



WIOA Multi-year Central Region Regional Plan

Effective Program Year 2017 through Program Year 2019
2020

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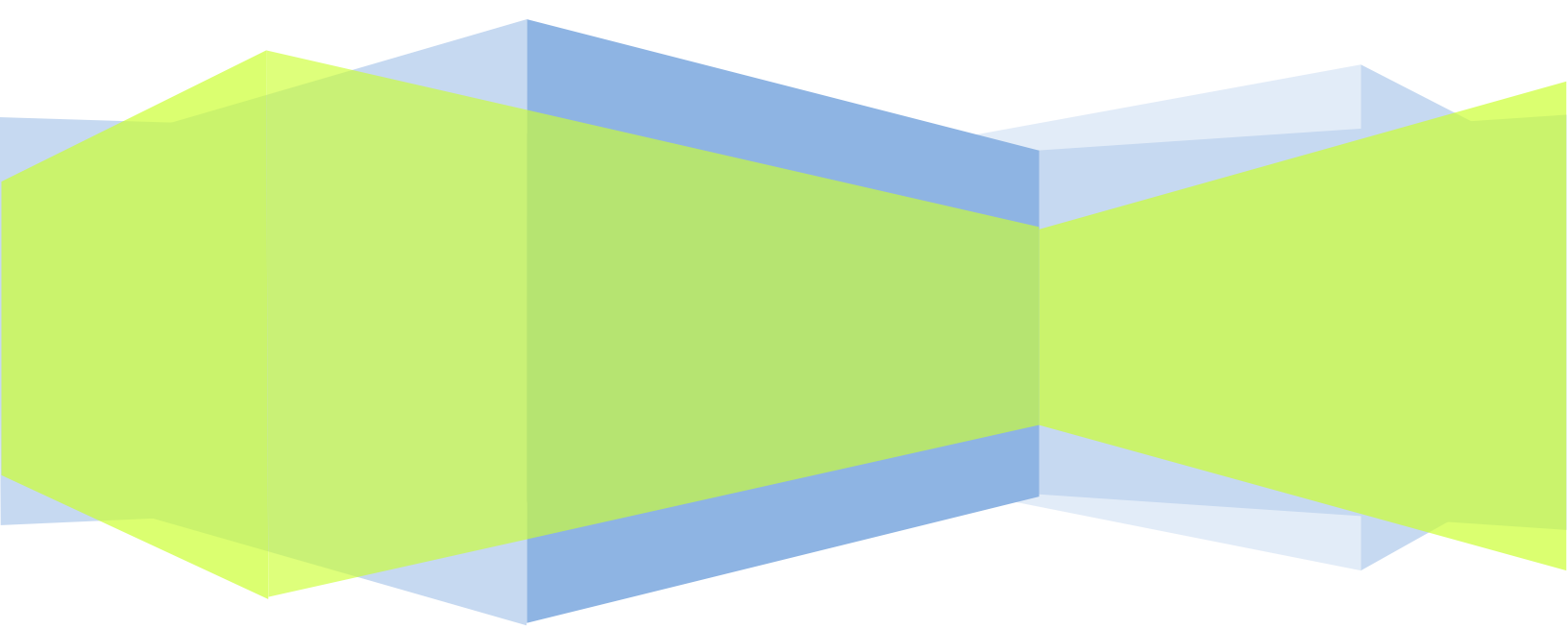
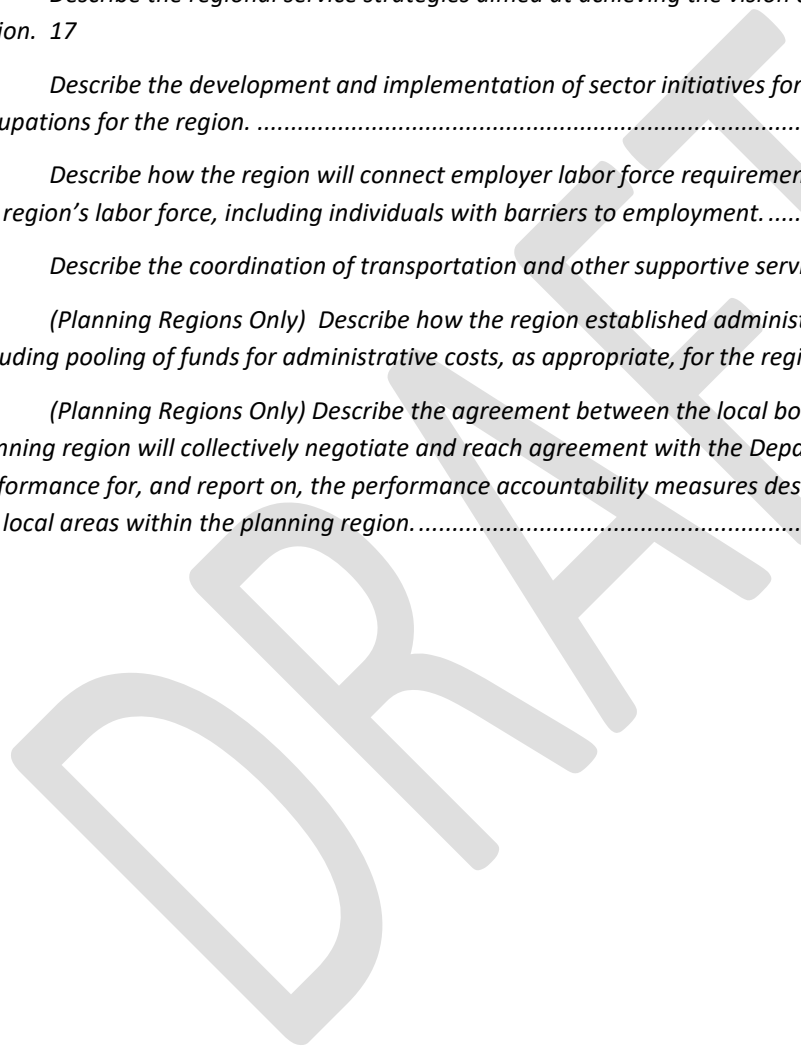


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Region Workforce Development Area name: Central Planning Region

Effective Date: _____

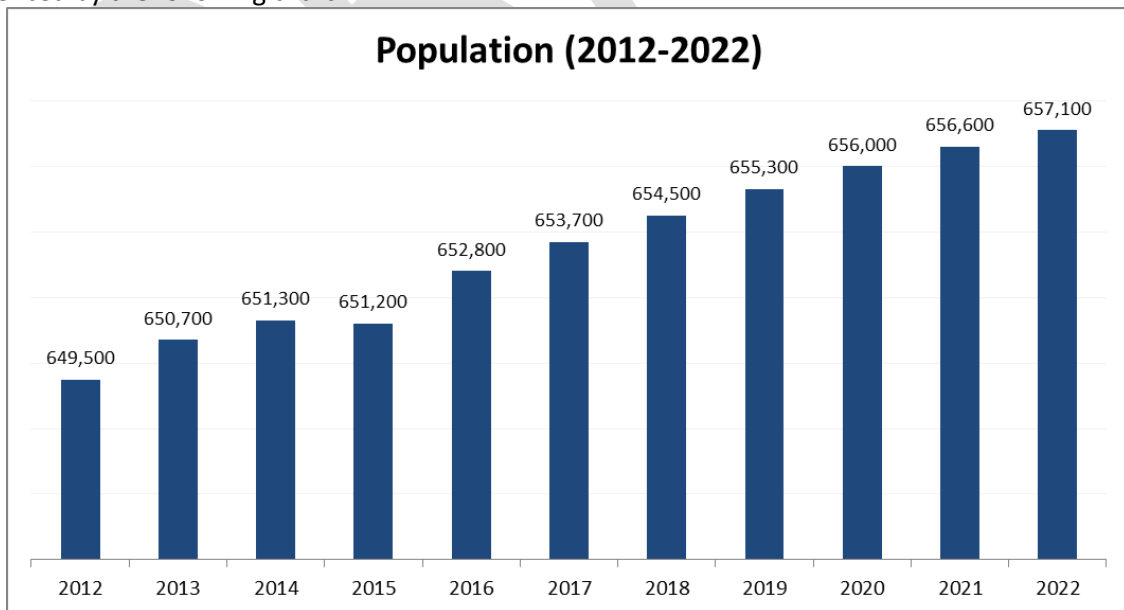
1.1. Identification of the region.

- Name of the Region: Central Planning Region
- Local Workforce Development Areas:
 Central Workforce Development Area a incorporated as the Central Pennsylvania Workforce Development Corporation (CPWDC) (Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder & Union counties)
 South Central Workforce Development Area (SCPa Works) (Juniata County)
- Key Region Committee Members:
 Erica Mulberger, Central Workforce Development Area
 Jesse McCree, South Central Workforce Development Area
- Key Regional Committee Dates: 6/14/17, 7/17/17, 7/18/17, 7/28/17, 8/29/19

1.2. Describe the collection and analysis of regional labor market data (in conjunction with the commonwealth).

Demographics

The Central Planning Region is approximately the same size as Rhode Island and Connecticut combined with a population of 653,700 spread over 5,764 square miles. Predominantly rural in nature with many small municipalities, there are concentrated population areas in State College, home of Pennsylvania State University, Williamsport, and other small towns in each of the 10 counties. The current (2017) population of the 10-County region increased by 4,300 (0.7%) since 2012 and is projected to increase by 3,400 (0.5%) by 2022. The Central Planning Region certainly demonstrates an increasing population, as evidenced by the following chart:



Source: EMSI, 2017.2

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The Central Planning Region has an aging population, with the median age increasing from 37.7 to 38.6 in the past 5 years (Source: American Community Survey). Projections from EMSI suggest additional aging. From 2017 to 2022, the population under the age of 29 years is projected to decrease by a combined 4,700 individuals (-1.8%), and the population ages 40-59 years is projected to decrease by 11,200 (-6.9%). Conversely, the population ages 60 years and over is projected to increase by 13,900 (8.8%). This indicates that the increasing population in the Central Planning Region is a result of older age groups.

A majority of the population in the Central Planning Region is White (92.7%), and a majority is Non-Hispanic (97.0%). The White population shows historical and projected decreases, while all other race categories have increases. The Black population increased by 2,200 (11.3%) in the past 5 years, and it is projected to increase by 1,400 (6.5%) in the next 5 years. Similarly, the Asian population shows a historical increase of 2,000 (16.1%) and a projected increase of 1,400 (9.6%). The Hispanic population increased by 3,700 (24.0%) in the past 5 years, and it is projected to increase by 2,500 (12.8%) in the next 5 years. Overall, demographics show an increasing population that is aging and becoming more diversified in the Central Planning Region.

Race and Ethnicity	2012		2017		2022	
	Count	Percent	Count	Percent	Count	Percent
White	607,521	93.5%	605,849	92.7%	605,217	92.1%
Black	19,831	3.1%	22,078	3.4%	23,523	3.6%
American Indian or Alaskan Native	1,331	0.2%	1,533	0.2%	1,692	0.3%
Asian	12,245	1.9%	14,215	2.2%	15,583	2.4%
Native Hawaiian or Pacific Islander	288	0.0%	351	0.1%	399	0.1%
Two or More Races	8,242	1.3%	9,683	1.5%	10,701	1.6%
Non-Hispanic	633,887	97.6%	634,402	97.0%	635,327	96.7%
Hispanic	15,570	2.4%	19,308	3.0%	21,788	3.3%
Total	649,457	100.0%	653,710	100.0%	657,115	100.0%

Source: EMSI, 2017.2

There are 248,300 households in the Central Planning Region, which increased by 0.7% from 2010 to 2015. The median household income increased by 10.7% to \$47,400. Households with an income of less than \$50,000 decreased by 8.5%, while households with an income of \$50,000 or more increased by 13.3%.

Households and Household Income				
Income	2010		2015	
Less than \$24,999	70,223	28.5%	63,653	25.6%
\$25,000 to \$49,999	72,355	29.3%	66,803	26.9%
\$50,000 to \$99,999	74,475	30.2%	78,292	31.5%
\$100,000 to \$149,999	20,493	8.3%	25,893	10.4%
\$150,000 to \$199,999	4,602	1.9%	7,350	3.0%
\$200,000 or more	4,410	1.8%	6,292	2.5%
Total Households	246,558	100.0%	248,283	100.0%
Median Household Income	\$42,796	--	\$47,388	--

Source: 2006-2010 ("2010") and 2011-2015 ("2015") American Community Surveys

Educational attainment is based on the highest level of education achieved by the population ages 25 years and over. Current estimates demonstrate that 12.9% of the population in the Central Planning Region has less than a

high school education, 43.0% has a high school diploma, and 22.4% has a bachelor’s degree or higher. Individuals with less than a 9th grade education is projected to increase by 1,200 (5.3%), and individuals with some college experience or more is projected to increase by 1,500 (0.8%).

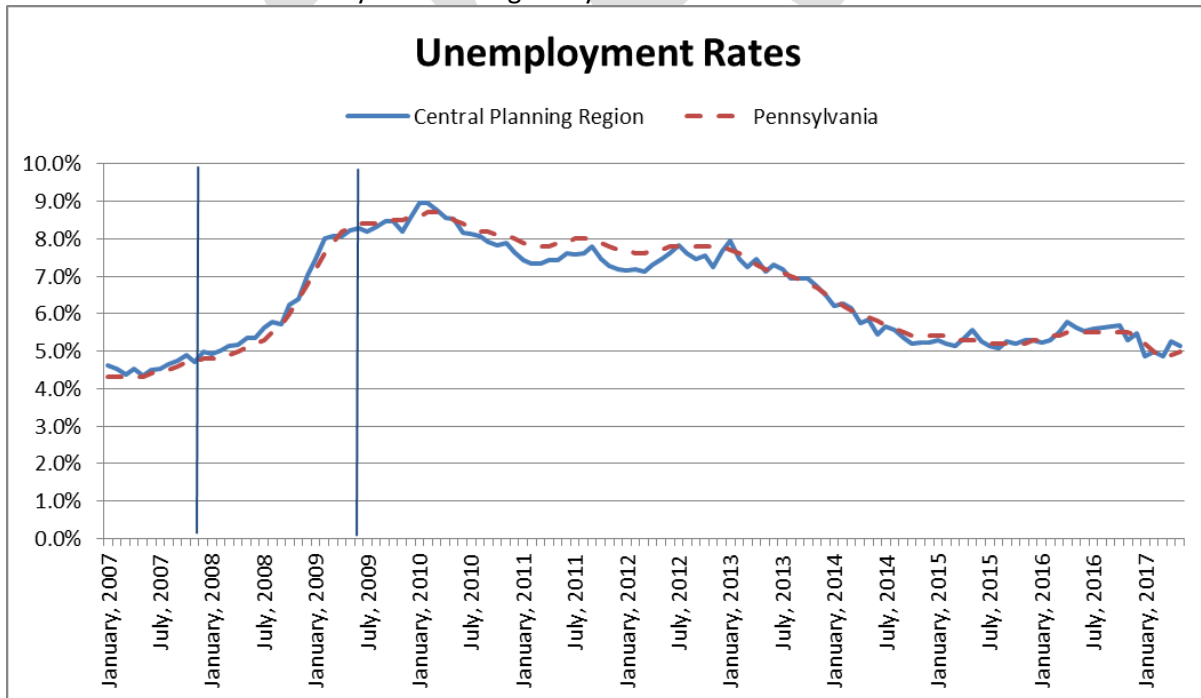
Educational Attainment						
Level	2012		2017		2022	
Less Than 9th Grade	19,725	4.6%	22,163	5.1%	23,330	5.3%
9th Grade to 12th Grade	34,270	8.1%	34,289	7.8%	33,788	7.6%
High School Diploma	185,083	43.5%	188,442	43.0%	189,339	42.9%
Some College	60,020	14.1%	61,900	14.1%	62,427	14.1%
Associate's Degree	32,653	7.7%	33,508	7.6%	33,737	7.6%
Bachelor's Degree	54,703	12.9%	57,933	13.2%	58,361	13.2%
Graduate Degree and Higher	39,134	9.2%	40,449	9.2%	40,739	9.2%
Total	425,588	100.0%	438,683	100.0%	441,720	100.0%

Source: EMSI, 2017.2; based on population ages 25 years and over

Labor Market Information

As of May 2017 the Central Planning Region has a civilian labor force of 317,900 with 301,700 employed and 16,300 unemployed, resulting in an unemployment rate of 5.1%. After the recession, which began in December 2007 and ended in June 2009, the unemployment rate peaked at 9.0% in February 2010. Since then, the labor force has grown by 200, resulting from 12,400 more workers (employed) and 12,200 fewer jobseekers (unemployed), causing the unemployment rate to drop 3.8 percentage points.

The following graph tracks the local unemployment rate in the Central Planning Region compared to statewide values from January 2007 through May 2017:



Source: Center for Workforce Information and Analysis, based on the May 2017 preliminary dataset using seasonally adjusted values

The labor market is in a state of flux. Depending on what time periods you look at, different trends emerge. Overall, the unemployment rate is going down as seen in the above graph. While there is a trend towards more working (employed), the unemployed population varies, sometimes increasing and sometimes decreasing. CPWDC continues to monitor monthly changes in the labor market.

Comparing annual labor market information from 2007 to 2016, the labor market in the Central Planning Region has almost returned to pre-recession levels. The labor force exceeds the pre-recession level. However, there are 2,100 fewer employed and 2,900 more unemployed individuals. As a result of this increase in the jobseeker population, the unemployment rate increased by 0.9 percentage points.

Looking at annual labor market information from 2010 to 2016 presents a different picture. This is considered the time period after the recession. Overall, the labor market contracted by 200 individuals, but there are 8,600 more employed workers and 8,800 fewer jobseekers. Furthermore, the unemployment rate decreased by 2.8 percentage points.

The following table identifies the labor market information in the Central Planning Region annually from 2007 to 2016 and monthly values from January 2017 through May 2017:

Labor Market Information				
Time Period	Labor Force	Employed	Unemployed	Unemployment Rate
2007	316,400	301,800	14,600	4.6%
2008	322,500	304,300	18,200	5.6%
2009	319,600	293,400	26,200	8.2%
2010	317,400	291,100	26,300	8.3%
2011	318,500	294,700	23,800	7.5%
2012	322,000	298,000	23,900	7.4%
2013	321,000	298,100	23,000	7.1%
2014	317,700	299,700	18,000	5.7%
2015	316,300	299,700	16,600	5.3%
2016	317,200	299,700	17,500	5.5%
January, 2017	312,900	297,800	15,200	4.9%
February, 2017	314,600	298,900	15,700	5.0%
March, 2017	316,200	300,800	15,400	4.9%
April, 2017	317,600	301,000	16,700	5.3%
May, 2017	317,900	301,700	16,300	5.1%

Source: Center for Workforce Information and Analysis, 4/28/16

The unemployment rate varies by educational attainment levels. According to the American Community Survey, the unemployment rate for individuals with less than a high school education is 10.1%. This decreases to 6.4% for a high school education, 4.7% for some college or associate’s degree, and 2.7% for a Bachelor’s degree or higher. Higher levels of education lead to lower levels of unemployment.

Jobs

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There are 295,800 jobs in the Central Planning Region as of 2017, 18.8% of which are goods-producing industries and 81.2% are service-providing industries. Job projections indicate a growth of 9,000 (3.1%) by 2022, a majority of which will be for service-providing jobs (96.7% growth, 8,700 jobs). Nearly half (49.2%) of all jobs are found in the Government (includes public education), Health Care and Social Assistance, and Manufacturing industry sectors. (Source: EMSI, 2017.2).

A quarter (25.5%) of all jobs is held by workers ages 55 years and older in the Region, creating a need to upskill younger workers to backfill positions as individuals retire. Training and credentialing will be crucial for the sustainable of many companies as key employees retire creating a void of historical knowledge and hands on experience.

Age Group	Jobs	
Under 25	41,000	14.0%
25-34	54,877	18.8%
35-44	54,671	18.7%
45-55	67,306	23.0%
55+	74,719	25.5%
Total	292,573	100.0%

Source: EMSI, 2017.2

Jobs by age are based on 2016 job estimates

All jobs in the Central Planning Region have an average hourly wage of \$19.41 and a median hourly wage of \$18.52. Almost half (48.6%) of all jobs pay workers \$8.50 to \$15.00 per hour. Most other jobs (51.4%) pay workers more than \$15.00 per hour.

Wage Range	Jobs	
<\$8.50	55	0.0%
\$8.50-\$15.00	143,408	48.6%
\$15.01-\$25	87,589	29.7%
\$25.01-\$35.00	47,540	16.1%
>\$35.00	16,741	5.7%
Jobs included in Wage Range Estimates	295,331	99.9%
Occupations with Insufficient Wage Data	225	0.1%
Total Jobs	295,773	--

Source: EMSI, 2017.2; based on median hourly wages and 2017 job estimates

Occupational wages do not include benefits

Jobs are estimated due to lack of significant and reportable employment for various occupations

Looking at the typical entry level education of jobs, which are based on the most common level of employment required by employers for employment, 67.0% of all jobs in the Central Planning Region typically require a high school diploma or less, and 20.7% typically require a bachelor’s degree or higher.

Typical Entry Education Level	Jobs (estimated)
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No formal educational credential	82,636	28.0%
High school diploma or equivalent	115,280	39.0%
Postsecondary nondegree award	20,941	7.1%
Some college, no degree	7,526	2.5%
Associate's degree	6,270	2.1%
Bachelor's degree	46,572	15.8%
Master's degree	4,548	1.5%
Doctoral or professional degree	10,125	3.4%
Military Occupations	1,658	0.6%
Jobs included in Estimates	295,557	99.9%
Total Jobs	295,773	--

Source: EMSI, 2017.2; based on 2017 job estimates

Jobs are estimated due to lack of significant and reportable employment for various occupations

Workers

By combining jobs data from EMSI with BLS data that identifies the educational attainment of workers ages 25 years and older by occupation, it is possible to estimate the education levels of workers in the Central Planning Region. It is estimated that 38.7% of workers have a high school diploma or less, and 28.1% of workers have a bachelor's degree or higher. We immediately see the existence of potential underemployment, where a higher percentage of workers have higher levels of education than what may be required for entry into jobs.

Educational Attainment	Workers (estimated)	
Less than high school diploma	30,464	10.3%
High school diploma or equivalent	83,969	28.4%
Some college, no degree	67,592	22.9%
Associate's degree	28,744	9.7%
Bachelor's degree	53,139	18.0%
Master's degree	20,988	7.1%
Doctoral or professional degree	9,029	3.1%
Military Occupations	1,658	0.6%
Jobs included in Estimate	295,585	100.0%
Total Jobs	295,773	--

Source: EMSI, 2017.2 (2017 job estimates) and BLS Table 1.11 Educational attainment for workers 25 years and older by detailed occupation, 2014-15 (Percent distribution)

Workers are estimated due to lack of significant and reportable jobs for various occupations

Industry Clusters

The PA Department of Labor and Industry has defined 12 Industry Clusters for workforce strategies. In total, these targeted industry clusters account for 236,300 jobs (79.9%) in the Central Planning Region. The top 5 employing industry clusters in the Region account for 167,500 jobs (56.6%):

- Advanced Manufacturing: 21,786 jobs (7.4%)
- Building and Construction: 20,827 jobs (7.0%)
- Education: 52,096 jobs (17.6%)

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- Health Care: 44,772 jobs (15.1%)
- Hospitality, Leisure, & Entertainment: 27,975 jobs (9.5%)

The average earnings (including benefits) per job for all industry clusters is \$54,700, and it is \$42,800 for industries that are not a part of an industry cluster. Except for Hospitality, Leisure, and Entertainment, which pays an average of \$18,900 per job, each industry cluster pays an average of at least \$48,000.

From 2012 to 2017, the Region added 5,600 jobs (1.9%). The 12 industry clusters gained 5,100 jobs (2.2%) overall, with the highest job growth found in Health Care (4,600 jobs; 11.5%), Education (1,000 jobs; 1.9%), and Hospitality, Leisure, & Entertainment (800 jobs; 2.9%). The Region is projected to add 9,000 jobs (3.1%) by 2022. The 12 industry clusters are projected to add a total of 8,100 jobs (3.4%), with the highest growth projected in Health Care (4,700 jobs; 10.5%), Business Services (1,000 jobs; 5.2%), and Real Estate, Finance & Insurance (600 jobs; 6.3%).

The following industry clusters have higher concentrations of employment than the State based on State Location Quotients of greater than 1.0:

- Advanced Manufacturing: 1.05
- Agriculture & Food Production: 1.39
- Building and Construction: 1.05
- Education: 1.65
- Energy: 1.01
- Wood, Wood Products, & Publishing: 2.14

In our region, we have focused on Advanced Manufacturing, Education, Energy, Health Care, and Wood, Wood Products, & Publishing in the past, but we do not exclusively rely on these clusters to target our efforts, more as an overview.

The following table summarizes the industry clusters in the Central Planning Region:

Industry Cluster	Jobs	Percent	State Location Quotient	Historical Change 2012-2017		Projected Change 2017-2022		Average Earnings per Job	Establishments
Advanced Manufacturing	21,786	7.4%	1.05	255	1.2%	474	2.2%	\$58,425	1,086
Agriculture & Food Production	12,628	4.3%	1.39	-167	-1.3%	116	0.9%	\$48,070	526
Bio-Medical	1,471	0.5%	0.40	-227	-13.4%	-37	-2.5%	\$85,857	65
Building and Construction	20,827	7.0%	1.05	-43	-0.2%	25	0.1%	\$49,988	1,635
Business Services	20,283	6.9%	0.55	-736	-3.5%	1,049	5.2%	\$58,124	1,540
Education	52,096	17.6%	1.65	971	1.9%	-1	0.0%	\$62,764	675
Energy	5,422	1.8%	1.01	-984	-15.4%	601	11.1%	\$85,390	311
Health Care	44,772	15.1%	0.94	4,630	11.5%	4,713	10.5%	\$63,329	2,279
Hospitality, Leisure, & Entertainment	27,975	9.5%	0.95	783	2.9%	381	1.4%	\$18,945	1,746
Logistics and Transportation	8,500	2.9%	0.74	205	2.5%	381	4.5%	\$55,254	476
Real Estate, Finance & Insurance	9,570	3.2%	0.64	439	4.8%	606	6.3%	\$57,766	1,192
Wood, Wood Products, & Publishing	10,927	3.7%	2.14	-11	-0.1%	-187	-1.7%	\$53,506	330
Total- Industry Clusters	236,257	79.9%	1.00	5,115	2.2%	8,121	3.4%	\$54,735	11,861

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Non-Targeted Industries	59,516	20.1%	0.99	435	0.7%	912	1.5%	\$42,799	3,246
All Industries	295,773	100.0%	1.00	5,550	1.9%	9,033	3.1%	\$52,333	15,107

Source: EMSI, 2017.2; based on 2017 job estimates

Industry earnings include wages, salaries, proprietor earnings, and supplements

Establishments do not include sole-proprietors; based on 2016 estimates

Industry Sectors

The top five (5) industry sectors account for 200,000 jobs (67.6%) in the Central Planning Region.

- Accommodation and Food Services: 22,400 jobs (7.6%)
- Government (includes public education): 63,000 jobs (21.3%)
- Health Care and Social Assistance: 45,500 jobs (15.4%)
- Manufacturing: 37,000 jobs (12.5%)
- Retail Trade: 32,000 jobs (10.8%)

The following table identifies industry sectors with the highest net and percent job change during the past 5 years:

Industry Sectors with the Highest Historical Net and Percent Job Growth (2012-2017)	
Net Change	Percent Change
Administrative and Support and Waste Management and Remediation Services	Arts, Entertainment, and Recreation
Finance and Insurance	Finance and Insurance
Government (includes public education)	Health Care and Social Assistance
Health Care and Social Assistance	Real Estate and Rental and Leasing
Real Estate and Rental and Leasing	Utilities
Combined historical growth of 7,900 jobs (6.5%)	Combined historical growth of 6,500 jobs (12.1%)

Source: EMSI, 2017.2

Industry sectors with the highest projected net and percent job change are shown in the following table:

Industry Sectors with the Highest Projected Net and Percent Job Growth (2017-2022)	
Net Change	Percent Change
Administrative and Support and Waste Management and Remediation Services	Administrative and Support and Waste Management and Remediation Services
Finance and Insurance	Health Care and Social Assistance
Health Care and Social Assistance	Mining, Quarrying, and Oil and Gas Extraction
Professional, Scientific, and Technical Services	Real Estate and Rental and Leasing
Real Estate and Rental and Leasing	Utilities
Combined projected growth of 6,400 jobs (9.5%)	Combined projected growth of 4,700 jobs (8.3%)

Source: EMSI, 2017.2

The following industry sectors, which account for 185,000 jobs (62.6%) in the Region, have higher concentrations of employment than the State based on State Location Quotients of greater than 1.0:

- Government (includes public education): 1.40
- Health Care and Social Assistance: 1.21
- Management of Companies and Enterprises: 1.07
- Manufacturing: 1.60
- Mining, Quarrying, and Oil and Gas Extraction: 1.52

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- Retail Trade: 1.05
- Utilities: 1.02

The following table summarizes the industry sectors in the Central Planning Region:

NAICS	Industry Sector	Jobs	Percent	State Location Quotient	Historical Change		Projected Change		Average Earnings per Job	Establishments
					2012-2017	2017-2022				
11	Crop and Animal Production	3,369	1.10%	0.93	174	5.50%	-67	-2.00%	\$32,995	204
21	Mining, Quarrying, and Oil and Gas Extraction	1,858	0.60%	1.52	-970	-34.30%	362	19.50%	\$92,234	82
22	Utilities	1,066	0.40%	1.02	418	64.50%	108	10.10%	\$122,998	37
23	Construction	13,479	4.60%	0.85	-832	-5.80%	73	0.50%	\$51,626	1,229
31	Manufacturing	37,017	12.50%	1.6	497	1.40%	-70	-0.20%	\$61,822	801
42	Wholesale Trade	6,652	2.20%	0.59	-975	-12.80%	216	3.20%	\$54,010	560
44	Retail Trade	32,041	10.80%	1.05	191	0.60%	207	0.60%	\$30,175	2,105
48	Transportation and Warehousing	9,919	3.40%	0.98	128	1.30%	348	3.50%	\$51,278	520
51	Information	2,839	1.00%	0.52	-277	-8.90%	-68	-2.40%	\$62,681	166
52	Finance and Insurance	7,073	2.40%	0.62	1,181	20.00%	590	8.30%	\$64,798	792
53	Real Estate and Rental and Leasing	3,320	1.10%	0.69	618	22.90%	403	12.10%	\$45,432	413
54	Professional, Scientific, and Technical Services	8,771	3.00%	0.46	-10	-0.10%	391	4.50%	\$63,202	1,020
55	Management of Companies and Enterprises	4,490	1.50%	1.07	-1,825	-28.90%	6	0.10%	\$76,711	111
56	Administrative and Support and Waste Management and Remediation Services	8,982	3.00%	0.48	553	6.60%	953	10.60%	\$29,158	597
61	Educational Services (private)	7,538	2.50%	0.99	171	2.30%	194	2.60%	\$38,715	117
62	Health Care and Social Assistance	45,520	15.40%	1.21	4,054	9.80%	4,426	9.70%	\$60,649	2,326
71	Arts, Entertainment, and Recreation	3,333	1.10%	0.66	233	7.50%	108	3.20%	\$22,285	209
72	Accommodation and Food Services	22,384	7.60%	0.88	504	2.30%	146	0.70%	\$18,139	1,330
81	Other Services (except Public Administration)	13,078	4.40%	0.92	270	2.10%	368	2.80%	\$25,051	1,292
90	Government (includes public education)	63,043	21.30%	1.4	1,448	2.40%	339	0.50%	\$70,496	1,198
Total	All Industries	295,773	100.00%	1	5,550	1.90%	9,033	3.10%	\$52,333	15,107

Source: EMSI, 2017.2; based on 2017 job estimates

Industry earnings include wages, salaries, proprietor earnings, and supplements

Establishments do not include sole-proprietors; based on 2016 estimates

Occupational Groupings

The top five (5) occupational groupings account for 145,000 jobs (49.0%) in the Central Planning Region.

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- Food Preparation and Serving Related Occupations: 25,400 jobs (8.6%)
- Office and Administrative Support Occupations: 48,900 jobs (16.5%)
- Production Occupations: 24,600 jobs (8.3%)
- Sales and Related Occupations: 26,100 jobs (8.8%)
- Transportation and Material Moving Occupations: 20,000 jobs (6.8%)

The following table identifies occupational groupings with the highest net and percent job change during the past 5 years:

Occupational Groupings with the Highest Historical Net and Percent Job Growth (2012-2017)	
Net Change	Percent Change
Food Preparation and Serving Related Occupations	Community and Social Service Occupations
Healthcare Practitioners and Technical Occupations	Farming, Fishing, and Forestry Occupations
Healthcare Support Occupations	Healthcare Practitioners and Technical Occupations
Installation, Maintenance, and Repair Occupations	Healthcare Support Occupations
Personal Care and Service Occupations	Personal Care and Service Occupations
Combined historical growth of 5,000 jobs (6.7%)	Combined historical growth of 4,000 jobs (9.0%)

Source: EMSI, 2017.2

Occupational groupings with the highest projected net and percent job change are shown in the following table:

Occupational Groupings with the Highest Projected Net and Percent Job Growth (2017-2022)	
Net Change	Percent Change
Business and Financial Operations Occupations	Business and Financial Operations Occupations
Healthcare Practitioners and Technical Occupations	Community and Social Service Occupations
Healthcare Support Occupations	Computer and Mathematical Occupations
Office and Administrative Support Occupations	Healthcare Practitioners and Technical Occupations
Transportation and Material Moving Occupations	Healthcare Support Occupations
Combined projected growth of 3,300 jobs (3.2%)	Combined projected growth of 3,200 jobs (6.8%)

Source: EMSI, 2017.2

The following occupational groupings, which account for 200,200 jobs (67.7%) in the Region, have higher concentrations of employment than the State based on State Location Quotients of greater than 1.0:

- Community and Social Service Occupations: 1.20
- Education, Training, and Library Occupations: 1.11
- Healthcare Practitioners and Technical Occupations: 1.17
- Healthcare Support Occupations: 1.20
- Food Preparation and Serving Related Occupations: 1.03
- Office and Administrative Support Occupations: 1.10
- Construction and Extraction Occupations: 1.07
- Installation, Maintenance, and Repair Occupations: 1.23
- Production Occupations: 1.41
- Transportation and Material Moving Occupations: 1.04

The following table summarizes the occupational groupings in the Central Planning Region:

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SOC	Occupational Grouping	Jobs	Percent	State Location Quotient	Historical Change 2012-2017		Projected Change 2017-2022		Projected Openings	Median Hourly Wages
11-0000	Management Occupations	11,678	3.9%	0.73	-448	-3.7%	329	2.8%	1,931	\$38.04
13-0000	Business and Financial Operations Occupations	9,485	3.2%	0.64	46	0.5%	618	6.5%	1,728	\$26.55
15-0000	Computer and Mathematical Occupations	5,731	1.9%	0.69	191	3.4%	312	5.4%	793	\$31.65
17-0000	Architecture and Engineering Occupations	3,977	1.3%	0.82	81	2.1%	175	4.4%	693	\$32.21
19-0000	Life, Physical, and Social Science Occupations	1,837	0.6%	0.77	-110	-5.7%	87	4.8%	368	\$30.50
21-0000	Community and Social Service Occupations	5,824	2.0%	1.20	331	6.0%	425	7.3%	1,111	\$18.83
23-0000	Legal Occupations	1,200	0.4%	0.50	4	0.4%	50	4.2%	175	\$27.10
25-0000	Education, Training, and Library Occupations	18,742	6.3%	1.11	-338	-1.8%	-14	-0.1%	2,376	\$24.94
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	3,654	1.2%	0.69	87	2.4%	110	3.0%	641	\$17.14
29-0000	Healthcare Practitioners and Technical Occupations	18,909	6.4%	1.17	1,560	9.0%	1,611	8.5%	3,981	\$30.81
31-0000	Healthcare Support Occupations	9,973	3.4%	1.20	1,045	11.7%	1,071	10.7%	2,271	\$12.76
33-0000	Protective Service Occupations	5,803	2.0%	0.88	212	3.8%	277	4.8%	1,087	\$23.24
35-0000	Food Preparation and Serving Related Occupations	25,398	8.6%	1.03	983	4.0%	339	1.3%	5,250	\$9.71
37-0000	Building and Grounds Cleaning and Maintenance Occupations	10,605	3.6%	0.95	502	5.0%	314	3.0%	1,469	\$11.84
39-0000	Personal Care and Service Occupations	11,841	4.0%	0.98	754	6.8%	544	4.6%	1,932	\$10.47
41-0000	Sales and Related Occupations	26,069	8.8%	0.88	-436	-1.6%	366	1.4%	4,743	\$13.69
43-0000	Office and Administrative Support Occupations	48,916	16.5%	1.10	503	1.0%	766	1.6%	6,278	\$15.13

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45-0000	Farming, Fishing, and Forestry Occupations	2,038	0.7%	0.90	309	17.9%	25	1.2%	355	\$13.80
47-0000	Construction and Extraction Occupations	14,068	4.8%	1.07	-927	-6.2%	273	1.9%	1,772	\$18.46
49-0000	Installation, Maintenance, and Repair Occupations	13,739	4.6%	1.23	700	5.4%	593	4.3%	2,384	\$18.19
51-0000	Production Occupations	24,593	8.3%	1.41	384	1.6%	73	0.3%	3,601	\$16.53
53-0000	Transportation and Material Moving Occupations	20,035	6.8%	1.04	174	0.9%	743	3.7%	3,260	\$16.64
55-0000	Military occupations	1,658	0.6%	0.46	-57	-3.3%	-54	-3.2%	192	\$17.65
Total	All Occupations	295,773	100.0%	--	5,550	1.9%	9,033	3.1%	48,388	\$18.52

Source: EMSI, 2017.2; jobs based on 2017 estimates
 Openings include new and replacement openings
 Occupational wages do not include benefits

In addition to industry and occupational projections, job postings analytics from EMSI identify the most in-demand requirements (skills and certifications) of employers in the Central Planning Region, which in turn represents the occupational skills of the workforce. The following table identifies the top 20 hard skills, soft skills, and certification advertised through online job postings by local employers for all occupations in the Central Planning Region:

Skills and Certifications for All Occupations		
Top Hard Skills	Top Soft Skills	Top Certifications
Cargos	Career Development	American Association Of Nurse Practitioners (AANP) Certified
Cleaning	Cleanliness	ANCC Certified
Communications	Cooperation	Board Certified
Customer Service	Coordinating	Certified Benefits Professional
Driving	Creativity	Certified Distance Learning Administrator
Health Care	Critical Thinking	Certified Nursing Assistant
Health Insurance	Depth Perception	Certified Registered Nurse Anesthetist (CRNA)
Hospitalization	Diversity Awareness	Commercial Driver's License (CDL)
Innovation	Ethics	Critical Care Registered Nurse (CCRN)
Insurance	Leadership	Family Nursing Practitioner
Life Insurance	Leading	Licensed Clinical Social Worker (LCSW)
Management	Learning	Licensed Practical Nurse
Merchandising	Listening	Licensed Vocational Nurses
Nursing	Listening Skills	Medical License
Operations	Literacy	Nurse Practitioner
Recruitment	Mental Health	Patient Care Technician
Retailing	Scheduling (Project Management)	Registered Dental Assistant

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Road Transport	Speech	Registered Nurse
Sales	Team Building	Series 7 General Securities Representative License (Stockbroker)
Training	Telephone Skills	Transportation Worker Identification Credential (TWIC) Card

Source: EMSI 2017.2; June 2016-June 2017

By reviewing industry projections, occupational projections, and job postings, we are able to identify the needs of local employers. Industry projections indicate what sectors of the economy may see the most growth, occupational projections identify which parts of the workforce may have the most openings, and job postings' skills and certifications suggest what employers need for those jobs.

Barriers

A majority of the population in the Central Planning Region speaks only English (574,800; 93.1%). Other individuals speak English very well (27,600; 4.5%). There are 14,700 (2.4%) people though who do not speak English very well. The population that does not speak English very well has increased by 10.5% from 2010 to 2015 (Source: American Community Survey). These individuals will have the most difficulty securing employment. It is not only important to assist job seekers who do not speak English very well, but also to prepare employers who may be recruiting these workers.

There are 495,000 individuals ages 16 and over for whom poverty status is determined, and 14.4% (71,500 individuals) are living below the poverty level. Of this population, 21,600 (30.2%) are employed and 6,400 (9.0%) are unemployed for an unemployment rate of 23.0%, which is 5.2 times higher than those above poverty. The remaining 43,500 (60.8%) are not in the labor force with a proportion 1.8 times higher than the above poverty population. In comparison to individuals living at or above poverty (423,500), 63.2% is employed, 2.9% is unemployed, and the unemployment rate is 4.4%. In the past 5 years, the below poverty population has increased by 5.7%, and the majority of the change was for individuals not in the labor force (Source: American Community Survey). It is vital to not only support individuals living in poverty by giving them the skills and resources needed for employment, but it is also necessary to engage individuals who are not in the labor force to find meaningful and self-sustaining employment.

There are 157,800 family households in the Central Planning Region, 60,100 of which have children under 18. Of those families, 18,200 (30.3%) have single-parents. This means there are 18,200 individuals in the region who have children and will face challenges as they try to balance their work and personal lives. Looking at trends, the total households in the Region increased in the past 5 years, but the number of family households decreased. Overall, the number of single-parent families decreased by 1.6% (Source: American Community Survey). While this population has contracted, they still represent an important population to target as they work to support their families.

There are 83,600 individuals with a disability in the Central Planning Region, 13.3% of the civilian noninstitutionalized population (630,200). This proportion reduces slightly when focusing on the working-age population between the ages of 18 and 64 (404,500), where 41,000 individuals (10.1%) have a disability. This means 41,000 people who are of working age (18 to 64) have a disability. Furthermore, working age individuals with a disability increased by 2.5% in the past 3 years (Source: American Community Survey).

Individuals with a disability earn less than those without one. According to the American Community

Survey, the local average median earnings value is \$26,900. Individuals with a disability earn 31.9% less than the local value (\$18,300), and individuals without a disability earn 2.7% more (\$27,600) (Source: American Community Survey).

Individuals with a disability have higher unemployment rates in the Central Planning Region. Of the civilian noninstitutionalized population ages 18 to 64 (404,500), there are 41,000 individuals with a disability. 17,000 (40.8%) are in the labor force, 14,800 of which are employed and 2,200 unemployed, leading to an unemployment rate of 12.8%. The remaining 24,000 (58.6%) are not in the labor force. The unemployment rate for individuals with a disability is 2.2 times the unemployment rate of individuals that do not have a disability (5.7%). Furthermore, the proportion of individuals with a disability who are not in the labor force is 2.5 times the proportion for individuals without a disability (Source: American Community Survey). The population with a disability shows higher unemployment rates and less participation in the labor force. It is important to provide adequate resources to these individuals to help them gain employment.

Individuals with disabilities have higher rates of poverty (i.e., incomes below the poverty level) – 19.9% of individuals with a disability are below the poverty level, compared to 14.7% of those who do not have a disability. The poverty rate increases when considering the working age population (ages 18 to 64), rising to 26.0% for those with a disability. While the population with a disability increased in the past 3 years, those below poverty decreased (Source: American Community Survey).

Both CPWDC and SCPa Works recognize and value of a strong business community and recognize the employer as the primary customer of the public workforce system. Having a strong and vibrant business community with engaged and participating employers is essential to the success of the region's workforce development efforts. As noted in section 1.5, the region has identified key specific industry clusters to prioritize the efforts. CPWDC and SCPa Works will continue to work closely with businesses and agencies to ensure the needs of the region are addressed.

The Next Generation Sector Partnerships that are being formed in the Central Region will allow all public stakeholders to assist businesses with their vitality, legal-political conditions, and their on-going business cycles. Workforce and education partners will assist with employee training and creating a pipeline of workers to replace the aging workforce. Economic development and government partners will assist with expansion and legal-political-and social conditions to reduce barriers for companies.

1.3. Based on the analysis of the regional labor market and economic conditions, describe the region's workforce and economic development-oriented vision and goals.

Using the labor market and economic conditions and the goals outlined in the Pennsylvania Workforce Development Plan as the basis for establishing the Central Planning Region's vision and strategic goals, the Central Planning Region has identified two (2) areas of focus for the delivery workforce development strategies. These are in addition to and in alignment with CPWDC and SCPa Works vision and goals outlined in the individual Local Plans.

First, emphasis will be made to increase the number of individuals, particularly veterans and low income priority of service jobseekers and young adults, who receive occupational and job readiness training. Training will be focused in the targeted industries of healthcare, energy, education, business and finance, construction and manufacturing where there are projected job openings and individuals will have the opportunity to earn family sustaining wages as they progress along their career pathway.

Emphasis on training and upskilling workers will create a pipeline of talent for companies anticipating high turnover due to retirement. Training these individuals and giving them the skills necessary to retain employment will reduce reliance on government programs and increase the economic sustainability for the region.

Second, CPWDC and SCPa Works will build on our existing relationship through increased communications. Through regular meetings, we will share best practices, determine future service delivery strategies to meet the needs of our shared customers, create regional performance goals, and identify ways to share costs and reduce duplicative services, where appropriate.

Third, CPWDC and SCPa Works continue to expand and build upon the successful Engage! program, funded through the Department of Community and Economic Development (DCED). The Engage! grant implements a regional business calling program that leverages the expertise of local economic development corporations, the regional public workforce development system and the numerous PREP partners that provide value-add services to regional businesses. In 2018-2019 program year, our network of partners made nearly 750 business calls with completed surveys and provided follow-up and aftercare services to any interested company. Our region strongly believes that a successful business calling and retention program must focus on 1) effectively targeting businesses in key growth sectors in our region; and 2) placing emphasis on developing and implementing aftercare plans (including referrals and technical assistance) that effectively respond to company needs; and 3) matching and aligning public resources to provide deeper business engagement and better return on investment. As we expand the Engage! program, our region will see a deeper and strengthened relationship between the workforce and economic development systems.

1.4. *Describe the regional service strategies aimed at achieving the vision and goals established for the region.*

CPWDC, SCPa Works and the Business Service Teams (BSTs) will meet with the DCED Partnership for Economic Performance partners in the Central Region to determine the best regional strategies to target employers to contact so efforts are aligned towards a singular goal without being duplicated.

Business Service Teams (BSTs) located in each PA CareerLink® office are responsible for engaging private businesses and other employers in the regional workforce system through direct contact with employers and engagement with economic development partners. BSTs include members from WIOA Title I, Wagner-Peyser, Veterans programs, the Office of Vocational Rehabilitation and Adult Basic Education. BST members meet with companies, both large and small, to identify their current and future workforce needs.

To promote awareness of business services available in the region, a regional marketing brochure was created including contact information for all PA CareerLink® offices, statistical data of services received by businesses in program year 2014, testimonials from companies that use the workforce system, and brief details on the following services available to businesses:

- Promoting jobs through Job Gateway® PACareerLink.gov
- Prescreening job applicants and performing assessments on candidate's skills and aptitudes based on employer needs
- Providing labor market information including wage data, employment statistics, and industry projections
- Access to facilities for interviews and meetings

- Funding opportunities to train new and existing employees and tax credits
- Job fairs and company specific recruitment events
- Workshops and training to upskill current employees
- Layoff aversion and assistance

The WIOA Title I Employer Service Representatives who are members of the BSTs and LWDB staff also participate on Business and Education Committees, Local Advisory Committees with Career and Tech Schools and local school district 339 planning committees to convey the needs of employers to educators. Involvement in these committees will help create a pipeline of future workers with the skills necessary to meet local employer needs based on labor market data and industry expert insight.

For more specific description of the regional strategies utilized to address employer and sector needs, please refer to Section 4.14, of the CPWDC Local Plan. CPWDC and SCPa Works will explore specific collaboration and coordination employer engagement efforts in cooperation with appropriate PREP partners engaged in the region and locally to address Juniata County employer needs.

1.5. Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations for the region.

The Central Pennsylvania Partnership for Regional Economic Performance (PREP) network is comprised of core partners in the 10 county Central Planning Region including the region's Industrial Resource Centers, the IMC and NEPIRC; the industrial development organizations; SEDA-COG; and the three Small Business Development Centers (SBDC's) located at Penn State, Lock Haven University, and Bucknell University. In addition to the core partners, the service provider network includes the Governor's Action Team, Ben Franklin Technology Partners, Chambers of Commerce, and the local workforce development board (LWDB), CPWDC.

As noted in the CPWDC Local Plan, Section 1.1, has identified the following industry clusters for the CPWDC Workforce Development Area:

- Advanced Manufacturing (7.4%)
- Education (17.6%)
- Energy (1.8%)
- Health Care (15.1%)
- Wood, Wood Products and Publishing (3.7%)

These targeted industry clusters account for 45.6% of the jobs in the region and all represent a Location Quotient above 1.0. From these industry cluster indicators, CPWDC and SCPa Works will explore explored Next Generation Sector Strategies to better address these clusters. As a result, CPWDC implanted Next Generation Sector Partnerships for the healthcare and manufacturing industries and SCPa Works implemented an Information Technology partnership at the request of industry. This will provide another opportunity to make better connections to identify and close skill gaps. This will include both entry-level and incumbent worker training where possible.

These are the identical industry clusters identified by the SEDA—Council of Governments, the Local Development District and Regional Economic Development organization. Their economic development plans have identified these same industry clusters and will assist in efficiently aligning the workforce, economic, education and community development needs to address these five industry sectors.

At a regional stakeholder meeting, Real Estate, Insurance and Finance was noted as another key industry for the region. Although the total number of jobs is not significant compared to other industries, 993 jobs are expected to be added in these industries through 2023 in the Central Region.

To continue expanding on the collaboration of the PREP partners and the local workforce development system, the CPWDC and SCPa Works will meet as needed with the partners, regional training providers, PA CareerLink® offices, CPWDC, and the region's Title II Adult Basic Education providers and network to get a better understanding of what services each partner can offer to businesses, entrepreneurs and jobseekers and discuss how we can work cohesively to build the region instead of in separate silos of workforce and economic development. These on-going meetings are the starting point for future conversations and implementation strategies for coordinating services.

In addition, CPWDC and SCPA Works have participated in demonstrations on Executive Pulse, the customer relationship management (CRM) tool and system of record used by the PREP partners. The LWDBs are working with Executive Pulse to identify ways to share information between the economic development and workforce development partners without having to duplicate data entry in Executive Pulse and the Commonwealth Workforce Development System (CWDS), which is the system of record for the workforce partners. Sharing information through one CRM allow partners to share information more timely and get a full picture of the services being delivered to local businesses.

1.6. Describe how the region will connect employer labor force requirements and occupational demands with the region's labor force, including individuals with barriers to employment.

The Central Planning Region will target services to priority of service customers including veterans, individuals receiving public assistance, low-income individuals, individuals identified as basic skills deficient and individuals with disabilities. Jobseekers will be referred to the appropriate programs within the PA CareerLink®.

Targeted services for veterans and their spouses will be provided by Local Veterans Employment Representatives (LVER) and Disabled Veteran Outreach Program (DVOP) specialists. These employees are specially trained to understand the specific qualifications of veterans, know what programs they qualify for to assist in the transition to civilian life, and can help veterans translate their military skills to the skills need in local industry using TORQ. Veterans and their spouses also receive top priority for receiving training.

Services to low income and individuals identified as basic skills deficient will be tied to regional occupational demands through various training methods and the use of a career pathway models. Short term training programs called *FIT 4 Careers Series* is designed to help job seekers plan and prepare for work in a specific industry by focusing on the entry-level skills needed to obtain employment. The entry-level skills are validated and supported by area employers and upon successful completion, the job seeker can verify skills, both technical and employability, to employers. In addition, FIT 4 Careers Series is designed to act as the foundation on which job seekers can build their careers and further develop their skills through activities such as on-the-job-training, post-secondary education, internships, and/or progression along a career ladder. Curriculum for the FIT 4 series has been developed for the healthcare, manufacturing, building and construction, and energy sectors **however it is not currently being requested.**

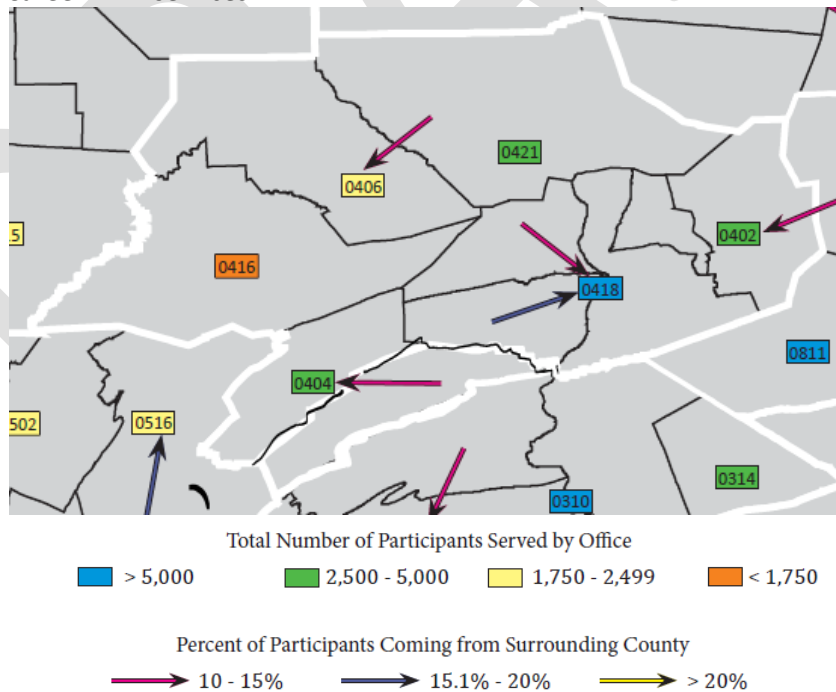
To train individuals identified as basic skills deficient, CPWDC will partner with Title II and local training providers to develop and pilot *integrated education and training* (IET) opportunities that aim to increase the ability of individuals with low basic skills to earn occupational credentials, obtain well-paying jobs, and sustain rewarding careers in targeted sectors. IET refers to a service approach that provides adult education activities *concurrently* and *contextually* with workforce training for a specific occupation. This method should reduce the time needed for training and allow individuals to start on his/her career path sooner.

Region-wide, the Office of Vocational Rehabilitation provides services to individuals with disabilities to help them secure and maintain employment (often in in-demand occupations) and independence.

1.7. Describe the coordination of transportation and other supportive services for the region.

The 10-county Central Planning Region is a rural region that covers a total of 5,764 square miles, almost 13% of Pennsylvania, creating transportation issues due to a lack of reliable public transportation, especially for low-income individuals who lack personal transportation. For this reason, there are six (6) strategically placed PA CareerLink® offices located throughout the region within close proximity to major highways and along public transportation routes, where available. The PA CareerLink® sites are also located in areas with the largest population centers of low-income individuals to reduce the distance jobseekers need to travel to access workforce services.

The following graphic shows the location of the PA CareerLink® offices in the region with arrows between the counties where a significant number of jobseekers are traveling outside of their county of residence for PA CareerLink® services.



Source: PA Department of Labor & Industry, Center for Workforce Information and Analysis

On April 7, 2016, the SEDA-COG Metropolitan Planning Organization (MPO) hosted two (2)

Environmental Justice Workshops to solicit input from key stakeholders who traditionally serve the hard to serve populations on the potential motorized and non-motorized transportation needs and/or concerns within the MPO region. The MPO also solicited input and recommendations regarding the most effective methods of communications with the traditionally underserved populations in conjunction with the public engagement activities associated with the draft Long Range Transportation Plan (LRTP) and Transportation Improvement Program (TIP) updates. Participants shared transportation methods that currently exist within various communities, identified where public transportation and possible ride sharing services were most crucial, and where improvements for pedestrian and bike paths could be improved for an inexpensive mode of transportation.

In addition, the same group of community stakeholders that met in 2016 continue to meet quarterly as the Central PA Transportation Coalition, which just formally adopted bylaws at the July 18, 2017 meeting. This Transportation Coalition continues to review, identify, and support transportation efforts in the Central Region to provide access to services to the traditionally hard to serve. Through a transportation study recently conducted by the Greater Susquehanna Valley United Way, the top groups needing transportation are low-income individuals, elderly, and families with young children. The top three reasons for needing transportation are healthcare (doctor’s visits), access to employment, and access to food. The biggest impediments to transportation in the region noted were rural nature of the region and prohibitive cost of vehicles and transportation.

Through these efforts and other means, a new 3 year demonstration bus route has been approved by PennDot in Clinton County to start in summer 2017 which will provide transportation between Lock Haven University, the Wal-Mart shopping complex, and various employers to help promote industry and education. This pilot program is being funded through public and private funding and may be a replicable model in other counties.

Another pilot project to reduce the transportation barrier is being coordinated with a grant received by the Greater Susquehanna Valley United Way. This grant will provide a small stipend for dislocated workers to lease a vehicle. Each month a lease payment is made on time, the dislocated worker will receive a \$50 gas card. At the end of 12 successful payments, the participant will receive \$500 towards the down payment for the purchase of car from the United Way. The goal is to build the person’s credit, provide case management to teach the individual how to build a budget and manage money, and also provide reliable transportation so they can get to work and retain employment.

The Link mobile career center gives CPWDC the ability to take workforce services on the road in rural areas to reach more jobseekers. Launched in July 2017, *The Link* is mobile career center with 7 computers, a printer, presentation screen, internet access and a wheelchair lift that travels throughout the Central Region to bring PA CareerLink® services into rural communities. It can also be used as a resource for businesses who want their workers to participate in online training without them travel away from the worksite and for employee recruitment.

The following table summarizes the average number of non-commuters, in-commuters, out-commuters, and net flow for the Central Planning Region during the 2012-2014 time period:

Commuting Patterns (2012-2014)				
County/Region	Non-Commuters	In-Commuters	Out-Commuters	Net Flow

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Centre County, PA	32,300	28,000	16,800	11,300
Clinton County, PA	5,800	5,500	9,000	-3,400
Columbia County, PA	10,700	12,000	12,500	-600
Juniata County, PA	3,000	2,800	7,800	-5,000
Lycoming County, PA	29,500	19,300	19,400	-10
Mifflin County, PA	8,700	5,800	11,700	-5,900
Montour County, PA	3,400	13,800	6,300	7,500
Northumberland County, PA	12,300	13,800	23,500	-9,700
Snyder County, PA	5,900	9,000	10,800	-1,800
Union County, PA	5,800	9,900	8,700	1,100
Central Planning Region	171,800	65,500	72,000	-6,500

Source: U.S. Census Bureau. 2016. OnTheMap Application. Longitudinal-Employer Household Dynamics Program. Based on the average number of primary jobs between 2012-2014

Note: regional commuting patterns are based on the entire 10-county region; non-commuters may live and work in any of the counties; therefore the regional data does not equal the sum of the county-level data (except for net flow); totals may not add due to rounding. Net flow calculated as in-commuters minus out-commuters; positive values indicate more workers are coming to the area for employment (highlighted in green), and negative values indicate more workers are leaving the area for employment (highlighted in red).

On average, Central Planning Region’s workforce is 237,300, and the resident labor force is 243,800. Approximately 72% of the workforce and 70% of the labor force are non-commuters, people who live and work somewhere in the 10-county region. Overall, more workers leave the region for work (out-commuters) than people who come to the region for work (in-commuters), as shown by the net flow of -6,500.

CPWDC will continue to review and monitor this area as appropriate to identify any changes in transportation and methods to address those needs in order to ensure job seekers can obtain reliable transportation to education, training and employment.

1.8. (Planning Regions Only) Describe how the region established administrative cost arrangements, including pooling of funds for administrative costs, as appropriate, for the region.

Because Juniata County is the only county outside of the Central WDA and strong relationships already exist between workforce services in Juniata and Mifflin Counties, it was determined an administrative cost sharing arrangements between the 2 LWDA’s are not necessary at this time. Should any shared cost arrangements be required, these arrangements will be completed in accordance with the Uniform Circular and related financial guidance requirements.

1.9. (Planning Regions Only) Describe the agreement between the local boards that describes how the planning region will collectively negotiate and reach agreement with the Department on local levels of performance for, and report on, the performance accountability measures described in section 116(c), for each of the local areas within the planning region.

CPWDC and SCPa Works are committed to providing high quality services to meet the needs of jobseekers and businesses that will increase employment opportunities and enhance the economy in

the Central Planning Region. As guidance is provided for regional performance measures, the CPWDC and SCPa Works will review and address per the Central PA Region.

DRAFT