – June 8, 2023</td>
<td>30-day public comment period</td>
</tr>
<tr>
<td>June 2023</td>
<td>Plans approved by each workforce boards and submitted to PA L&amp;I for final approval</td>
</tr>
<tr>
<td>July 1, 2023</td>
<td>2021-2024 WIOA Local and Regional Plan Modifications Effective Date</td>
</tr>
</tbody>
</table>
Roman, Jeannette M.

From: Roman, Jeannette M.
Sent: Monday, May 15, 2023 11:19 AM
To: 'jduff306@gmail.com'; 'O'Connell, Maria L.; 'Amanda Sundquist'; 'Bill Adams'; 'Bill Shaw'; Urban, Butch; 'Stephanie Sherwood'; 'Joyce Chester'; 'Michael Reese'; 'Erik Gudmundson (egudmundson@pegtec.com)'; 'Stallworth, Shanae'; 'mmeile@lu420.com'; 'Karen Kozachyn'; 'Lee, James'; 'Christopher Saello'; 'Patti VanCleave'; 'Joanne Hopkins'; Marybeth Ferguson (marybwilli@pa.gov); Joeful@cciu.org
Cc: Smith, Stephanie R.; Dougherty, Tracey J.; Spargo, Lucia; Singleton, Lila L.; Krishnaswamy, Devayani; Mahesh, Poornima; Roman, Jeannette M.; Dawn Most
Subject: RE: WDB: Local and Regional Workforce Plans Available for Public Comment (now and through June 8, 2023)

Chester County Workforce Development Board Members;

The Southeastern Pennsylvania (SEPA) Workforce Development Planning Region, including the Chester County Workforce Development Board as well as the workforce boards of Berks, Bucks, Delaware, Montgomery and Philadelphia, have posted their Program Year 2021-2024 Workforce Innovation and Opportunity Act (WIOA) Regional and Local Plan modifications for public comment, through June 8, 2023, please see the links below.

Regional Plan:
SEPA - https://montcopa.org/DocumentCenter/View/39086/SEPA-Regional-2023-Modification
Public Comment for SEPA Regional Plan - https://forms.office.com/r/u1mY7hf2kr

Local Plan:
Chester - https://montcopa.org/DocumentCenter/View/39074/Chester-2023-Modification
Public Comment for Chester County Local Plan via Forms - https://forms.office.com/r/3Wt06jrCg5
Public Comment for Chester County Local Plan via E-mail - workforcedevelopment@chesco.org

Hard copies of the plan can also be made available for review at the following location:

- Chester County Department of Workforce Development
  - 601 Westtown Road, Suite 381, West Chester, PA 19382

Please feel free to reach out with any questions.

Thank you,

Jeannette

Jeannette M. Roman, OWDS, GCDF
Director
County of Chester
Department of Workforce Development
2021-2024 Local WIOA Plan Modifications
Chester County WIOA Local Plan Modification – Key Updates

Data and Points of Contact Updates in Section 1 and Related Attachments
- Updated data and tables – current data still supports previously established Local Plan strategies
- Continue to host a diversity of Industries = increasing innovation in employer engagement and business services
- Five active Industry Partnerships
  - Healthcare, Information Technology (ITAG – Business and Communications), Manufacturing Alliance of Chester and Delaware Counties, Smart Energy Initiative (SEI)
  - Recent re-launch for Agriculture (Ag Connect)

Apprenticeship & Pre-Apprenticeship Focus - Updates throughout the Plan
- Increased reference to Apprenticeships addressing workforce needs in the area
- Encourage pursuit of co-enrollments, coordinating ITAs and OJTs WITH apprenticeships
- Promote apprenticeships and pre-apprenticeships as a career pathway model
- Leverage existing programs and utilize business services for addressing apprenticeship as a talent pipeline solution
Chester County WIOA Local Plan Modification – Key Updates

Governance Structure, Key Stakeholders and entities in the Local Area
- Expanded reference to our youth sub-committee: The Council for the Workforce of Tomorrow
- Expanded reference to Unemployment Compensation seminars and staff on-site for claimant appointments
- Addressed upcoming Procurement / Request for Proposals for Title 1 Adult/Dislocated Worker, Youth, Employer Engagement Services, One Stop Operator, and TANF Youth programs

Access to Services & One-Stop Service Delivery System
- Updated pertinent information for web sites and partners
- Provided further detail on barriers for our local area and connection between barrier populations and programs
- Expanded on assistive technology provisions and language assistance options

Goals for Remaining a High-Performing Board
- Maintain active membership with partners representing relevant occupations and industries
- Provide enhanced Board Member Orientation for new and existing WDB members
High Priority Occupation (HPO) Petition Form

(Sample Petition Letters and Template are provided in the HPO section of CWIA’s website: www.workstats.dli.pa.gov

1. Workforce Development Area(s): Berks, Bucks, Chester, Delaware, Montgomery, and Philadelphia

2. Occupation Code(s) (SOC or O*Net): 11-9013, 45-1011, 45-2092, 45-2093, 49-3041, 51-3021, 51-3092

Occupation Title(s): Farmers, Ranchers & Other Agricultural; Supervisors - Farming, Fishing & Forestry Workers; Farmworkers & Laborers: Crop, Nursery & Greenhouse; Farmworkers: Farm, Ranch & Aquacultural Animals; Farm Equipment Mechanics & Service Technicians; Butchering; Food-Batchmakers

If applicable, list any CIP codes related to this petition: __________________________

3. Petition Justification: (Select ONE option)

☐ Employer Demand – Hiring activity by local employers that is not captured in traditional data sets. Justification must include letters from at least three businesses that when combined have a total number of job openings for each of the next three years (specific to the occupation petitioned) that exceeds your local openings threshold. Employer letters must also document wages paid at or above the local self-sufficiency level. Attach all supporting letters to this petition form.

  Number of Letters Attached: ______________
  Total Number of Job Openings/Year: ______________

☐ Career Pathway – Occupation represents an entry point into career pathways leading to other HPOs. Justification must include letters from at least three businesses that when combined have a total number of job openings for each of the next three years (specific to the occupation petitioned) that exceeds your local openings threshold. Employer letters should also include data on wages paid to these positions. In addition to employer letters, an explanation of the career progression from the petitioned occupation to other HPOs must be included with specific mention of any job experience and/or education requirements needed to advance in the career pathway. Attach all supporting documentation to this petition form.

☐ Local Collaboration – Local efforts by an established group of workforce development partners have determined a need for the occupation(s). Documentation should include a description of the local efforts, including the name or description of the partnership, and details on why the occupation was chosen, why it is difficult to fill positions, and why this is a good career within the area. The summary of the occupational need should confirm total job openings and self-sustaining wages that exceed the local thresholds. While letters from specific employers are not necessary, the documentation should list a few examples of area employers that support the occupation. Attach all supporting documentation to this petition form.

4. Submitting on behalf of: (Select all that apply)

☐ Workforce Development Board
☐ Community Colleges (list) __________________________
☐ Career & Technical Centers (list) __________________________
☐ Other Training & Educational Institution(s) (list) __________________________

Workforce Development Board Authorization

(This section to be completed by appropriate Workforce Development Board staff only. Petitions not submitted through the local Workforce Development Board will not be considered.)

By submitting this application, I, as a representative of the Workforce Development Board, affirm that the facts set forth in it are true and complete.

Date: June 12, 2023
Name (printed): Jeannette Roman, Director, Chester County Workforce Development Board
Signature: Jeannette M. Roman

This application can be e-mailed to workforceinfo@pa.gov with the subject High Priority Occupations or mailed to the Center for Workforce Information & Analysis, Attn: High Priority Occupations, 651 Boas St., Room 220, Harrisburg, PA 17121
Introduction

The Chester County Workforce Development Board is submitting this petition on behalf of the Southeast PA Workforce Development Area; comprised of Berks, Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties. We respectfully request seven occupations within the Agriculture “Ag” and Food Production industry cluster be included on each of our local area’s 2023 HPO lists. These occupations are skill-based, requiring some form of training beyond high school, and their inclusion will address a concerning industry-wide shortage of workers.

<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-9013</td>
<td>Farmers, Ranchers &amp; Other Agricultural</td>
</tr>
<tr>
<td>45-1011</td>
<td>Supervisors – Farming, Fishing &amp; Forestry Workers</td>
</tr>
<tr>
<td>45-2092</td>
<td>Farmworkers &amp; Laborers: Crop, Nursery, &amp; Greenhouse</td>
</tr>
<tr>
<td>45-2093</td>
<td>Farmworkers: Farm, Ranch &amp; Aquacultural Animals</td>
</tr>
<tr>
<td>49-3041</td>
<td>Farm Equipment Mechanics &amp; Service Technicians</td>
</tr>
<tr>
<td>51-3021</td>
<td>Butchering</td>
</tr>
<tr>
<td>51-3092</td>
<td>Food Batchmakers</td>
</tr>
</tbody>
</table>

Regional Efforts & Economic Observations

The Southeast Pennsylvania Workforce Development Board Directors meet regularly to discuss the local and regional needs of our employer and job seeker populations and to determine best strategies for service delivery; ensuring programming is available and accessible. SEPA Board Directors and staff work collaboratively, share input from employers and local educators, and regularly reference labor market data to address and forecast issues.

Each local area stands to benefit from the inclusion of these occupations, in addressing the impact labor shortages in Ag currently has and will have on our region, beyond employment; example: lack of pipeline development and overall recruitment leads to preservation woes and food insecurities.

Many of our residents remain employed in the SEPA region but are working for organizations outside of their home counties. While the demand for flexibility increases, our employers continue to share concerns of population change; a retiring workforce and the skills gaps (and properties!) they leave behind.
SOURCES: U.S. Census Bureau; Pa. State Data Center; Pa.

[Table]

<table>
<thead>
<tr>
<th>Age group</th>
<th>2015</th>
<th>2025</th>
<th>Percentage change</th>
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</thead>
<tbody>
<tr>
<td>0 to 19</td>
<td>3,041</td>
<td>3,018</td>
<td>-0.8%</td>
</tr>
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<td>20 to 64</td>
<td>7,581</td>
<td>7,401</td>
<td>-2.4%</td>
</tr>
<tr>
<td>65 to 74</td>
<td>1,197</td>
<td>1,589</td>
<td>+32.8%</td>
</tr>
<tr>
<td>75 to 84</td>
<td>649</td>
<td>903</td>
<td>+39.1%</td>
</tr>
<tr>
<td>85+</td>
<td>334</td>
<td>365</td>
<td>+9.5%</td>
</tr>
</tbody>
</table>

CWIA shares, “From 2020 through at least 2050, Pennsylvania’s working age population (age 25 to 64) is projected to decline annually and as the baby-boom generation workers retire in large numbers, they are taking key skills with them.” It is imperative that we adapt to changes, meet the challenge to create high paying jobs and consistently improve awareness of and access to Career Pathways. We must continue to direct attention and funding to creating a pipeline of workers in our region’s high priority occupations. With that, we have identified additional training opportunities for the occupations we are petitioning for, will be necessary.

**Industry Partnership Spotlight: AgConnect**

Chester County serves as “host local workforce development area” for the recently re-launched, regional AgConnect Industry Partnership (“IP”). Facilitated by the Chester County Economic Development Council (CCEDC), AgConnect is a vibrant network of farmers, business owners, and service providers connecting farmers and agribusinesses to resources, training, and financing to grow business and promoting smart, agricultural economic development. Since 2000, the team at the Chester County Economic Development Foundation has worked hard to recruit organizations who can and will benefit from connecting with one another and valuable workforce development sources, leading to information and cost sharing and necessary increased access to business development professionals and services (like human resources). To put it mildly, these connections result in growing more than crops, it’s growth for the workforce.

In the last 18 months, AgConnect has successfully leveraged local, state, and federal funds to achieve workforce goals and improve agriculture workforce development in Pennsylvania. For example, AgConnect applied for and received a Department of Community and Economic Development (DCED) grant to highlight the connection in skills, training, and opportunities in agriculture and manufacturing through career exploration and soft skills training; a youth education grant from Pennsylvania Department of Agriculture (PDA) to promote butchery as a potential high priority occupation with a video...
to highlight the career pathway to becoming a butcher with reference to **Penn State Butcher Apprenticeship program**; and a USDA Local Food Promotion grant to conduct a feasibility study to get farm and food products from Berks and Chester Counties into the Philadelphia metro marketplace. All of these special projects were directly recommended by AgConnect partners and employers.

An Associate State Program Leader with the Penn State Extension branch of The Pennsylvania State University shared, “We know that growing farms and businesses need employees in order to grow, but don’t always have the knowledge of best practices, or the time to commit to writing job descriptions, handbooks, and onboarding.” The “IP” makes “connecting the dots” look easy, with regular representation from employers and partner agencies including but not limited to local County Ag Councils, the Pennsylvania Department of Economic Development, the Pennsylvania Department of Agriculture, the Pennsylvania Department of Labor and Industry and workforce development board staff from all six SEPA regions.

The American Mushroom Institute is also a partner representing hundreds of Berks and Chester County farms and businesses supporting the mushroom industry. They participate in AgConnect meetings and provide data related to their training needs. This summer, AgConnect will further its goal to engage workforce development with On-the-Farm-Trainings for PA CareerLink® and L&I staff and youth career showcases complete with videos for sustainable program access. These programs will continue on into 2024, and we want to be able to show cohesion across the board by referencing these career exploration opportunities with High Priority Occupations.

**For the partnership’s business members, the greatest challenge reported continues to be hiring and retaining qualified workers.** Moreover, employers are rapidly becoming aware how lack of diversity in their workforce is a major competitive disadvantage, both in substances and in optics. **Employee shortages and supply chain challenges make it difficult or impossible to market the availability of products, coupled with increased operating costs, creates a struggle for many organizations to strategize long-term projections for growth and overall sustainability.** As a pivot, more employers are working collaboratively in ordering or marketing to help each other sustain business operations and achieve a more positive economic outlook.

An additional challenge referenced by the AgConnect Industry partnership includes spending training funds (grant-funded by the Industry Partnership, application approved by staff from the PA Workforce Development Board, PA Department of Labor & Industry). While local staff to the “IP” have identified a few reasons why this is occurring (mild winter made for early return to the fields, other funding sources to cover training, potentially related to COVID), we believe as local Workforce Development Board staff, we can help address this challenge by collectively promoting the inclusion of occupations on the high priority occupation list.

**By showing our unified support of this petition, we will draw the attention of our respective board members and local legislators, as well as show active care to partner organizations who have reached out to us for support**, including but not limited to Pennsylvania Sustainable Agriculture (PASA) who recently engaged WDBs and established two registered apprenticeships and 2 related pre-apprenticeships, expansion of suburban farming opportunities in the City of Philadelphia, various K-12
educators (especially school districts in Berks and Chester counties) with active 4-H programming and extracurriculrars, and career and technical education schools across the region. Employers have been able to share with the educational institutions some of the gaps in experiences or skills that their employees need so that they may incorporate those needs into their curriculum.

**Occupation Details**

The information presented above provides a broad justification for the inclusion of these occupations on our HPO lists. In the sections below, we will go into greater detail including projections, wage data, and specific reference to employer demand. Unless otherwise noted, the data sources include the Center for Workforce Information and Analysis, the Pennsylvania Department of Agriculture, and the United States Department of Agriculture.

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation Description</th>
<th>Berks</th>
<th>Bucks</th>
<th>Chester</th>
<th>Delaware</th>
<th>Montgomery</th>
<th>Philadelphia</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-9013</td>
<td>Farmers, Ranchers &amp; Other Agricultural</td>
<td>![Check]</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45-1011</td>
<td>Supervisors – Farming, Fishing &amp; Forestry Workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45-2092</td>
<td>Farmworkers &amp; Laborers: Crop, Nursery, &amp; Greenhouse</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45-2093</td>
<td>Farmworkers: Farm, Ranch &amp; Aquacultural Animals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>49-3041</td>
<td>Farm Equipment Mechanics &amp; Service Technicians</td>
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</tr>
</tbody>
</table>
As the table above indicates, at present, only one of the occupations listed appears on any of our local draft lists (45-1011 and 45-2093 were previously included in Berks County in recent years). However, each of these occupations are middle skill, requiring some form of training beyond high school, offers the potential for a family sustaining wage, and is critical to trending career pathways and programming in our regional and state economy.

Utilizing employment projection data from the Center for Workforce Information and Analysis, we conclude the Mid-Range Annual Wage for these occupations can range from $29,260 to $69,660 in the state of Pennsylvania. While the Average Annual Wages for the Agriculture & Food Production cluster is listed as $51,013 for 2020, it is noted that there have been significant gains in average wages; about a 13 percent increase since 2015.

As the workforce as we know it continues to evolve, we continue to observe a need for enhanced skills across industries and occupations. **There are several Ag related trainings that result in prompt completion of measurable skills gains and credential attainment.** AgConnect has had success in reaching out to associations and community partners to fund additional trainings for individuals re-entering the workforce or workers seeking flexible full-time schedules. A solid example of this is ServSafe training for restaurants focusing on those buying direct from farmer partners, and farmers market vendors and food entrepreneurs who may need the certification. This training, while potentially perceived as connecting to lower wage jobs, can result in increased career pathway exposure to the industry or promote increased interest in general business and commerce or long-term pursuits in the excessively vacant and high-demand entertainment and hospitality industry (fueled by Ag!).

AgConnect has connected with employers from all sectors of the industry, including but not limited to, farmers, food processors and batchmakers, aquaponics, engineering firms, farm equipment manufacturers and agricultural banks and finance cooperatives. Many employers are engaged in additional economic and workforce development programming. **The Pennsylvania Department of Agriculture (PA Dept. of Ag) outlines that there are 29 high demand careers that will have ample job openings in the next 10 years that may remain unfilled if we do not take measures now to recruit current and future workers to the Ag industry.**

This labor market information corresponds to what we hear antidotally from employers. They have many positions open and are finding it difficult to hire. Often, potential candidates have skills gap and limited availability. We confirmed with our contact at the PA Dept. of Ag to confirm the occupations we have petitioned for: **Farmers, Ranchers & Other Agricultural, Supervisors – Farming, Fishing & Forestry Workers, Farmworkers & Laborers: Crop, Nursery, & Greenhouse, Farmworkers: Farm, Ranch & Aquacultural Animals, Farm Equipment Mechanics & Service Technicians, Butchering, and Food Batchmakers, are representative of the careers referenced above.**

Pennsylvania Department of Agriculture Workforce Initiatives and Strategies include the following:

- Increase interagency collaboration
- Expand on-the-job training programs
- Identify gaps in education and training within the industry
- Increase awareness of agricultural career opportunities
- Ensure access to migrant labor
With potential concerns surrounding replacement workers for aging out employees, and in support of workforce initiatives and strategies outlined by our colleagues with the PA Department of Agriculture, we ask that these occupations be added to all HPO lists in our region.

Per the Bureau of Labor Statistics, these occupations typically do not require a bachelor’s degree, and, in many instances, individuals can advance by pursuing on-the-job training and apprenticeship opportunities. Pre-apprenticeships help create a pathway to apprenticeships and future careers in agriculture and allows employers and training providers to reach participants with little to no experience in the industry.

There are currently 8 related Ag apprenticeships registered with the Commonwealth:
- Diversified Vegetable Grower Apprenticeship
- Dairy Grazing Apprenticeship – PASA
- Ag Equipment Technician Apprenticeship – Northeast Equipment Dealers
- Landscape Management Apprenticeship
- Butcher Apprenticeship – Pennsylvania State University
- 2 Grounds Keeper Apprenticeships
- Dairy Herds Manager

There are currently 2 related Ag pre-apprenticeships registered with the Commonwealth:
- Diversified Vegetable Grower Pre-Apprenticeship
- Ag Equipment Tech Pre-Apprenticeship

Anticipated programs include: Penn State Extension Animal Science Apprenticeship, and active discussions with organics, conservation, and hardwoods to develop programs in the next year.

**Economic Impact**

The agriculture industry is a major employer and contributor to the Commonwealth’s economy. According to “The Economic Impact of Agriculture in Pennsylvania: 2021 Update” from the PA Department of Agriculture, the industry in PA has $132.5 billion annual economic impact and supports more than 590,000 jobs paying nearly $33 billion in wages annually. **Agriculture supports 1 out of every 10 jobs in Pennsylvania.** Study estimates show that 280,500 direct jobs in 2017 grew to 301,900 direct jobs in 2019. **Agriculture is the 3rd largest sector in terms of employment.**
Nowhere in PA does this impact drive economics as intensely and robustly as in the greater Philadelphia region and its surrounding counties. Lancaster County is PA’s 1st ranked, and the nation’s 17th highest producing Ag County; **Chester County is PA’s 2nd ranked highest producing Ag County**. The region’s many Ag counties – Berks, Bucks, Chester, Delaware, Lehigh, Montgomery, and Northampton – feed and distribute to Philadelphia, Baltimore, New York City, and their surrounding areas. One of the largest redeemers of SNAP benefits in PA is Philadelphia’s Reading Terminal Market, according to the United States Department of Agriculture.

Pennsylvania farms have been critically short of labor for more than a decade. The Pandemic exacerbated that reality but also presented opportunities to rethink what the workforce can be. **The availability of reliable labor has reached a crisis stage in PA. Farms, feed mills and retailers, farm and equipment suppliers, and other agribusinesses, must find ways to attract employees and reconsider current efforts to support and retain their existing employees and aging workforce.**

Jodi Gauker, Project Manager for the AgConnect Industry Partnership explains, “Despite the region’s Ag economic impact, the highly specialized work related to each commodity makes workforce development a continual challenge. It is a challenge for ag to standardize workforce and business development strategies: running a cow-milker is different than running a greenhouse, and those are different than harvesting mushrooms to retailer specifications. Technical and mechanical work is different for a cold-holding container and a walk-behind BSC tractor. Data systems are different for measuring yields across the various pounds, liters, and volumes, produced. Farming or food processing require a myriad of talents and skills, as do logistics and supply chain management.”

**Conclusion**

It is currently difficult to post and fill positions within the agriculture industry due to lack of programs that provide exposure and pathways for individuals. The AgConnect Industry Partnership has been very successful in developing programs for youth and we are seeing the results in piqued interest and pursuit! We need to capitalize on this interest and provide next steps and access to Individual Training Accounts, Customized Training, On-the-Job Training, pre-apprenticeship, and apprenticeships.
Given the workforce challenges now and predicted for the future, support from the Commonwealth will be paramount to ensuring well trained and informed workers to address needs for a workforce that feeds and fuels its community and world. Employers and partner organizations need our help to reduce the hesitancy that surrounds the Ag industry and alleviate the lack of certainty about how newcomers can learn about, and access, Ag or Ag-adjacent careers. Stereotypes in Ag of being only manual labor with no career path or upward mobility also hinder awareness of, and recruitment in, the sector. To feed, clothe, and fuel the Commonwealth, it is critical PA invests in our current and future Ag workforce.

**Major Employers**
- The Hershey Company
- Cargill Meat Solutions Corporation
- Hatfield Quality Meats Inc
- JBS Souderton Inc
- Farmers Pride Inc
- Bimbo Bakeries USA Inc

**Top Industries Based on Employment**
- Veterinary Services
- General Line Grocery Merchant Wholesalers
- Meat Processed from Carcasses
- Other Grocery Product Merchant Wholesalers
- Commercial Bakeries
- Other Snack Food Manufacturing
- Animal, Except Poultry, Slaughtering
- Confectionery Mfg. from Purchased Chocolate
- Nursery, Garden & Farm Supply Stores
- Mushroom Production
- Poultry Processing
- Fruit & Vegetable Merchant Wholesalers
- Fruit & Vegetable Canning
- Refrigerated Warehousing & Storage
- Breweries
- Fluid Milk Manufacturing
- Dairy Cattle & Milk Production
- Beer & Ale Merchant Wholesalers
- Chocolate & Confectionery Mfg. from Cacao Beans
- Retail Bakeries

Note: The 2020 employment and wages data, as presented in this publication, reflect the effects of business and school closures implemented to mitigate the spread of Coronavirus (COVID-19).

Center for Workforce Information & Analysis
www.workstats.dli.pa.gov