



NORTH CENTRAL WORKFORCE INVESTMENT BOARD

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North Central Workforce Investment Board
March 11, 2009
North Central – Teleconference Room
Ridgway, PA
Meeting Minutes

WIB Members Present

Randy Newell	Cathy Grove	Greg Lezanic	Sharon Drukenbrod
George Heigel	Randy Davis	Hugh Daly	Sandra Romanowski
Jennifer Macey	Bob Tami	Lois Richards	Kelly Okerlund
James O'Mara	Paul Timbrook	Catherine Farr	

WIB Members Absent

Robert Cardamone	Eric Bridges	David Cornelius	Courtney Cole
Robert Esch	Larry Sessions	Mark Moore	Ron King
Anthony Viglione	Jeffrey Miller	Dan Burfield	Anita McDonald
Donald Masisak	John Sutika	Victor Marquez	Marla Keck
Cindy Gelnette	Autumn Wolfe		

WIB Staff

Susan Snelick	Barbara McKnight	Pamela Streich	Joseph Kulick
James Stockdale			

WIA Staff

Larry Horning	Peggy Shilk	Jennifer Merritt	Ann Dixon
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Others

William Moulfair, Labor & Industry – BWDP	Elaine Davis, PA CareerLink – McKean Co.
Kris Kronenwetter, Community Education Council	Susan Kefover, Potter Co. Commissioner
Ann Robinson, Pitt at Bradford	
Tom Bogacki, PA CareerLinks (Elk, Cameron, & Jefferson)	
Todd Vanderburgh, PA CareerLinks (DuBois & Clearfield)	

Call to Order

1st Chair Sharon Drukenbrod called the meeting of the North Central Workforce Investment Board Meeting to order at 10:05 AM.

Pledge

The Pledge of Allegiance was given.

Minutes

1st Chair Sharon Drukenbrod asked for the approval of the minutes from the January 21, 2009 WIB meeting. With no corrections, amendments, or additions to the January 21, 2009 meeting minutes Cathy Grove moved to accept the minutes, seconded by Hugh Daly. Motion passed.

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Susan introduced new WIB member Randy Davis with the Area Agency on Aging in Jefferson County and William Moulfair with the State Bureau Workforce Development Partnership (BWDP). Susan noted that Mr. Moulfair will be moving into a Regional Director's position within the Bureau and we will be seeing a lot more of him in the future. Introductions were made.

Correspondence

Susan Snelick noted that there was no correspondence to review.

Susan noted that Pennsylvania Partners' Annual Conference will be held May 6 – 8, 2009 at Hershey Lodge and Convention Center. Any WIB member wishing to attend the conference should contact Susan before March 30, 2009.

State and National Update

- a. American Recovery and Reinvestment Act – Susan did a PowerPoint presentation regarding the National Stimulus. Susan noted that she attended the State Workforce Investment Board last Monday and Sandi Vito did the overview of the National Stimulus Bill and Fred Dedrick did the overview of the Pennsylvania Stimulus Bill. Instead of recreating the slide presentations Susan asked if she could borrow the presentations from that meeting. Susan noted that the unemployment rate is soaring in our region ...it is going up everywhere and basically no industry has gone untouched except possibly secondary education. President Barack Obama signed the American Recovery and Reinvestment Act (ARRA) into law on February 17, 2009, the single largest spending act in the nation's history. The \$787 billion economic stimulus legislation included a total of \$3.95 billion for employment and training services under the Workforce Investment Act (WIA). These funds will be treated as additional Program Year 2008 funds and are to spent quickly and effectively under the existing WIA statutory and regulatory framework. The table below indicates specific appropriations for workforce development programs.

Program	Appropriation
WIA	\$3.95 billion
Youth Formula Grants (including summer jobs)	1.2 billion
Dislocated Workers Formula Grants	1.25 billion
Adult Formula Grants	500 million
YouthBuild	50 million
National Emergency Grants	200 million
Competitive Grants for High Growth Industries	750 million
Other Programs	
State Unemployment Insurance and Employment Service Operations	400 million
Community Service Employment for Older Americans	120 million
Job Corps	250 million

Congress directed the US Department of Labor (DOL) to provide guidance to states and local workforce investment boards urging them to provide supportive services and needs-related payments to unemployed individuals while in training programs.

While legislation does not mandate the operation of summer youth programs, the intent is clear that summer youth employment programs should be emphasized in 2009 and 2010. The statute also extends the eligibility age for youth to 24 years. The sole performance measure to be used for summer youth employment programs will be "workforce readiness" rather than the common measures. Other programs should be assumed to follow the current WIA requirements. Susan commented that the hope is to stimulate the economy because youth spend money and it will help families who are unemployed or underemployed.

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Susan noted that although the money for the summer youth programs runs through June 30, 2011 they do not want us to carry this money into a second summer program for the summer of 2010 ...they want us to spend it for the 2009 Summer Youth Program.

Most of the funds (\$500 Million) provided for Competitive Grants for High Growth Industries will be used to fund projects under the Green Jobs Act. The remainder of the money is to be used for health care and other "high growth" sectors.

To the surprise of many, final legislation includes language to reauthorize the Trade Adjustment Act (TAA). TAA training allocations to the states are to be increased from \$220 million to \$575 million, with \$86 million annually for the states for TAA administration and case management. Previously, the program relied on workforce agencies to use other funding to pay for case management and other basic and staff-assisted services.

Eligibility for TAA has been extended to service workers, including those in the public sector or secondary manufacturing workers who supply parts to manufactures where work moves to other countries. Workers may now participate in training while facing a layoff or after they have lost their job but are working part-time, and funds may also be used for on-the-job training.

Of the \$400 million appropriated for Unemployment Insurance (UI) and Employment Services operations, \$250 million is reserved for "reemployment services" linking UI claimants to job training. ARRA increased UI benefits \$25 per week and extended the provision of federal UI benefits by 33 weeks beyond the date when benefits expire.

ARRA also includes the Unemployment Insurance Modernization Act, which provides \$7 billion in funds to states for UI modernization.

The federal Office of Management and Budget has issued its initial guidance for implementing the ARRA to federal departments and agencies. To view the milestones for implementation, go to www.recovery.gov, and click on "Announcements" to view the agency guidance.

- b. PA Stimulus Grant – Susan did a Power Point presentation regarding the State stimulus. Deputy Director for Workforce Development Fred Dedrick and Executive Director of the State Workforce investment Board Dr. Robert Garraty briefed local WIB Directors on the State's economic recovery response on a conference call held February 20th. Mr. Dedrick commented that the enactment of the economic stimulus legislation, the ARRA of 2009, provides the workforce development system an opportunity to prove its worth as the system best equipped to respond in this recession.

Highlights of his comments include:

- The www.paworkforce.state.pa.us website will provide a link of up-to-date information regarding the stimulus package.
- More individuals are seeking training
- The increased demand for services at PA CareerLinks may require some staffing changes.
- ARRA will result in an increase in 2008 WIA formula, competitive grants, and Trade Adjustment Act (TAA) funds.

Workforce Investment Act

Under ARRA, Pennsylvania will receive:

- 18 million for adult programs (\$15.5 million for local areas)
- \$43.6 million for youth programs (\$37 million for local areas)
- \$35.7 million for dislocated worker programs (\$21 million for local areas)

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The Deputy Secretary said that the department welcomes suggestions and encourages innovation in the use of the funds at the local level but noted that the state would like see 75% of the funds dedicated to training activities. He acknowledged that local areas may need to use money to hire some staff and ramp up to provide more training. There will be pressure for the State to get the money out quickly to the local areas.

Mr. Dedrick said that the State expects to receive its share of the stimulus funds in 30 days or by March 17th. Funds will then be allocated to local areas through their fiscal agents by mid to the end of April following the required approval by the PA General Assembly.

Mr. Dedrick strongly advises WIB directors to be aggressive in spending the funds appropriately and effectively and to follow their best instincts. State and local areas will be scrutinized by the Department of Labor (DOL) on the use of these funds, with emphasis on spending, rather than reserving their WIA funds. Local areas will be required to provide monthly real-time status reports ...this information will be posted on the internet. Local areas will be closely monitored to ensure that they are spending the money. Failure to expend funds could result in punitive action.

Some suggested strategies for the use of the stimulus funds are as follows:

- Create cohorts of 20-25 dislocated workers to receive training as a group versus individually.
- Work with community colleges, technical schools and other post secondary training providers to deliver training. A community college may be added to the list of approved providers without review if the college is providing a new program.
- Industry partnerships should be used to identify training providers that provide good outcomes.
- The use of cohorts, performance incentives, and lessons learned from industry partnerships are encouraged.
- The State plans to train some PA CareerLink staff as training coordinators rather than job developers to manage the influx of training needs.
- State Upskilling Grants for long-term (one year or more) training will be available.
- Career Pathway Grants will be awarded for short-term skills training.
- On-the-job training grants may be used to encourage employers to hire and train new workers who may lack the skills needed.

Wagner-Peyser Act

An additional \$400 million will be available nationwide for Wagner-Peyser programs. These funds cannot be used for training. Pennsylvania will use a portion of its funds to hire 26 additional staff at PA CareerLinks.

Trade Adjustment Act Community Grants

Additional funds appropriated under the TAA community grants will provide up to \$5 million per trade-certified community. The competitive grants will be available through the US Department of Commerce, and local areas will need to work with their economic development organizations to request this funding. Susan noted that within this grant there is money set aside to help people pay for healthcare insurance. She commented that this is an issue for a lot of people who have lost their jobs.

Competitive Grants for High Growth Industries

The stimulus packages includes \$750 million for competitive grants for high growth industries, including \$500 million for green jobs and \$250 million for health care and other high growth occupation training. The Workforce Development System should partner with community colleges and other organizations to deliver training, and the focus should be on industry sectors, such as green jobs, and on healthcare, information technology, food processing, and specialty manufacturing.

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Mr. Dedrick said the department plans to hire a fulltime grant writer to assist in pursuing the competitive grants. He asked local areas to inform him if they plan to apply for these grants so efforts can be coordinated.

Local WIBs are encouraged to apply for competitive grants under the national Energy Training Partnership Grant and state Energy Partnership Grant Program. The State would like to see the local workforce areas apply for \$5 million in grants according to seven regions identified as follows:

1. Northeastern Pennsylvania (Wall Street West)
2. Southeastern Pennsylvania, including Berks and Lancaster counties
3. Northern Tier, North Central, and Central Pennsylvania
4. Northwestern and West Central Pennsylvania
5. Southwestern Pennsylvania
6. Southern Alleghenies
7. South Central Pennsylvania

PA Stimulus Grants

Dr. Garraty explained that Pennsylvania Stimulus Grants in the amount of \$150,000 each will be available for three initiatives: Upskilling Grants, Career Pathways, and On-the-Job training. A total of \$5 million is available for these grants. Draft guidelines were sent via email to all WIB directors on February 26th for comment. Comments were due by March 2 to Dr. Garraty.

A proposal from WorkKeys to provide a statewide license for this popular assessment tool is under consideration by the department.

Workforce areas are urged to work closely with personnel in literacy programs. The new director of the Department of Education's Bureau of Adult, Basic, and Literacy Education (ABLE) is Michael Westover. Dr. Garraty emphasized the need for training of direct care workers.

Local area should build on existing high priority occupations training and integrate green technology, STEM, and alternative energy principles into existing programs when possible. WIBs are advised to consider increasing self-sufficiency standards to enable more individuals to be eligible for services.

WIA Performance Standards

Ed Legge of the Center for Workforce Information and Analysis (CWIA) announce that the Center conducted a conference call to secure input regarding negotiation of WIA performance standards. A follow-up email was sent outlining the data needed from local WIBS to make a case for lower standards, including declining job opportunities, major layoffs, and increased traffic in PA CareerLinks.

Public Relations

Department of Labor & Industry's Press Secretary Troy Thompson emphasized the value of putting a face on the successes of the workforce development system, and this information should be available at a moment's notice. He will begin requesting contact information from local areas for successful training, industry partnerships, and other programs. It was suggested that PA Partners send him information regarding the 2009 Governor's Achievement Award recipients.

Local WIBs should express confidence that the workforce system is best to handle the new challenges under the Recovery Act and should promote the PA CareerLinks as the "go-to" place to receive employment and training needs.

WIBS Urged to Move Ahead with Summer Youth Procurement

Chief of the Division of Youth Services, ETA/DOL Greg Wertz at a summer youth employment workshop held by the Conference of Mayors in St. Louis, Missouri state that existing procurement

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requirements will be followed for summer youth programs. He said that DOL does not intend to redefine the procurement process, and local WIBs should “use the funds quickly and wisely”. He continued that the DOL did not state that these funds cannot be used for additional staffing or related infrastructure needs, but they should be used for effective programming and not just to build a larger staff. Safety and performance will be critical components for expending these funds. Flexibility is critical and “simple and sooner” is better. The age group for this program is 14 through 24.

The ARRA specifically provides that summer youth employment programs will only be evaluated by the “work readiness” measure and will not be subject to the common measures.

Suggested components for a local implementation checklist for summer youth employment programs follows:

- Procurement
- Program design
- Participant recruitment
- Worksite recruitment
- Participant orientation
- Worksite orientation
- Evaluation
- Discipline
- Workers compensation
- Records maintenance
- Monitoring tools
- Timesheets
- Child labor laws
- Payroll processing (Note: Minimum wage changes during the summer)

Pennsylvania Partners will sponsor two (2) webinars to assist local administrators and policy makers understand the guidelines and prepare for summer youth and expanded youth programs funded by the ARRA of 2009. The webinars will be presented by the DOL/ETA Region 2 staff, the BWDP, the PA WIB, and local youth program administrators.

Susan noted that we are very excited about the Summer Youth Program. Susan noted that we can be creative with this and we can use the Work Readiness Skills Standards that the North Central WIB endorsed.

[Senate Confirms Solis as Secretary of Labor](#)

The US Senate confirmed the appointment of Hilda Solis as US Secretary of Labor on February 24th. When confirmed, Solis was serving in the US House of Representatives, where she first took office in 2001, representing a congressional district that includes East Los Angeles. Previously she was elected to the California General Assembly, first as a member of the House in 1992 and then the Senate in 1994.

In Congress, she served on the Committee on Energy and Commerce, the Committee on Natural Resources, and the Select Committee on Energy Independence and Global Warming. Ms. Solis is known for her commitment to labor causes and the environment and made the promotion of green-collar jobs a priority.

[Oates Said to Be Leading Candidate for ETA Assistant Secretary](#)

According to the February 23rd *Employment & Training Reporter* and other sources, Jane Oates, Executive Director of the New Jersey Commission on Higher Education, is the leading candidate. Oates is a former aide to Senator Edward Kennedy (D-MA), where she engaged in developing several WIA reauthorization bills.

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[Vito Testifies at House Subcommittee Hearing on WIA Innovations](#)

Acting Secretary of Labor & Industry Sandi Vito was among seven witnesses to testify at a hearing held by the US House Education & Labor Committee Subcommittee on Higher Education, Lifelong Learning and Competitiveness held February 26th. Titled “*New Innovations and Best Practices under the Workforce Investment Act*”, the hearing was held to gather information in preparation for the reauthorization of WIA. Both the House and Senate indicated plans to move ahead with reauthorization on 2009. A copy of the testimony presented and a video recording of the hearing can be found at <http://edlabor.house.gov/>.

[Pennsylvania Partners' Conference is Just Around the Corner](#)

With the implementation of the ARRA, renewed interest in reauthorization of the WIA, and new state and federal budgets in the table, local workforce leaders need to have up-to-the-minute information to respond effectively.

Catch up on the latest news on these and other policy developments at the state and national levels at the May 6-8, 2009 25th Annual Employment, Training & Education Conference. Visit www.papartners.org for the latest information on the conference, to register, and reserve lodging.

Joseph Carbone, a leader in identifying and securing funds for WIBs and Industry partnerships, will present a special 2 ½ hour workshop in the afternoon on May 7th. He is president and CEO of the WorkPlace, Inc., the Southwestern Connecticut WIB. His initiatives have secured new “value-added” revenue streams from competitive federal grants, private contributions, and fees-for-services and led to numerous research and development initiatives such as national demonstration projects and pilots. As a champion for regional workforce and economic development initiatives such as WIRED, Carbone emphasizes the adding of value through broader collaboration and ensuring that the system invests its resources to create a lasting impact.

[Local WIBs to Brief Congressional Staff in Washington](#)

A briefing for the labor staff of Pennsylvania's Congressional delegation was held March 10, 2009 in Senator Specter's Office. Local WIB chairs and senior staff discussed the state and local economic recovery activities taking place in PA along with some examples of how the system is providing needed response. This briefing and other visits with congress members were held during the March 7-10 NAWB Forum in Washington, DC.

Susan noted that the North Central WIB plans to sponsor a Career & Technology Fair on April 3, 2009 that will be held at ITEC in Ridgway. The focus will be on schooling for high priority occupations, employers who are hiring in the North Central region, and support services for displaced and underemployed workers. We plan to have employers, schools (education), and supportive services personnel set up to help direct and disperse information to displaced and underemployed workers attending the Career & Technology Fair. We also hope to have employers attend who are currently hiring or will be hiring in the near future.

Susan noted that she also wants to hold town hall meetings over the next few months to communicate with employers, education providers, agencies, and job seekers that our system is getting ready to respond. Susan commented that we will only be as successful as all of our partners are in helping us to be successful. The bottom line is that we need to get people prepared for when the economy turns around.

Susan noted that although there is a lot of information out there right now that there is a lot more information to come and that the feds will come out with a TEGL. A TEGL is guidance letter or policy and they expect it to be out Friday, March 13th and by the latest March 19th. This will help us as we move forward. We need to remember with these stimulus monies that President Obama is looking for accountability from everyone. Lengthy discussion ensued.

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Bill Moulfair noted that the State is hiring more employees for the Unemployment Compensation calls centers as well as staff for CareerLinks even though there is a hiring freeze by the Governor. The demand for this service is great due to the number of people who have been laid off or who have lost their jobs. Discussion ensued.

Committee Reports

Audit & Finance Committee

Susan noted that the Audit and Finance Committee did not meet but will meet once we have received our allocations. They will need to meet with the WIB's Executive Committee so that we can discuss the budget to get it approved and wrap our arms around what we will do to spend the funds.

CareerLink Committee

Ann Dixon and Tom Bogacki gave a PowerPoint presentation regarding a workgroup meeting from the North Central region that was held a few weeks ago. Tom noted that the purpose of this meeting was to look at the different orientations being held at the CareerLinks in our region to see if we could streamline them all down to one basic orientation. They broke down the orientations and the staff time being utilized for each of the orientations. As they broke down the orientations they looked for similarities. They discovered that they could do one orientation in each CareerLink and reduce redundancy. Ann reviewed the PowerPoint regarding the orientation of how the CareerLinks will handle participants coming in for services. Participants will receive an orientation, they will be briefed regarding the services, they will be registered on the CWDS website, and refer them to appropriate staff. Susan noted in support the PowerPoint presentation that we are looking at making packets of the necessary materials here and distributing them to the CareerLinks.

Executive Committee

Bob noted that the Executive Committee did not meet.

Futures Committee

Pam noted that the Futures Committee did not meet. Pam gave an update regarding the Industry Partnerships. Pam noted that the Healthcare Industry Partnership met within the past couple of weeks. Currently the partnerships are looking at their balances and making sure that we have plans to expend these funds by June 30, 2009.

- The Healthcare Industry Partnership is looking is doing a lot of training. They are supporting a medical assistance program in cooperation with Charles Cole Memorial Hospital and Pennsylvania College of Technology that will begin in April 2009. Other trainings already scheduled are: Blueprints are a Waste of Accuracy, Wound Care for Home Health Agencies, and Challenging Geriatric Behaviors. The partnership is looking at all of the trainings that they have participated in or are going to participate in and we are gathering this information from them. Pam noted that she and two members of the partnership (Cathy Grove and Jim Papp) will attend a Healthcare Industry Partnership Symposium April 21 & 22, 2009 in Harrisburg, PA at which time we will participate in a poster event to showoff what the partnership has done. They will also be meeting our legislatures during these two days to talk about what the partnership is doing and what our goals are.
- Pam noted that the Manufacturing Partnership met two weeks ago. They are looking at different training that they can do within this partnership. The Manufacturing Partnership is sponsoring a Pro Engineering training April 6 & 7, 2009 at Pitt at Bradford. The training is for high school teachers to teach CAD, CAM, and shop classes. The goal is for them to go this 2-day training and share the software that they get with their students and hopefully partake in this year's Real World Design Challenge. Everyone who participates in this training receives \$1 million dollars in free software. Students will be able to take this home and use it. The whole program is based on the STEM (Science, Technology, Engineering, and Mathematics) Initiative to try to get more

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youth interested the STEM program. This year's Real World Design Challenge was won by a school in the central Pennsylvania STEM Network, which we are a part of.

- The Transportation Industry Partnership is working with the transportation companies that are being referred to us to get our funding stream allocations spent.
- Pam noted that the Gas and Oil Partnership will be meeting next week. Their funds are obligated for Well Control training and the Oil and Gas Production and Oil and Gas Supervisory training. This partnership is managed by POGAM.
- Pam noted that the Lumber and Wood Partnership Pam is defining Career Ladders.

LMC

Greg Lezanic reported through February 28, 2009 that we are serving 739 clients in EARN (Employment and Advancement Retention Network) program. EARN has two (2) programs – the Career Development Component (CEC) (we are currently serving 371 clients) and the Work Support Component (WSC) (we are currently serving 368 clients). As of February 28, 2008 we were serving 738 clients. Greg reported that the Performance Standards as of February 28, 2009 that the Job Placement rate for the CEC Program is 60% and we are at 49%; we are at 56% for our clients who qualify for Medical Benefits and the State requirement of 45%; the Wage at Placement requirement is \$8.00 per hour and we are at \$8.58 per hour; and the State requires a 60% Job Retention rate and we are at 66% Job Retention. Greg noted that traditionally the WSC is more of the tougher clients to work with (they are more hardship cases). Regarding the Performance Standards for the WSC, as of February 28, 2009, the State requirement for Job Placement is 60% and we are 42%; we are at 40% for our clients who qualify for Medical Benefits and the State Requirement is 45%; the Wage at Place requirement is \$8.00 per hour and we are \$7.98 per hour; the State requires 85% for the Pre Placement Program and we are 65%; and, the State requires a 60% Job Retention and we are at 62%.

Greg noted that North Central continues to lead the State required in-house programming monitoring regarding all of our programs. There are six different areas that are required to be monitored.

Greg noted that there is some talk about what is going to happen regarding the Economic Stimulus package.

Randy Newell made a motion to accept the LMC Report, seconded by Paul Timbrook. Motion passed.

Youth Council

Susan noted that the Youth Council met on February 11, 2009 and the minutes from that meeting were included in the email/mailling for today's WIB meeting. Susan noted that Pam has been coordinating the Pro Engineering training that will be held at Bradford Area High School April 6 & 7, 2009.

Joe Gerzina, Training and Consultation Team Education Consultant with the Riverview IU-6, gave an outstanding presentation regarding the "Life After School Conference". Joe noted that the Riverview IU-6 services 16 school districts. Joe and parents from the IU met approximately six years ago and decided that they were going to have a conference for the children. The initial conference brought a speaker in to talk to the students who were college bound or heading for a technical education to show them what they would need to do to prepare themselves. Approximately 100 attended the first conference in a facility smaller than the Conference Room at North Central. They immediately outgrew that space and moved it to a conference center close by and it is held there annually. Over 400 people attend this conference annually and we are hoping that more attend now due to the partnership being developed with the North Central Youth Council. The conference is setup just like adult conferences with breakout sessions. Parents, students, employers, agencies, educators, etc. attend the conferences. This really evolved in fun things for attendees with the intent that they are learning without realizing it. Joe noted that this is the only conference of its kind in Pennsylvania that we are aware of. Joe showed a PowerPoint from the 2006 conference. The 6th Annual Conference for "Life After School" is scheduled for April 30, 2009. It will be held at the Zion Conference Center in Clarion, PA and the Keynote Speaker is Jeff Yalden. Jeff is a MTV celebrity and International Motivational Speaker. Susan noted that this fits perfect within our Youth Council Strategic Plan.

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Information regarding the North Central WIB Regional Career Education Partnership (RCEP) Request for Mini-Grant Application for Career Education Projects can be located on the North Central WIB Youth Council website under the information for the February 11, 2009 Youth Council meeting. The Request for Min-Grant applications were issued by the North Central WIB on behalf of the Youth Council/RCEP. Eligible applicants include: school districts, intermediate units, career and technical centers, community agencies/organizations, or other non-profit organizations that focus on career education for youth. \$30,000 is available and it is expected that a number of projects will be awarded ...therefore applications are limited to \$3,000. Project timeframes must occur March 2009 through June 30, 2009. Applications for requests needed to be sent to Pam Streich via email by 4:00 pm on February 27, 2009. Successful awardees will work toward the goals of the Youth Council/RCEP and other goals that assist in developing sustainable career education programs as follows:

- a. Increase the awareness of career and educational opportunities among our youth.
- b. Ensure career preparedness through improved youth literacy, and basic and soft skills (e.g. attitudinal, work readiness, etc.).
- c. Connect Youth with employment opportunities through stakeholder collaboration.
- d. Aid in the implementation of PDE Career Education and Work Standards.
- e. Include a STEM focus (Science, Technology, Engineering, and Math).

Additional information regarding the Youth Council/RCEP goals can be found at <http://web2.ncentral.com/WIB/YouthCouncilStrategicPlan.pdf>.

Pam Streich noted that the main goal we looked at when awarding the mini-grants was the employer connection into the schools. We received five (5) proposals. A Committee of the Youth Council was formed to review the proposals and make recommendations on which ones should be funded. We denied two (2) of the proposals and awarded funding to: Children's Aid Society for a Career Club for high school students; Austin Area School District for the implantation of the "May I Learn About Careers" curriculum for 8th and 9th grade students; and to Cameron County Area School District for the development of an outdoor classroom. More details are available upon request. They will be required to give reports and possibly report to the North Central WIB on what they have done with that funding at a future meeting. We plan to put together a Best Practices for our LWIA.

Pam noted as an update while we continue with our Youth Council Strategic Plan that we are still in the process of establishing a single point of contact within each school district. We have reached out to all of the schools including Intermediate Units 6, 9, and 10 that cover all of our school districts. We have worked on a Business and Industries Connections to Schools Program that we are ready to finalize. We received input from 65 employers and from those employers we have 81 volunteers who have committed to providing us their contact information and a description of what they are willing to go into the schools and talk about. This document will go out to the schools on Friday, March 13th. The schools will then have this information and will be able to contact the employers directly to bring in the volunteers to talk to classrooms of students or to participate in other activities such as Job Shadowing, Educator in the Workplace, Mock Interviews, Curriculum Fairs, etc. This document will be made available on the North Central WIB website.

The Youth Council viewed a T.E.E.N. (Transportation, Education and Economic Network) DVD. A female high school student narrated throughout the DVD. The Transportation and Logistics Industry is responsible for delivering nearly everything you can think of. Much more than pick-up and delivery goes into this industry. Many opportunities exist in this field right here in Pennsylvania and over 100,000 drivers will be hired within the next few years. The five (5) main job groups within transportation include: truck drivers, warehouse workers, railroad workers, clerical workers, and mechanics. Truck driving is in the highest demand of all the jobs available in this industry. The three (3) career paths in truck driving are Heavy and Tractor Trailer drivers, Light drivers, and Owner-Operators. Truck driving is a diverse industry with many opportunities available. Truck drivers can drive across country or can stay local. As trucking companies compete for drivers the earnings and benefits will increase. Drivers can earn

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between \$35,000 - \$55,000 per year in their first year of driving and their wages increase from there. There are always work opportunities in trucking.

Warehouse workers include Industrial Truck and Trailer Operators, Laborers, Material Handlers, and Packers and Packers. Clerical workers consist of Office Clerks, Customer Service Reps, Shipping and Receiving Clerks, and Dispatchers. Mechanics receive more training and their pay is higher. The Transportation and Logistics Industry provides great pay, benefits, paid vacations, job security, and much more.

Susan noted the DVD was created because it was felt that not many young people were aware of these opportunities. Susan said that we can hopefully view this DVD at the next WIB meeting.

Susan noted that we spent a portion of the meeting talking about the Stimulus and the Summer Youth Program, etc.

Blythe Brunner gave a Workforce Operations Activity Report from July 1, 2008 through December 31, 2008.

Bob Tami made a motion to accept the Youth Council Report, seconded by Jennifer Macey. Motion passed.

Workforce Operations' Activity Report

Larry noted that North Central Operations is the lease holder of CareerLinks in our region. As a follow-up Larry noted that we have communicated with EDF regarding PA CareerLink in DuBois' lease and are waiting for them to respond back. We are currently in contact with the Area Transportation Authority (ATA) regarding the new facility that they are building in Punxsutawney. There is an opportunity to partner with ATA and possibly lease a portion of their new facility. The Department of Public Welfare is exploring some options for the CareerLink in Cameron County. We are currently on a 1-year lease for the CareerLink in Clearfield with an option for another year's lease, however we are looking at an option renting space from Economic Development in Clearfield.

Larry noted that we are participating with the Rapid Response benefit rights activities when there are future layoffs. Larry noted of those laid-off that approximately 60% are eligible for the TAA (Trade Assistance training). We are looking at approximately 2000 people who are eligible for this training. We are doing outreach to them through the Career & Tech Fair that the North Central WIB will host on April 3rd and via other avenues. Discussion ensued.

Jennifer Macey made a motion to accept the Workforce Operations' Activity Report, seconded by Randy Newell. Motion passed.

Other Business

Susan referred to the Self-Sufficiency Standards information included with materials in preparation for today's meeting. Susan noted that One-Stop services are identified as core, intensive, and training within the Workforce Investment Act. It is expected that as individuals visit their one-stops that these services will be available to them as needed. It is also expected that all mandated partners will either have services available at the one-stop locations or through a referral mechanism.

Legislation further states for individuals served under both the adult and dislocated worker funding streams that intensive services are available to individuals:

- (i)(1) who are unemployed and are unable to obtain employment through core services provided under paragraph (2); **and**
- (II) who have been determined by a one-stop operator to be in need of more intensive services in order to obtain employment; **or**
- (ii) who are employed, but who are determined by a one-stop operator to be in need of such services in order to obtain or retain employment that allows for self-sufficiency.

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*Auxiliary aids and services are available upon request to individuals with disabilities.
Equal Opportunity Employer/Program*

In addition to intensive services, training services are also available through one-stops and is explained further in the attachment from the Workforce Investment Act of 1998 that is included in the materials for today's WIB meeting. Within intensive and training services, the legislation stipulates a priority of services – *in the event that funds allocated to a local area for adult employment and training activities under paragraph (2)(A) or (3) of section 133(b) are limited*, priority shall be given to recipients of public assistance and other low-income individuals for intensive services and training services. The appropriate local board and the Governor shall direct the one-stop operators in the local area with regard to making determinations related to such priority.

In the tough economic times it is the responsibility of the Board to ensure that all customers in need of services to become more employable are given that opportunity. Our system has been driven by common measures (performance) in the past that those individuals most in need may have been determined not to be suitable for our programs due to several factors. We then lose access to a potential pool of customers that may meet the expectations of our employers with a little extra help.

With recent discussions of both the State WIB and the Deputy Secretary we would like to redefine our self-sufficiency standard as well as intensive and training services eligibility. The conversations have been supported within the draft guidelines of the PA Stimulus grants encouraging local WIBs to address this concern.

Staff would like to recommend the following:

Intensive Services Eligibility – As indicated above, as long as an individual is not employed or is underemployed they would be eligible for intensive services. In addition, if intensive services would be utilized to a point that we are dealing with a staff capacity issue within Operations, then either funds would be sought for additional resources to hire additional staff or the priority of service would be effective.

Training Services Eligibility – As indicated from the legislation as well as those individuals working who fall below the self-sufficiency wage of \$34,240 (as defined by 235% of poverty based on a family of two guidelines effective 1-23-2009).

There should also be a recognition that we are currently unsure of the effect that these changes will make on our common measures. There is an example within the state where a local area made similar changes and did not see any negative impact on their measures. As long as our system is responding to our customers and enhancing their employment opportunities, I don't see how we should fail. Discussion ensued.

Jennifer Macey made a motion to accept the recommendations, seconded by Jim O'Mara. Motion passed.

Bill Moulfair mentioned that with the Stimulus ...all of the money that is coming. In addition to this being helpful to the community, etc.; it will be an opportunity to the workforce system (nationally and within our state) to show what they can do. Remembering that WIA still needs to be reauthorized ...this could have a great impact on what happens in the future with workforce funding. Susan added that this is an opportunity for our system to perform because a lot of eyes on us now. Susan noted that the new Secretary of Labor Hilda Salize and others are looking at our system positively and are very open to it and helping us.

Adjourn

Hugh Daly made a motion to adjourn, seconded by Bob Tami. The meeting adjourned at 12:10 pm.

The next North Central WIB meeting will be held on Wednesday, May 20, 2009, beginning at 10:00 am at North Central in Ridgway, PA.

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