



WIOA Multi-year Central Region Regional Plan

Effective Program Year 2021 through Program Year 2024

July 1, 2021 – June 30, 2025

As approved June 16, 2021

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Region Workforce Development Area name: Central Planning Region

Effective Date: 7/1/2021

1.1. Identification of the region.

- Name of the Region: Central Planning Region
- Local Workforce Development Areas:
 Central Workforce Development Area incorporated as the Central Pennsylvania Workforce Development Corporation (CPWDC) D.B.A. Advance Central PA as referenced throughout the rest of the regional plan (Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder & Union counties)
 South Central Workforce Development Planning Region (SCWDPR) comprised of the Southcentral Workforce Development Board D.B.A. SCPa Works as referenced throughout the rest of the regional plan (Juniata County)
- Key Region Committee Members:
 Erica Mulberger, Central Workforce Development Area
 Jesse McCree, South Central Workforce Development Area
- Key Regional Committee Dates: ~~7/28/17, 8/29/19~~, 2/5/21

1.2. 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 several areas of focus for the delivery workforce development strategies. These are in addition to and in alignment with Advance Central PA and SCPa Works vision and goals outlined in the individual Local Plans.

First, emphasis will be made to increase the number of individuals, particularly young adults and individuals with barriers to employment, 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, and information technology 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.

One strategy for increasing these training opportunities is to increase the number of apprenticeship and pre-apprenticeship programs available in the region. SCPa Works has a goal to increase the number of apprenticeship and pre-apprenticeship programs by 40% over the next 4 years and has launched an Apprenticeship Navigator program that is also being explored by Advance Central PA to implement throughout the region. Additionally, Advance Central PA has launched a pilot CNC machinist apprenticeship eco-system with several local school districts, career and technical education providers, and businesses that can be replicated throughout the planning region. This CNC eco-system allows

students to receive credentials in the CNC pre-apprenticeship program and start earning hours towards the registered CNC apprenticeship program all before graduating high school. By offering the program while students are still in high school where they have educational supports, it helps reduce the barriers some participants may have while trying to enter training programs and provides an opportunity for non-traditional students to explore careers in industries they may not otherwise consider, e.g. females in manufacturing.

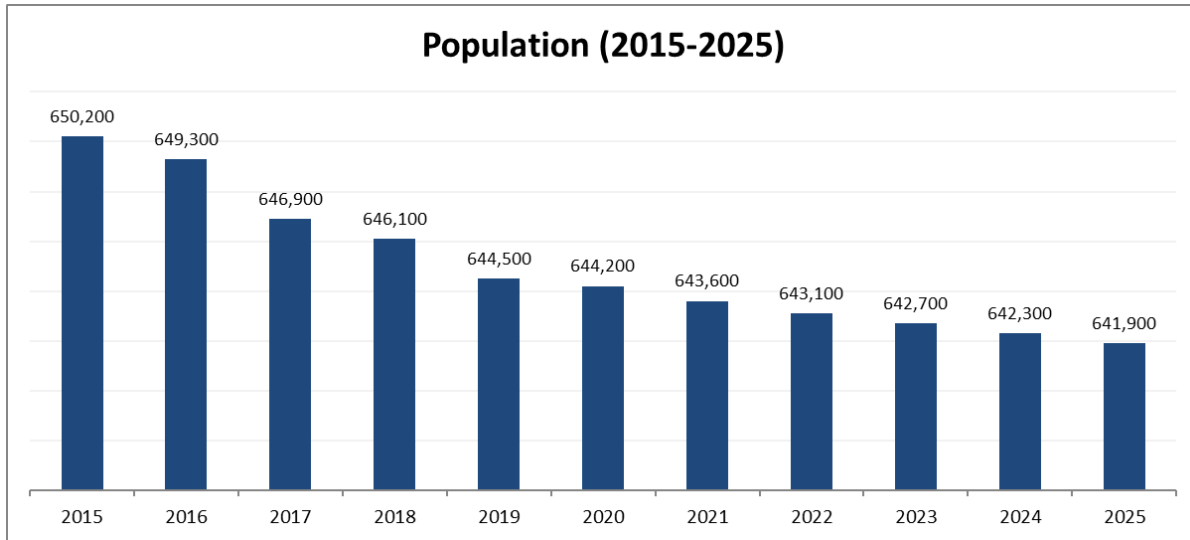
Second, Advance Central PA and SCPa Works will build on our existing relationship through increased communications and shared resources. Through regular meetings, we will share best practices, determine future service delivery strategies to meet the needs of our shared customers and identify ways to share costs and reduce duplicative services, where appropriate. One plan to share resources is the use of the Path to Careers website that was built by Advance Central PA to connect youth and young adults with career exploration activities in local businesses. This website will be updated for SCPa Works so the companies, students, and education providers in their local workforce development area can also utilize the Path to Careers website.

Third, Advance Central PA and SCPa Works continue to expand and build upon the successful Engage! program and are active participants in PREP which are programs 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. 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. Some of this is already evidenced by the Livability marketing materials to attract and retain workforce talent and attract new business investment in the Central Planning region. The 8-page Livability print and digital magazine is being released in spring 2021 in coordination with the Commonwealth's Livability campaign.

1.3. 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 644,200 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 (2020) population of the 10-County region decreased by 6,000 (-0.9%) since 2015 and is projected to decrease by 2,300 (-0.4%) by 2025. The Central Planning Region certainly demonstrates a decreasing population, as evidenced by the following chart:



Source: EMSI, 2020.4

The Central Planning Region has an aging population, with the median age increasing from 38.5 to 39.5 in the past 5 years (Source: American Community Survey). Projections from EMSI suggest additional aging. From 2020 to 2025, the population under the age of 29 years is projected to decrease by a combined 3,100 individuals (-1.2%), and the population ages 40-59 years is projected to decrease by 8,100 (-5.3%). Conversely, the population ages 60 years and over is projected to increase by 8,500 (5.0%). Not only are the younger age groups declining, but the older age categories are expanding.

A majority of the population in the Central Planning Region is White (92.5%), and a majority is Non-Hispanic (96.9%). The White population shows historical and projected decreases, while all other race categories have increases. The Black population increased by 700 (3.2%) in the past 5 years, and it is projected to increase by 1,000 (4.5%) in the next 5 years. Similarly, the Asian population shows a historical increase of 1,200 (8.5%) and a projected increase of 900 (5.9%). The Hispanic population increased by 2,600 (15.1%) in the past 5 years, and it is projected to increase by 2,200 (10.9%) in the next 5 years. Overall, demographics show a decreasing population that is aging and becoming more diversified in the Central Planning Region.

Race and Ethnicity	2015		2020		2025	
	Count	Percent	Count	Percent	Count	Percent
White	604,799	93.0%	595,644	92.5%	590,386	92.0%
Black	20,720	3.2%	21,391	3.3%	22,360	3.5%
American Indian or Alaskan Native	1,447	0.2%	1,641	0.3%	1,783	0.3%
Asian	13,884	2.1%	15,060	2.3%	15,954	2.5%
Native Hawaiian or Pacific Islander	307	0.0%	353	0.1%	389	0.1%
Two or More Races	9,047	1.4%	10,089	1.6%	11,003	1.7%
Non-Hispanic	632,820	97.3%	624,164	96.9%	619,675	96.5%
Hispanic	17,383	2.7%	20,015	3.1%	22,201	3.5%
Total	650,203	100.0%	644,179	100.0%	641,876	100.0%

Source: EMSI, 2020.4

There are 249,100 households in the Central Planning Region, which increased by 0.1% from 2014 to 2019. The median household income increased by 17.6% to \$54,600. Households with an income of less than \$50,000 decreased by 13.5%, while households with an income of \$50,000 or more increased by 15.8%.

Households and Household Income				
Income	2014		2019	
Less than \$24,999	64,661	26.0%	55,094	22.1%
\$25,000 to \$49,999	68,497	27.5%	60,060	24.1%
\$50,000 to \$99,999	77,903	31.3%	79,821	32.0%
\$100,000 to \$149,999	24,894	10.0%	33,966	13.6%
\$150,000 to \$199,999	7,003	2.8%	11,037	4.4%
\$200,000 or more	5,866	2.4%	9,114	3.7%
Total Households	248,824	100.0%	249,092	100.0%
Median Household Income	\$46,425	--	\$54,604	--

Source: 2010-2014 ("2014") and 2015-2019 ("2019") 5-Year 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 11.2% of the population in the Central Planning Region has less than a high school education, 41.7% has a high school diploma, and 25.1% has a bachelor’s degree or higher. Individuals with less than a 9th grade education are projected to increase by 600 (3.3%), while all other educational attainment categories are projected to decrease.

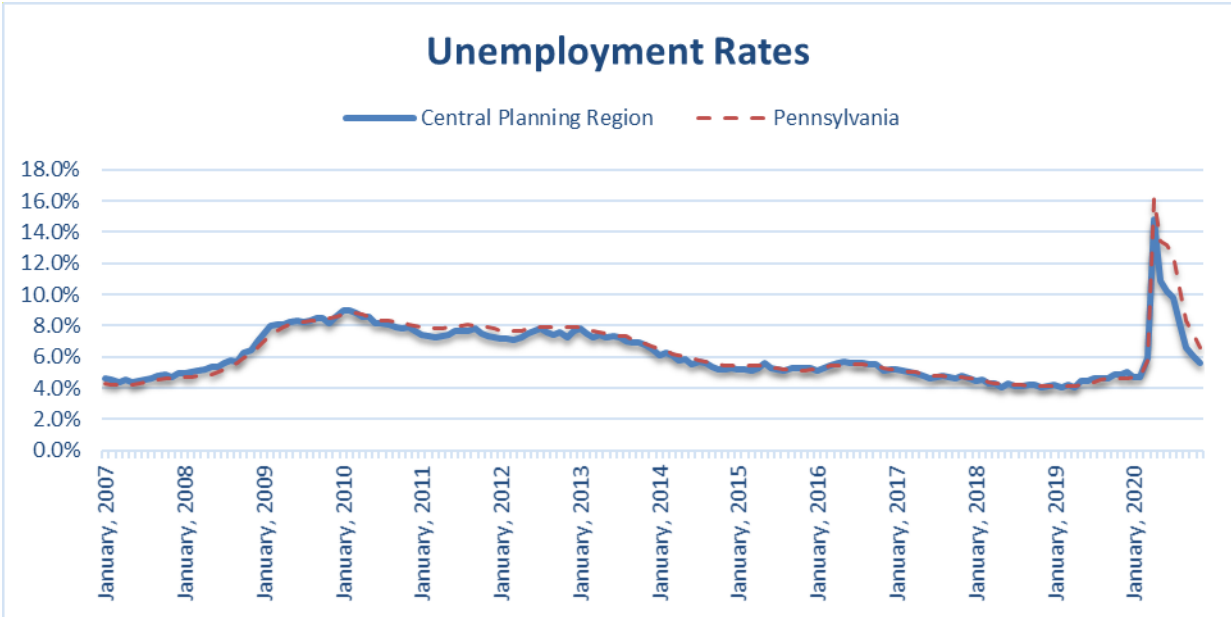
Educational Attainment						
Level	2015		2020		2025	
Less Than 9th Grade	15,506	3.6%	16,767	3.8%	17,317	4.0%
9th Grade to 12th Grade	33,115	7.6%	32,026	7.3%	31,833	7.3%
High School Diploma	181,514	41.7%	182,389	41.7%	180,922	41.7%
Some College	61,861	14.2%	61,041	14.0%	59,917	13.8%
Associate Degree	35,297	8.1%	35,279	8.1%	34,678	8.0%
Bachelor's Degree	63,698	14.6%	64,216	14.7%	63,627	14.7%
Graduate Degree and Higher	44,397	10.2%	45,672	10.4%	45,260	10.4%
Total	435,388	100.0%	437,388	100.0%	433,553	100.0%

Source: EMSI, 2020.4; based on population ages 25 years and over

Labor Market Information

As of November 2020, the Central Planning Region has a civilian labor force of 302,500 with 285,700 employed and 16,900 unemployed, resulting in an unemployment rate of 5.6%. The unemployment rate peaked in April 2020 amidst the COVID-19 pandemic at 14.8%. Since then, the labor force has dropped by 8,900 due to 20,300 more workers (employed) and 29,100 fewer jobseekers (unemployed), causing the unemployment rate to drop by 9.2 percentage points.

The following graph tracks the local unemployment rate in the Central Planning Region compared to statewide values from January 2007 through November 2020:



Source: Center for Workforce Information and Analysis, based on the November 2020 preliminary dataset using seasonally adjusted values

Advance Central PA and SCPa continue to monitor monthly changes in the labor market, even more so given the COVID-19 pandemic and all the changes it has wrought. As the regional economy stabilizes and employers return to capacity, the unemployment rate shows a decreasing trend in recent months but uncertainty still remains.

After peaking at 322,500 in 2008, the labor force dropped to 313,700 in 2018. The labor force contracted by 8,800 individuals as a result of 3,900 fewer workers (employed) and 4,900 fewer jobseekers (unemployed), causing the unemployment rate to drop to 4.2%. Over the past 2 full years (2018-2019), the labor force expanded by 1,300 with 400 more employed and 900 more jobseekers, and the unemployment rate rose to 4.5%.

The following table identifies the labor market information in the Central Planning Region annually from 2007 to 2020* and monthly values from January 2020 through November 2020:

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	298,100	24,000	7.4%
2013	321,100	298,100	23,000	7.2%
2014	317,400	299,400	18,000	5.7%
2015	315,700	299,200	16,600	5.3%

2016	316,400	299,200	17,200	5.4%
2017	315,200	300,000	15,200	4.8%
2018	313,700	300,400	13,300	4.2%
2019	315,000	300,800	14,200	4.5%
2020	307,500	283,200	24,400	8.0%
January, 2020	319,000	304,200	14,900	4.7%
February, 2020	318,300	303,300	15,000	4.7%
March, 2020	316,400	297,700	18,700	5.9%
April, 2020	311,400	265,400	46,000	14.8%
May, 2020	310,200	276,500	33,800	10.9%
June, 2020	299,600	269,000	30,700	10.2%
July, 2020	300,100	270,600	29,500	9.8%
August, 2020	298,100	273,700	24,400	8.2%
September, 2020	304,600	284,400	20,200	6.6%
October, 2020	302,700	284,400	18,200	6.0%
November, 2020	302,500	285,700	16,900	5.6%

Source: Center for Workforce Information and Analysis, based on the November 2020 preliminary dataset using seasonally adjusted values

2020: based on January 2020 through November 2020 only

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 6.7%. This decreases to 4.5% for a high school education, 3.2% for some college or associate degree, and 1.7% for a bachelor’s degree or higher. Higher levels of education lead to lower levels of unemployment.

Jobs

There are 292,600 jobs in the Central Planning Region as of 2020, 19.3% of which are goods-producing industries and 80.7% are service-providing industries. Job projections indicate a growth of 6,400 (2.2%) by 2025, a majority of which will be for service-providing jobs (79.4% of the projected growth, or 5,100 jobs). Nearly half (49.1%) of all jobs are found in the Government (includes public education), Healthcare and Social Assistance, and Manufacturing industry sectors. (Source: EMSI, 2020.4).

Over a quarter (26.9%) of all jobs are 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 sustainability of many companies as key employees retire creating a void of historical knowledge and hands on experience.

Age Group	Jobs	
Under 25	37,341	12.8%
25-34	57,884	19.8%
35-44	56,856	19.4%
45-55	61,898	21.2%
55+	78,599	26.9%
Total	292,578	100.0%

Source: EMSI, 2020.4

Jobs by age are based on 2020 job estimates

All jobs in the Central Planning Region have an average hourly wage of \$21.90. Almost a third (31.6%) of all jobs pay workers \$8.51 to \$15.00 per hour. All other jobs (68.4%) pay workers more than \$15.00 per hour.

Wage Range	Jobs (estimated)	
\$8.50 or less	0	0.0%
\$8.51-\$15.00	92,339	31.6%
\$15.01-\$25	112,899	38.6%
\$25.01-\$35.00	54,000	18.5%
More than \$35.00	32,875	11.3%
Total Jobs included in Estimate	292,113	99.8%
Occupations with "Insf. Data" for Wages	271	--
EMSI Total	292,578	--

Source: EMSI, 2020.4; based on 2020 job estimates

Current average hourly occupational wage estimates 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, 65.5% of all jobs in the Central Planning Region typically require a high school diploma or less, and 22.7% typically require a bachelor’s degree or higher.

Typical Entry Education Level	Jobs (estimated)	
No formal educational credential	69,013	23.6%
High school diploma or equivalent	122,478	41.9%
Postsecondary nondegree award	21,589	7.4%
Some college, no degree	6,750	2.3%
Associate degree	5,510	1.9%
Bachelor's degree	50,827	17.4%
Master's degree	4,882	1.7%
Doctoral or professional degree	10,554	3.6%
N/A (Military Occupations)	781	0.3%
Total Jobs included in Estimate	292,384	99.9%
EMSI Total	292,578	--

Source: EMSI, 2020.4; based on 2020 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 37.3% of workers have a high school diploma or less, and 30.5% 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	27,978	9.6%
High school diploma or equivalent	81,091	27.7%
Some college, no degree	64,183	22.0%
Associate degree	29,083	9.9%
Bachelor's degree	55,477	19.0%
Master's degree	23,470	8.0%
Doctoral or professional degree	10,313	3.5%
N/A (Military Occupations)	781	0.3%
Total Jobs included in Estimate	292,377	99.9%
EMSI Total	292,578	--

Source: EMSI, 2020.4 (2020 job estimates) and BLS Table 5.3 Educational attainment for workers 25 years and older by detailed occupation, 2018

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 234,800 jobs (80.3%) in the Central Planning Region. The top 5 employing industry clusters in the Region account for 167,000 jobs (57.1%):

- Building and Construction: 21,600 jobs (7.4%)
- Advanced Manufacturing: 22,300 jobs (7.6%)
- Hospitality, Leisure, & Entertainment: 28,200 jobs (9.6%)
- Healthcare: 46,700 jobs (16.0%)
- Education: 48,200 jobs (16.5%)

The average earnings (including benefits) per job for all industry clusters is \$59,900, and it is \$45,300 for industries that are not a part of an industry cluster. Except for Hospitality, Leisure, and Entertainment, which pays an average of \$20,100 per job, each industry cluster pays an average of at least \$54,400 (earnings plus benefits).

From 2015 to 2020, the Region had a net gain of 2,100 jobs (0.7%). The 12 industry clusters gained 3,100 jobs (1.3%) overall, with the highest job growth found in Healthcare: 3,500 jobs (8.1%), Building and Construction: 1,100 jobs (5.6%), and Business Services: 800 jobs (4.0%). The Region is projected to add 6,400 jobs (2.2%) by 2025. The 12 industry clusters are projected to add a total of 6,600 jobs (2.8%), with the highest growth projected in Healthcare: 4,200 jobs (8.9%), Business Services: 900 jobs (4.5%), and Hospitality, Leisure, & Entertainment: 800 jobs (3.0%).

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

- Advanced Manufacturing: 1.09
- Agriculture & Food Production: 1.34

- Building and Construction: 1.08
- Education: 1.57
- Wood, Wood Products, & Publishing: 2.37

In our region, we have focused on Advanced Manufacturing, Education, Energy, Healthcare, 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 2015-2020		Projected Change 2020-2025		Average Earnings per Job	Establishments
Advanced Manufacturing	22,261	7.6%	1.09	608	2.8%	694	3.1%	\$62,594	1,087
Agriculture & Food Production	12,248	4.2%	1.34	-337	-2.7%	338	2.8%	\$54,379	551
Bio-Medical	1,208	0.4%	0.30	-69	-5.4%	-11	-0.9%	\$80,484	59
Building and Construction	21,592	7.4%	1.08	1,148	5.6%	647	3.0%	\$56,557	1,611
Business Services	20,539	7.0%	0.57	783	4.0%	933	4.5%	\$64,749	1,548
Education	48,234	16.5%	1.57	-1,867	-3.7%	-1,084	-2.2%	\$68,669	641
Energy	5,438	1.9%	0.99	-1,007	-15.6%	168	3.1%	\$90,650	293
Health Care	46,688	16.0%	0.96	3,502	8.1%	4,176	8.9%	\$69,675	2,333
Hospitality, Leisure, & Entertainment	28,197	9.6%	0.97	721	2.6%	834	3.0%	\$20,129	1,756
Logistics and Transportation	8,650	3.0%	0.69	292	3.5%	280	3.2%	\$61,306	499
Real Estate, Finance & Insurance	8,685	3.0%	0.57	-247	-2.8%	10	0.1%	\$65,453	1,201
Wood, Wood Products, & Publishing	11,064	3.8%	2.37	-479	-4.1%	-360	-3.3%	\$56,504	335
Total-Targeted Industry Clusters	234,804	80.3%	1.00	3,050	1.3%	6,625	2.8%	\$59,868	11,912
Non-Targeted Industries	57,775	19.7%	1.02	-921	-1.6%	-201	-0.3%	\$45,299	3,259
All Industries	292,578	100.0%	1.00	2,129	0.7%	6,424	2.2%	\$56,991	15,171

Source: EMSI, 2020.4; based on 2020 job estimates

Current industry earnings estimates include wages, salaries, proprietor earnings, and supplements

Establishments do not include sole-proprietors; based on 2020 estimates

Industry Sectors

The top five (5) industry sectors account for 196,600 jobs (67.2%) in the Central Planning Region.

- Accommodation and Food Services: 22,500 jobs (7.7%)
- Government (includes public education): 59,400 jobs (20.3%)
- Healthcare and Social Assistance: 47,000 jobs (16.1%)
- Manufacturing: 37,100 jobs (12.7%)
- Retail Trade: 30,500 jobs (10.4%)

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 (2015-2020)	
Based on Net Change	Based on Percent Change
Accommodation and Food Services	Administrative and Support and Waste Management and Remediation Services
Arts, Entertainment, and Recreation	Agriculture, Forestry, Fishing and Hunting
Healthcare and Social Assistance	Arts, Entertainment, and Recreation
Management of Companies and Enterprises	Healthcare and Social Assistance
Other Services (except Public Administration)	Management of Companies and Enterprises
<i>Combined historical growth of 6,200 jobs (6.7%)</i>	<i>Combined historical growth of 5,800 jobs (8.4%)</i>

Source: EMSI, 2020.4

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 (2020-2025)	
Based on Net Change	Based on Percent Change
Accommodation and Food Services	Administrative and Support and Waste Management and Remediation Services
Administrative and Support and Waste Management and Remediation Services	Agriculture, Forestry, Fishing and Hunting
Healthcare and Social Assistance	Arts, Entertainment, and Recreation
Manufacturing	Healthcare and Social Assistance
Other Services (except Public Administration)	Real Estate and Rental and Leasing
<i>Combined projected growth of 6,500 jobs (5.0%)</i>	<i>Combined projected growth of 5,500 jobs (8.2%)</i>

Source: EMSI, 2020.4

The following industry sectors, which account for 155,100 jobs (53.0%) in the Region, have higher concentrations of employment than the State based on State Location Quotients of greater than 1.0:

- Accommodation and Food Services: 1.04
- Agriculture, Forestry, Fishing and Hunting: 1.73
- Government (includes public education): 1.81
- Manufacturing: 1.42
- Mining, Quarrying, and Oil and Gas Extraction: 1.50
- Retail Trade: 1.08

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

NAICS	Industry Sector	Jobs	Percent	State Location Quotient	Historical Change 2015-2020		Projected Change 2020-2025		Average Earnings per Job	Establishments
11	Agriculture, Forestry, Fishing and Hunting	3,713	1.3%	1.73	376	11.3%	217	5.8%	\$44,617	231
21	Mining, Quarrying, and Oil and Gas Extraction	1,851	0.6%	1.50	-853	-31.5%	68	3.7%	\$107,776	69
22	Utilities	829	0.3%	0.79	-191	-18.7%	-50	-6.1%	\$136,836	37

23	Construction	13,697	4.7%	0.91	222	1.6%	511	3.7%	\$57,542	1,216
31	Manufacturing	37,107	12.7%	1.42	31	0.1%	526	1.4%	\$66,282	820
42	Wholesale Trade	6,116	2.1%	0.62	-716	-10.5%	123	2.0%	\$58,735	522
44	Retail Trade	30,522	10.4%	1.08	-1,530	-4.8%	-720	-2.4%	\$32,530	2,054
48	Transportation and Warehousing	10,306	3.5%	0.78	503	5.1%	306	3.0%	\$56,572	537
51	Information	2,485	0.8%	0.60	-455	-15.5%	-202	-8.1%	\$62,577	162
52	Finance and Insurance	7,059	2.4%	0.55	-133	-1.9%	159	2.3%	\$73,919	771
53	Real Estate and Rental and Leasing	3,216	1.1%	0.90	65	2.1%	161	5.0%	\$49,508	447
54	Professional, Scientific, and Technical Services	8,497	2.9%	0.46	-127	-1.5%	346	4.1%	\$70,636	1,006
55	Management of Companies and Enterprises	4,867	1.7%	0.81	578	13.5%	-81	-1.7%	\$88,822	111
56	Administrative and Support and Waste Management and Remediation Services	8,985	3.1%	0.58	478	5.6%	719	8.0%	\$34,130	589
61	Educational Services (private)	6,836	2.3%	0.53	-348	-4.8%	-274	-4.0%	\$37,204	118
62	Healthcare and Social Assistance	47,035	16.1%	0.97	3,725	8.6%	4,103	8.7%	\$66,976	2,375
71	Arts, Entertainment, and Recreation	3,798	1.3%	0.73	604	18.9%	302	7.9%	\$21,994	220
72	Accommodation and Food Services	22,523	7.7%	1.04	533	2.4%	648	2.9%	\$19,379	1,346
81	Other Services (except Public Administration)	13,714	4.7%	0.97	727	5.6%	512	3.7%	\$27,139	1,326
90	Government (includes public education)	59,424	20.3%	1.81	-1,360	-2.2%	-949	-1.6%	\$76,412	1,215
Total	All Industries	292,578	100.0%	1.00	2,129	0.7%	6,424	2.2%	\$56,991	15,171

Source: EMSI, 2020.4; based on 2020 job estimates

Current industry earnings estimates include wages, salaries, proprietor earnings, and supplements

Establishments do not include sole-proprietors; based on 2020 estimates

Occupational Groupings

The top five (5) occupational groupings account for 138,700 jobs (47.4%) in the Central Planning Region.

- Food Preparation and Serving Related Occupations: 26,000 jobs (8.9%)
- Office and Administrative Support Occupations: 40,400 jobs (13.8%)

- Production Occupations: 23,700 jobs (8.1%)
- Sales and Related Occupations: 24,700 jobs (8.4%)
- Transportation and Material Moving Occupations: 23,900 jobs (8.2%)

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 (2015-2020)	
<i>Based on Net Change</i>	<i>Based on Percent Change</i>
Food Preparation and Serving Related Occupations	Architecture and Engineering Occupations
Healthcare Practitioners and Technical Occupations	Arts, Design, Entertainment, Sports, and Media Occupations
Management Occupations	Farming, Fishing, and Forestry Occupations
Personal Care and Service Occupations	Management Occupations
Transportation and Material Moving Occupations	Personal Care and Service Occupations
<i>Combined historical change of 4,800 jobs (5.4%)</i>	<i>Combined historical change of 3,100 jobs (10.0%)</i>

Source: EMSI, 2020.4

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 (2020-2025)	
<i>Based on Net Change</i>	<i>Based on Percent Change</i>
Community and Social Service Occupations	Community and Social Service Occupations
Food Preparation and Serving Related Occupations	Farming, Fishing, and Forestry Occupations
Healthcare Practitioners and Technical Occupations	Healthcare Practitioners and Technical Occupations
Healthcare Support Occupations	Healthcare Support Occupations
Management Occupations	Management Occupations
<i>Combined projected change of 4,700 jobs (6.0%)</i>	<i>Combined projected change of 4,000 jobs (7.4%)</i>

Source: EMSI, 2020.4

The following occupational groupings, which account for 186,500 jobs (63.8%) in the Region, have higher concentrations of employment than the State based on State Location Quotients of greater than 1.0:

- Arts, Design, Entertainment, Sports, and Media Occupations: 1.00 (rounded)
- Building and Grounds Cleaning and Maintenance Occupations: 1.08
- Community and Social Service Occupations: 1.06
- Construction and Extraction Occupations: 1.11
- Educational Instruction and Library Occupations: 1.19
- Farming, Fishing, and Forestry Occupations: 1.83
- Food Preparation and Serving Related Occupations: 1.12
- Healthcare Practitioners and Technical Occupations: 1.02
- Installation, Maintenance, and Repair Occupations: 1.09
- Military-only occupations: 1.05
- Office and Administrative Support Occupations: 1.01
- Production Occupations: 1.35
- Protective Service Occupations: 1.11

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

PY 2021-2024 WIOA Multi-Year Regional Plan



SOC	Occupational Grouping	Jobs	Percent	State Location Quotient	Historical Change 2015-2020		Projected Change 2020-2025		Projected Openings	Average Hourly Wages
11-0000	Management Occupations	13,230	4.5%	0.89	1,273	10.6%	509	3.8%	7,608	\$46.24
13-0000	Business and Financial Operations Occupations	10,356	3.5%	0.71	652	6.7%	359	3.5%	6,630	\$32.52
15-0000	Computer and Mathematical Occupations	4,867	1.7%	0.62	-705	-12.7%	139	2.9%	2,536	\$34.24
17-0000	Architecture and Engineering Occupations	4,391	1.5%	0.92	419	10.6%	168	3.8%	2,399	\$35.07
19-0000	Life, Physical, and Social Science Occupations	2,308	0.8%	0.93	181	8.5%	33	1.4%	1,394	\$35.05
21-0000	Community and Social Service Occupations	6,235	2.1%	1.06	563	9.9%	497	8.0%	4,741	\$21.55
23-0000	Legal Occupations	1,129	0.4%	0.48	42	3.9%	35	3.1%	517	\$38.87
25-0000	Educational Instruction and Library Occupations	19,409	6.6%	1.19	518	2.7%	-62	-0.3%	10,788	\$28.98
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	4,265	1.5%	1.00	455	11.9%	125	2.9%	3,139	\$24.16
29-0000	Healthcare Practitioners and Technical Occupations	19,285	6.6%	1.02	933	5.1%	1,284	6.7%	8,398	\$36.81
31-0000	Healthcare Support Occupations	13,851	4.7%	0.87	-172	-1.2%	1,599	11.5%	14,021	\$14.10
33-0000	Protective Service Occupations	6,822	2.3%	1.11	611	9.8%	80	1.2%	4,534	\$24.15
35-0000	Food Preparation and Serving Related Occupations	25,966	8.9%	1.12	1,125	4.5%	841	3.2%	29,406	\$11.44
37-0000	Building and Grounds Cleaning and Maintenance Occupations	10,361	3.5%	1.08	280	2.8%	240	2.3%	8,716	\$14.07
39-0000	Personal Care and Service Occupations	7,359	2.5%	0.86	792	12.1%	229	3.1%	7,485	\$13.32

41-0000	Sales and Related Occupations	24,668	8.4%	0.92	-1,355	-5.2%	-260	-1.1%	21,875	\$16.99
43-0000	Office and Administrative Support Occupations	40,398	13.8%	1.01	-3,134	-7.2%	-836	-2.1%	28,720	\$17.37
45-0000	Farming, Fishing, and Forestry Occupations	2,220	0.8%	1.83	204	10.1%	153	6.9%	2,471	\$16.80
47-0000	Construction and Extraction Occupations	14,240	4.9%	1.11	253	1.8%	484	3.4%	10,523	\$22.32
49-0000	Installation, Maintenance, and Repair Occupations	12,805	4.4%	1.09	-536	-4.0%	248	1.9%	8,130	\$21.12
51-0000	Production Occupations	23,740	8.1%	1.35	-877	-3.6%	93	0.4%	17,871	\$18.11
53-0000	Transportation and Material Moving Occupations	23,891	8.2%	0.92	697	3.0%	484	2.0%	19,127	\$17.27
55-0000	Military-only occupations	781	0.3%	1.05	-89	-10.2%	-16	-2.0%	531	\$26.81
Total	All Occupations	292,578	100.0%	1.00	2,129	0.7%	6,424	2.2%	221,561	\$21.90

Source: EMSI, 2020.4; jobs based on 2020 estimates

Openings include new and replacement openings during the 2020-2025 time period

Current occupational wage estimates 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, foundational or common skills, and certifications 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 Foundational/ Common Skills	Top Certifications
Accounting	Basic Math	ANCC Certified
Auditing	Communications	Associates Degree In Nursing
Basic Life Support	Computer Literacy	Automotive Service Excellence (ASE) Certification
Cardiopulmonary Resuscitation (CPR)	Customer Service	Bachelor of Science in Business
Caregiving	Detail Oriented	Bachelor of Science in Nursing (BSN)
Cash Handling	Innovation	CDL Class B License
Cash Register	Interpersonal Communications	Certified Nursing Assistant
Customer Experience	Leadership	Certified Pharmacy Technician
Customer Satisfaction	Management	Commercial Driver's License (CDL)
Dry Van Truck Operation	Operations	Doctor Of Pharmacy (PharmD)

Flatbed Truck Operation	Organizational Skills	Doubles Endorsement
Home Care	Planning	Food Safety Certification
Meal Planning and Preparation	Problem Solving	Hazmat Endorsement
Merchandising	Research	Licensed Practical Nurse
Nursing	Sales	Licensed Vocational Nurses
Over-the-Road Driving	Scheduling	Master Of Business Administration (MBA)
Pediatrics	Teaching	Master of Science in Nursing (MSN)
Restaurant Operation	Valid Driver's License	Nurse Practitioner
Selling Techniques	Verbal Communication Skills	Tanker Endorsement
Warehousing	Written Communication	Transportation Worker Identification Credential (TWIC) Card

Source: EMSI 2020.4; November 2019-November 2020 online job postings data

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 (569,700; 92.6%). Other individuals speak English very well (31,900; 5.2%). There are 13,900 (2.3%) people though who do not speak English very well. The population that does not speak English very well decreased by 1.1% from 2014 to 2019 (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 493,800 individuals ages 16 and over for whom poverty status is determined, and 13.8% (68,100 individuals) are living below the poverty level. Of this population, 25,800 (37.8%) are in the labor force and 4,200 are unemployed for an unemployment rate of 16.2%, which is 5.3 times higher than those above poverty. The remaining 42,400 (62.2%) 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 (425,700), 65.8% is in the labor force, and the unemployment rate is 3.1%. In the past 5 years, the below poverty population decreased by 6.5% (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 157,500 families in the Central Planning Region, 59,100 (37.5%) of which have children under 18. Of those families, 17,500 (29.6%) are single-parents. This means there are 17,500 individuals in the region who have children and will face challenges as they try to balance their work and personal lives. The total families in the WDA decreased in the past 5 years by 0.8%, and the number of single-parent families decreased by 5.6% (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 84,600 individuals with a disability in the Central Planning Region, 13.5% of the civilian

noninstitutionalized population (626,400). This proportion reduces slightly when focusing on the working-age population between the ages of 18 and 64 (393,700), where 41,200 individuals (10.5%) have a disability. This means 41,200 people who are of working age (18 to 64) have a disability. Furthermore, working age individuals with a disability increased by 1.0% in the past 5 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 \$31,000. Individuals with a disability earn 34.7% less than the local value (\$20,200), and individuals without a disability earn 2.3% more (\$31,700) (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 (393,700), there are 41,200 (10.5%) individuals with a disability. 17,400 (42.2%) are in the labor force, 15,500 of which are employed and 1,800 unemployed, leading to an unemployment rate of 10.6%. The remaining 23,800 (57.8%) are not in the labor force. The unemployment rate for individuals with a disability is 2.8 times the unemployment rate of individuals that do not have a disability (3.8%). 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) – 20.1% of individuals with a disability are below the poverty level, compared to 13.5% of those who do not have a disability. The poverty rate increases when considering the working age population (ages 18 to 64), rising to 28.2% for those with a disability. While the population with a disability increased in the past 5 years, those below poverty decreased (Source: American Community Survey).

Both Advance Central PA 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. Advance Central PA and SCPa Works will continue to work closely with businesses and agencies to ensure the needs of the region are addressed.

Utilizing the Next Generation Sector Partnerships formed in the Central Region has allowed public stakeholders to assist businesses with their vitality and their on-going business cycles. Workforce and education partners assist with employee training and creating a pipeline of workers to replace the aging workforce. Economic development and government partners assist with expansion and legal-political-and social conditions to reduce barriers for companies and all public agencies are assisting in promoting the region the retain and attract the workforce companies need to for stability and growth.

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

Advance Central PA and the Business Solutions Teams (BSTs) will continue to 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. Advance Central PA will share information from these meetings with SCPa Works as it relates to businesses in Juniata County.

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. As a result of implementing the Engage! program, PA CareerLink® BST staff and economic development partners are jointly completing Engage! interviews with business leaders and putting together action plans. Also, workforce development partners and economic development partners are both active public support partners on the Next Generation Sector Partnerships which provide great insight into the various goals and needs of local businesses.

The WIOA Title I Business Solutions 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.

Apprenticeship is a key strategy Advance Central PA and SPCa Works will continually work to grow and improve. The Apprenticeship model is well established and can be applied to any industry or occupation. Collectively, the goal is help businesses connect with resources that will help them establish programs for the long term as part of their recruitment, training, and retention strategies. Regionally, there is a strong network of career & technical education providers that are well poised to provided related technical instruction for Registered Apprenticeship programs, and certainly to develop Pre-Apprenticeship programs that create a skills pipeline of future Apprentices. Advance Central PA and SPCa Works will join forces to meet with CTE providers and businesses making connections necessary for innovation. Competitive grants will be sought to support businesses interested in Apprenticeship, and guidance will be sought from the Commonwealth’s expert Apprenticeship and Training Office as necessary.

For more specific description of the regional strategies utilized to address employer and sector needs, please refer to Section 4.14, of the Advance Central PA Local Plan. Advance Central PA 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 Small Business Development Centers (SBDC’s) located at Penn State 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), Advance Central PA.

We identified the following industry clusters for the Central Planning Region:

- Advanced Manufacturing: (7.6%)
- Education: (16.5%)
- Energy: (1.9%)
- Healthcare: (16.0%)
- Wood, Wood Products, & Publishing: (3.%)

These targeted industry clusters account for 45.7% of the jobs in the WDA and the lowest State Location Quotient is 0.96 for Health Care. These are also the 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.

From these industry cluster indicators, Advance Central PA and SCPa Works explored Next Generation Sector Strategies to better address these clusters. As a result, Advance Central PA implemented Next Generation Sector Partnerships for the healthcare and manufacturing industries and SCPa Works implemented an advanced manufacturing partnership and an Information Technology partnership at the request of industry. Additionally, SCPa Works is starting two new industry partnerships in hospitality/tourism and construction which are priority sectors in their local workforce development area. This will provide another opportunity to make better connections to identify and close skill gaps.

The Next Generation Sector Partnerships also provide opportunities for increased collaboration of the PREP partners, the local workforce development system, and education. These partnerships have allowed Advance Central PA and SCPa Works to meet as needed with the partners, regional training providers, PA CareerLink® staff, 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 coordinating services and implementation strategies.

In addition, Advance Central PA and SCPA Works and PA CareerLink® Business Solutions Team staff have access to Executive Pulse, the customer relationship management (CRM) tool and system of record used by the PREP and Engage! partners. This allows economic development and workforce partners to make referrals and 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.

Advance Central PA and SCPa Works providers make a concerted effort to find and serve priority of service customers including veterans, spouses of veterans, recipients of public assistance and other low-income individuals, individuals identified as having a basic skills deficiency, and other individuals with barriers. Other target populations include the re-entry and ex-offender population in an effort to reduce the recidivism rate, to help this population find gainful employment and become positive contributors to the local economy, and be role models for future generations. Other discretionary

priority of service populations include older individuals who are not self-sufficient and individuals with a disability who are not self-sufficient.

Our region supports a PA CareerLink® network that is truly one-stop and responds according to unique individual needs. All staff are required to have a solid foundational understanding of partner services so they can provide the best recommended services and referrals possible to serve each unique individual. From Veteran services, to services for older adults, to services for individuals with disabilities, to services geared to young adults with barriers, etc., the PA CareerLink® has individualized services to meet the needs of our priority of service populations. With an eye on compliance with equal opportunity and a passion for it, staff make warm referrals to partner agencies so that all individuals have ready access to the services that will meet their needs.

Additionally, the PA CareerLink® Business Solutions Teams and the PA CareerLink® program staff, including Local Veterans Employment Representatives (LVER), Disabled Veteran Outreach Program (DVOP) specialists, Office of Vocational Rehabilitation staff, EARN staff, and WIOA Title I and Title II staff meet regularly to participate in match meetings. During these weekly meetings, program staff discuss the customers they are working with and their career goals with the BST members to see if there are any job openings the customers can be matched with. The BST members also share with the program staff the positions that employers are trying to fill to see if any customers may be a good fit. These weekly match meetings provide a great opportunity to help meet the employer demand.

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

Advance Central PA and SCPa Works believe in providing equal access to services to all individuals and the strategies and policies are in place to that end. Our approach to workforce investment activities is holistic in assessing the needs of jobseekers and their families in an effort to truly help them be prepared for success in the workforce. This requires building a strong rapport with community partners and faith-based organizations in order to ensure a solid network of supports are available to all PA CareerLink® customers through a referral.

Among the basic career services available to all jobseekers regardless of eligibility is readily available information relating to community resources and the availability of support services and assistance for a variety of needs such as child care, child support, dependent care, housing, Medicaid, CHIP, SNAP, TANF, Mental health services, recovery services, and transportation. Having relationships with agencies who can provide supports such as these enables jobseekers to move forward with their workforce goals. Advance Central PA and SCPa Works support the use of PA's workforce development system of record to track referrals across our strong network of community partners. Additionally, support services are made available via WIOA Title I programs to aid job seekers when supports services aren't available from other community partners. These supports vary by program and details are found in section 4.15 of the local plans.

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.

Advance Central PA and SCPa Works have implemented several strategies to assist in overcoming transportation barriers in addition to the specific supports available to programs per the above. Advance Central PA has vehicles available for program use, some specific to EARN and others available to all programs, which are used by staff to assist program registrants in accessing programming, job fairs, and recruitment events. Where available, staff helps customers access and navigate public transportation. Additionally, SCPa Works collaborates with the South Central Assembly, an organization that provides regional planning for transportation and housing. The South Central Assembly has been a great partner in identifying no-cost or low-cost transportation options for job seekers or trainees.

Another way Advance Central PA helps overcome transportation barriers is with *The Link*. *The Link* is Advance Central PA's mobile career center which takes the workforce expertise of the PA CareerLink® to rural areas to reach more jobseekers. *The Link* is used to strategically overcome barriers not only related to transportation. With *The Link*, we take high speed internet into communities where technology is lacking, allowing job seekers to complete on-line applications and job search close to home. *The Link* is 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.

1.8. Describe the region's strategy to increase participation on the statewide eligible training provider list.

Training providers are actively encouraged to apply for ETPL list certification. While each of the local workforce development areas have their own process, respectively, every training provider is given guidance in best practices in developing programming to meet ETPL standards. We strive to use our industry partnerships and workforce development board members to peer review the training and give guidance as to the program's validity from the local industry's perspective. Additionally, we are working with more secondary Career and Technical Education providers and having discussions with them about increasing their training opportunities by serving the adult population in the evening and the steps necessary to get on the ETPL.

1.9. 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.

1.10. Describe the agreement between the local boards that describes how the planning region will collectively negotiate and reach agreement with L&I 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.

Advance Central PA 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. Because Juniata County is the only county within the SCPA Works WDA that is part of the Central Planning Region, Advance Central PA and SCPa Works will negotiate individually with the Commonwealth and may discuss strategies for negotiating at a regional level in the future.