SOUTHERN ALLEGHENIES
WORKFORCE DEVELOPMENT BOARD (SAWDB)

SAWDB EXECUTIVE COMMITTEE MEETING

October 14, 2025
10:00 AM
Southern Alleghenies Planning and Development Commission, also available via Zoom Meeting Platform
Altoona, PA

AGENDA

TOPIC	NAME
Welcome and Introductions Sydney Burkes – New Hire	**Cory Sisto, SAWDB Chair**
Approval of Minutes from 7-8-2025 and 9-9-2025*	**Cory Sisto**
Director's Report • **Red/Green Report** • **Financial Overview** • **ARC Power Grant Partnership Opportunity** • **Implementation Grant Opportunity** • **Local Plan Deadline** • **Pathways to Care: EMT, Paramedic and Nursing Youth Internship Proposal**	**Jennifer Sklodowski, SAWDB Director**
July 2025 Labor Market Report	**All**
One-Stop Operator Report	**Bradley Burger, Lead OSO Representative**
Other Business	**All**
Adjournment	

***Requires Formal Action**

SOUTHERN ALLEGHENIES WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
Tuesday, July 8, 2025
Southern Alleghenies Planning and Development Commission, also available via Zoom Meeting Platform
Altoona, Pennsylvania

ACTION SUMMARY

Following are the major actions taken by the SAWDB Executive Committee at its regular meeting held on July 8, 2025, via the Zoom meeting platform.

1. Approval of Minutes from June 10, 2025
2. Request of Support Blair and Bedford PY'25 Fall Job Fairs
3. Approval of Board Bylaws Assessment Revision

SOUTHERN ALLEGHENIES WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
Tuesday, July 8, 2025
Southern Alleghenies Planning and Development Commission, also available via Zoom Meeting Platform
Altoona, Pennsylvania

Members Participating

Cory Sisto	IFC Services
Craig Shield	OVR
Jesper Nielsen	Croyle-Nielsen Therapeutic Associates
Joshua Miller	Somerset Trust Company
Keith Baker	BWPO
Pat McCann	Lockheed Martin
Sharon Clapper	Clapper Industries
Rosalie Danchanko	Highlands Health

Non-Members

Amy Horwath	Goodwill
Barb Covert	E & T
Brad Burger	Goodwill
Dan Hornbake	BWDA Oversight Representative
Debbie Ankney	Tableland Services
Gwen Fisher	Goodwill
Heather Saly	BWPO PA Career Link®
Nikki Yost	UPMC Altoona
Sarah Helman	Goodwill
Tim Holt	UPMC Pittsburgh
Jennifer Sklodowski	SAP&DC
Steven Howsare	SAP&DC
Jill Reigh	SAP&DC
Jim Walker	SAP&DC
Tim Baranik	SAP&DC
Carrie Fisher	SAP&DC

Call to Order
SAWDB Chair, Mr. Cory Sisto, called the meeting of the Southern Alleghenies Workforce Development Board Executive Committee to order at 10:00 a.m. The meeting was open to the public and available virtually using Zoom.

Approval of Minutes from June 10, 2025
Mr. Cory Sisto asked for a motion for approval of minutes from June 10, 2025, Executive Committee meeting. There were no questions, concerns, or discussions regarding the minutes.

Ms. Sharon Clapper entered a motion to approve the June 10, 2025, SAWDB meeting minutes as presented. Mr. Craig Shield seconded the motion. The motion was carried.

Employer Insights – Informing Workforce Development Strategy
Mr. Cory Sisto introduced the Vice President of Human Resources for UPMC Mr. Tim Holt and the Director of Labor Relations for UPMC Ms. Nikki Yost.

Mr. Holt is the Vice President of Human Resources at the UPMC Insurance Services Division who also is on the workforce investment board of Allegheny County. Mr. Holt shared that the Pathways to Work is tailored mostly to Medicaid members to help them find employment at UPMC. UPMC has partnered with community partners and Workforce Investment Board to create programs, and get people trained into pre allied health careers or EMT careers as well. They have had their 200th graduate through that program and they get connected into some great jobs as PCTs, medical assistants, with some going on to further their career at nursing school. They also do Pathways for Veterans Program and connect exiting military and veterans into some great careers, primarily through the Skill Bridge Program. They also have Pathways for Students Program which tries to connect high school students and expose them to careers in the healthcare field. Mr. Holt doesn't want to lose sight of the Medicaid members that sit within Blair County and how they connect with them and help them find some great employment opportunities as well.

Mr. Jesper Nielsen asked whether in addition to being an MA recipient, are there any other qualifications that somebody would have to meet to qualify for these programs.

Mr. Holt shared there are no other qualifications, and they are trying to make sure that barriers are removed and it doesn't matter how you get connected to the referral program. The first quarter of this year, over 400 of the Medicaid members were hired for employment opportunities at UPMC.

Ms. Nikki Yost shared that she is the director of Labor Relations at UPMC Altoona which she oversees all things Union related. There are two active unions at UPMC Altoona, the SEIU which is the RN nurse's union. Then also the support staff union. There are open positions for both of their workforces, with patient facing, there are RNs, LPNs, PCTs, imaging technicians, and respiratory technicians position available. With the Patient Support Group there are things like dietary, patient transport, EVS which is cleaning services, and patient family concierge. UPMC continues to create jobs with less entry barriers and experience barriers to get a pipeline of students and younger people that do not have health care experience.

In 2026 UPMC is starting their own RN nursing school. It would be a diploma program and which partners with local colleges and universities. There are 50 RN students that are going through the SNI (student nurse intern program) which is a 10-to-12-week structured program at the hospital and at the end of their term, they try to offer them full time positions. With facing retirement, a lot of the workforce are either on the cusp of retirement or very young. UPMC partners with Mount Aloysius for the Fusion Heroes Program, where they offer tuition reimbursement. St. Francis University is a great partner to UPMC with programs through there. The UPMC foundation gives a lot of support as well and within the hospital there is a medical lab technician (MLT) program for lab sciences, with the requirement being a biology degree, which the foundation supports education and so far, there have been 7 students that completed the program which UPMC retained 6 of them.

The challenges that UPMC is faced with are competition and competing for the same talent in the area. UPMC offers a competitive wage, and a benefits package, but for students coming out of school, they want to pair their loans, so students are only looking at the hourly wage and don't always consider the other pieces of employment.

One program that UPMC has recently started was choosing four positions where the job requirement is that they must be working towards a high school diploma or GED. That opens it up to hiring 16- or 17-year-old, young minors. The jobs for minors are patient transport, cleaning services, nutrition services and patient family concierge which supports the nursing staff. UPMC is partnering with the Department of Labor for an apprentice program for PCTs. PCT is a patient care technician which supports the nursing staff at their highest level. They can draw blood or do EKGs. Saint Francis University has a certified PCT program, which when students graduate from this program, UPMC brings them on for a one-year work commitment and pay their tuition for that program.

Ms. Sharon Clapper shared the opportunity she had to work with UPMC Somerset on the coordination of a healthcare expo. There were 11 school districts that were familiarized with the array of opportunities that in the hospital. They brough the electrical students, machine students, among other trades so they can see all the jobs that are at UPMC. They partner with Career Link® and Tableland Services and utilize funds from the Business Education Partnership Grant to offset the cost of lunch. The next step is going to be intensive job shadowing for all the school districts. They are going to target four different areas within the hospital for students to see what the job responsibilities would be.

Ms. Yost is planning a Career Fair for November of this year. UPMC in Pittsburgh does on at the stadium, and Altoona is hoping to do a mini version of that at the Station Medical Center.

Ms. Jill Reigh inquired about the apprenticeship program and what ways the board can assist with it.

Ms. Yost is partnering with Saint Francis, who has a curriculum already for the certified PCT. UPMC has to negotiate with the union, wages, hours, terms and conditions of employment. Once they get the green light from the union UPMC would love all the help they can get.

Mr. Holt said once it gets approved, anything that the board can do to help support via Career Link® to get people enrolled into the program would be appreciated.

Mr. Sisto had some questions about the expansion to the 16- and 17-year-olds working in the four defined positions. What has your experience with that population been overall? What have your numbers been? How are you attracting those kids who otherwise may not have considered that as an option you find them in?

Ms. Yost shared that UPMC is in the infancy of this program. There has been one that started in June and there are 6 in the pipeline. In healthcare it takes time to onboard an employee with clearances, drug testing, and background checks it takes anywhere from two to four weeks to onboard. It takes longer with minors because they want to ensure that they can manage all the reporting requirements for the miners with the work permits and the hours and training. They have limited it to 16 open positions which are about halfway to filling them. UPMC advertised them differently on indeed and other job platforms which advertised 16- or 17-year-olds

welcome to apply. Word of mouth from current employees at the hospital with friends and family members, has been huge in getting applicants. Ms. Yost praised the kids and their desire to explore healthcare. UPMC has been working with the Altoona School District for the School to Career program which lets students work half of the school day.

Mr. Sisto asked if they require anything beyond enrollment or working towards a high school graduation? Do they have to be part of a Co Op program, that there have been any type of counselor or school oversight with this, any extra layers you require from participate in the program or just you're in school, and then we'll take it from there. In terms of the management and supervision.

Ms. Yost said the only requirement is that they are working towards a high school diploma or GED.

Ms. Gwen Fisher discussed the use of their electronic referral system. She suggested UPMC creating a flyer that gives details of the requirements. Then revisiting the use of their referral system that was talked about 2-3 years prior.

Mr. Craig Shield who is from the Office of Vocational Rehabilitation, wanted to set up a meeting with Ms. Yost to talk about the services that OVR provides. OVR provides services for people with disabilities, but a wide range of disabilities which OVR will screen the candidates and make sure that they are the appropriate candidates for whatever job openings that are available. OVR is currently offering 100% reimbursement for those on the job trainings to be able to help employers go through training and to help them take that individual with the disabilities and then hire them. Mr. Shield wants to discuss a partnership with UPMC to help people with disabilities work longer and be successful in their careers.

Mr. Keith Baker asked if the job openings are posted in the CWDS system.

Ms. Gwen Fisher shared that CareerLink® has worked with UPMC to post the jobs that continually renew such as maintenance, cleaning, nutrition, etc. They are posted on the Blair site and are continually posted without changes because it is labor intensive for all of the jobs that UPMC has open.

Mr. Baker shared that posting the positions in order for the youth programs to see if they have candidates to fill and they can make a direct referral.

Mr. Sisto thanked Ms. Yost and Mr. Holt for their presentation.

Director's Report

Red/Green Report

Ms. Jennifer Sklodowski referred to the Red/Green Report and noted that this report reflects eleven months of expenditures. Invoices are due on the 12th of every month. Quarterly expenditure rates are measured against 80% expenditure requirement. Ms. Sklodowski feels were in a very good position. There is only one small concern with Dislocated Worker but feels

the requirement will be met, just going to cut it close. She recommended that Incumbent Worker Training should be implemented because she feels Dislocated Worker will just continue to decline.

Ms. Sklodowski referred to page 2 of the Red/Green report and stated that it tracks expenditure rates as measured against the 20% and 75% WIOA expenditure requirements. The reason Ms. Sklodowski asked UPMC to present was because the Youth Work Experience numbers are low and concerns her for the coming fiscal year. The numbers will change towards due to the summer program not being completed but it remains a concern. In August there will be a better financial picture as far as the carryover and the award letters. The contracts were extended, there is carryover for everyone including TANF.

Local/Regional Plan Update
The local plan has been returned and awaiting approval from the state to move forward with the 30-day posting requirements. Once everything is approved it will be posted for 30 days, and then a special meeting will be called with the Board to approve the local plan.

Request for Support – Blair and Bedford PY'25 Fall Job Fairs
Ms. Sklodowski received a request for support for financial assistance for the upcoming fall job fairs.

The request for Blair is $1,850, which will cover the cost of the hall rental at the Jaffa Shrine, as well as cost incurred with outreach and printing of flyers.

The request for Bedford is $1,975 which will cover the rental for the Jordan Hall rental at the fairgrounds, as well as the cost incurred with table and chair rental, and the outreach and printing of flyers.

Mr. Keith Baker entered a motion to approve The Request for Support for Blair and Bedford Fall Job fairs. Ms. Sharon Clapper seconded the motion. The motion was carried.

Board Bylaws Assessment and Discussion
Ms. Sklodowski referred to the current bylaws asking if there were any concerns, anything that needed to be added, or removed. She wanted to bring the board's attention to section 403 which states:

"A member of the BOARD may be removed from membership by the Chief Local Elected Officials upon failure to attend three consecutive meetings of the BOARD without just cause and after being properly notified by the chairperson of the BOARD."

There are a few board members that have not attended any meetings, and the plan is to bring the full board meeting to their attention and make them aware that they can be removed as part of the bylaws.

Mr. Jesper Nielsen asked if there should be a maximum number of meetings you can miss in a board year.

Mr. Sisto suggested updating the section to say missing more than two board meetings within a year, two out of four meetings in a year is not a high threshold.

Mr. Shield stated that at some meetings there aren't enough members to make quorum and having quorum is necessary in making any kind of change and that is the reason to make this point an important one.

Ms. Sklodowski also would like to consider reinstating and revamping the special operations committee.

Mr. Nielsen agreed and some of the challenges that the disabled populations are facing here, especially in the light of some of the developments federally. It is essential to bring the special operations committee back. He also offered his services to serve as chair.

Mr. Keith Baker entered a motion to approve The Bylaws Revision and Reinstating the Special Operations Committee. Mr. Jesper Nielsen seconded the motion. The motion was carried.

Commonwealth Update

Mr. Baker mentioned the Red/Green report and the Southern Alleghenies being in a strong position because other workforce areas can't report that. He congratulated the Southern Alleghenies on being in a good position.

Mr. Baker gave an update on the operations of Job Corps. The US Labor Department said in late May that it would pause operations at all contractor-operated Job Corps centers by the end of June 2025. The Job Corps program is funded until June 2026. Therefore, Job Corps filed legal proceedings to stay in operation until at least then. The federal judge extended the Job Corps program saying it is funded to June 2026 and once the money is appropriated, it cannot be rescinded. They have received a Temporary Restraining Order to stay open. A federal judge on Wednesday, June 25th granted a preliminary injunction to stop the U.S. Department of Labor from shutting down Job Corps until a lawsuit against the move is resolved.

The Business Services Support Unit (BSSU) is a new unit in the BWPO designed to help elevate business services across the commonwealth. The BSSU will focus on providing unique support to our BST teams across the commonwealth. This strategic shift will allow the bureau to provide more targeted, impactful support to better meet the needs of our regional employers and workforce partners will ensure that the activities align with Governor Shapiro's 10-year Economic Development Plan. This unit will also cover the duties and responsibilities of the Trade Adjustment Assistance (TAA) program as it remains in a phase-out termination status, as it has done in the past as the Trade Act Services Unit. In May, the team began transitioning away from providing full-time support for TAA and will focus on Business Services, an area which is a critical component of Workforce Development's success.

The members will be assigned to coordinate activity in the following areas:

- Lori Thiel – West Central, Northwest
- Juan Mendez – Pocono Counties, Luzerne-Schuylkill, Lackawanna County, Lehigh Valley, Berks County, Bucks County, Montgomery County, Philadelphia County
- ~~Jennyfir~~Jennifer Hunter – South Central, Lancaster County, Chester County, Delaware County, Philadelphia County
- Stephanie Romagna – Southwest Corner, Tri-county, Allegheny County, Westmoreland-Fayette, Southern Alleghenies, North Central, Northern Tier

As a way to get to know the local regional Business Service Teams, BSSU has developed a survey to learn and understand current operations and needs of your specific BST's. They are in the process of reviewing those survey responses. They are to funnel all communications to CareerLink® BST through the respective ARD. If anyone gets anything from them that Mr. Baker is not included in, they are to pass it along to him before responding.

The CareerLink® is in the early stages of discussing what a Virtual PA CareerLink® would look like. The largest expense for CareerLink® is brick and mortar. CareerLink® is looking at some virtual Case Management Software. They are also looking into a Mobile CareerLink® with a van/bus type vehicle taken on the road for Job fairs, etc. It will seat 14 people and there will be no CDL required to drive it. The vehicle will be equipped with CRC, computers, network connection, and electricity. The company that is building it has a plan for fall 2026 completion, and delivery January of 2027.

Ms. Jesper Nielsen asked if there is a plan to help pick up any technologically illiterate CareerLink users if they plan to go virtual. He's concerned, both in terms of labor participation, especially in rural areas like this, where we already struggle to retain workers, that we're going to have a group of people that are just going to give up on us. Has that been a topic of conversation?

Mr. Baker spoke of there being customer access points such as libraries. They are just going to be out station and not taking the service away just spreading it out.

Mr. Shield shared that OVR is thinking of having one brick and mortar building, they are going to spread OVR amongst the community.

One-Stop Operator Report

Mr. Brad Burger thinks that the board is getting a flavor of something that he spoke about a couple of meetings ago, was this concept of tension within the workforce system, and the rubber band is absolutely pulled very tightly right now. The good thing is that we have been anticipating some of these things for months or longer, in some cases, some of them are not based on policy. They have seen trends in who they have been serving. Part of the tension is clients that we see are requiring more intensive services and that's who is coming into the brick and mortar. If someone can look for a job and wants a job, they are able to do that online. The data shows that although we have job seekers as our primary foot traffic right behind, there's still UC-related cases coming in for assistance. That has gone away, as these shifts continue to occur and we're just beginning to see the impact of AI and displacements occurring within certain sectors. We also see a general delay opening within organizations as they kind of see what is occurring in the greater ecosystem, with policy level changes and the more that occurs

the better. As far as that's concerned, these tension points are exhibited, for example right now, which is adult literacy. Programs in the state of Pennsylvania, the Commonwealth, are funded by two funding sources, one is state, and one is federal. The Federal is called WIOA Title II that portion of that and right now that funding is frozen at the Federal level. They have received notification that funding is currently frozen in place right now, along with some other education funding. These are the types of things that are occurring. The question is are these temporary, are they pauses, is it permanent, and all those things are kind of occurring simultaneously, while this tension occurs of where you invest your remaining resources in to brick and mortar. The general models have been focused on the one most important aspect, which is agility. We have maintained our agility, and he thinks that they will be able to adapt to those situations. They have been purposeful in their approach, even with brick and mortar, to not over invest resources into those centers. They continue to monitor both state and federal policy and litigation.

Other Business

Adjournment

There being no further business, the meeting was adjourned at 11:16 p.m.

A motion was made by Ms. Sharon ~~Claper~~Clapper to adjourn the meeting. Mr. Keith Baker seconded the motion.

The next meeting of the Southern Alleghenies Workforce Development Board Executive Committee will be held on **Tuesday, ~~August 12, 2025~~September 9, 2025, 10:00 a.m.**

SOUTHERN ALLEGHENIES WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
Tuesday, September 9, 2025
Southern Alleghenies Planning and Development Commission, also available via Zoom Meeting Platform
Altoona, Pennsylvania

ACTION SUMMARY

Due to lack of a Quorum, there are no actions taken by the SAWDB Executive Committee at its regular meeting held on September 9, 2025, at the Southern Alleghenies Planning and Development Commission and via the Zoom meeting platform.

SOUTHERN ALLEGHENIES WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
Tuesday, September 9, 2025
Southern Alleghenies Planning and Development Commission, also available via Zoom Meeting Platform
Altoona, Pennsylvania

Members Participating

Cory Sisto	IFC Services
Craig Shield	OVR
Keith Baker	BWPO
Rosalie Danchanko	Highlands Health

Non-Members

Amy Horwath	Goodwill
Barb Covert	E & T
Judy Lutz	E&T
Brad Burger	Goodwill
Renee Imgrund	Goodwill
Debbie Ankney	Tableland Services
Lisa Phillips	Tableland Services
Amy Kimmel	Tableland Services
Aaron Thomas	Tableland Services
Rebecca Lowry	Goodwill
Gwen Fisher	Goodwill
Jennifer Sklodowski	SAP&DC
Jill Reigh	SAP&DC
Jim Walker	SAP&DC

Call to Order
SAWDB Chair, Mr. Cory Sisto, called the meeting of the Southern Alleghenies Workforce Development Board Executive Committee to order at 10:00 a.m. The meeting was open to the public and available virtually using Zoom.

Approval of Minutes from July 8, 2025
Quorum was not achieved. Therefore, Approval of Minutes is postponed until the October Executive Committee meeting.

Director's Report

PY25 Budget
Ms. Jennifer Sklodowski referred to the PY25 Budget that was included in the meeting packet sent via email. She noted that we are in a good strong position for PY25. Each sub-recipient has a positive start to the new fiscal year with the carryover from PY24. There are ample funds for program service delivery and training as well as a good amount of reserve for each program.

Red/Green Report
Ms. Jennifer Sklodowski referred to the Red/Green Report and noted that this report reflects

July expenditures with August expenditures due at the Commission by September 12, 2025. The October meeting report will give a clear picture of the status of first quarter. We will be watching this over the year since this is year two of a two-year increment.

Ms. Sklodowski referred to page 2 of the red/green report showing quarterly expenditures measured against the 20 and 75% of WIOA expenditure requirements. It is early on to present any picture as to where we will be, but this will continue to be monitored closely throughout PY25. She noted that Mr. Jim Walker has 25 ITAs thus far this year. Mr. Walker noted that the ITAs are a good diversity of training plans. They are still mostly CDL, but we are experiencing positive shifts to Dislocated Worker, which is important for financial management and diversification of WIOA Funds. Training requests include Healthcare for LPNs, IT and Trade positions.

Systems Operations Specialist Position Search
Ms. Jennifer Sklodowski reported that with Mr. Jim Walker retiring on October 31, 2025, it is important to fill his position to allow for a robust training period. She was pleased with the number of qualified candidates. The decision was made to hire a well-qualified applicant and believe that they will be an asset to the team and as staff to our Workforce Development Board. Their first day is scheduled for September 29, 2025.

Mr. Cory Sisto reported that he spent Friday, September 5, 2025 at the Commission interviewing candidates with Ms. Sklodowski. He concurred that all applicants are well qualified, with diverse and interesting backgrounds. One applicant's spouse was a finalist on Hell's Kitchen; another has a great deal of IT experience but took another position. Each had different backgrounds. Each candidate would have been qualified. One applicant from Goodwill of the Southern Alleghenies would be a possible candidate as a Career Planner. He will share their contact information with the group.

Ms. Sklodowski explained that Mr. Walker is such a wealth of information that he will be willing to take questions from his replacement after his retirement. They will have much to learn and to put their footprint on the position as well.

Local/Regional Plan Update
Ms. Jennifer Sklodowski reported that the Local Plan has been approved by the State and will be posted for public comment by September 12, 2025. After the 30-day public comment period is complete, the local board will review and address any comments received updating the plan accordingly. The Board will be called upon to convene and approve the final plan, followed by:

- The CEO and Local Board Chair will sign the Four-Year Plan Final Submission Form.
- The Local Board will submit all required documents outlined in the WIOA Plan Submission Check List to PA Labor & Industry (L&I).
- L&I provides an updated email confirming that your Conditional Approval has been fully ratified.
- The Local Board publicly posts the required documents as outlined.

Ms. Sklodowski thanked all those who assisted in the preparation of the Local Plan.

New SNAP Reporting Requirements
Ms. Jennifer Sklodowski asked the group to have a small discussion concerning the

Supplemental Nutrition Assistance Program (SNAP) work and reporting requirements that are a result of the Republican budget passed by Congress and signed by President Trump earlier this summer that went into effect September 1, 2025.As a result of that federal legislation, certain SNAP recipients must now report work, education, training or volunteer hours to the Department of Human Services (DHS) to maintain benefits. It has been said that these requirements will continue to expand through the Fall of 2025.

Currently under the new law, affected SNAP recipients must report at least 20 hours of work, education, training or volunteering per week (80 hours per month) if they are:

- 18-54 years of age
- Do not have a dependent child under age 18, and
- Are physically and mentally able to work

Recipients who do not meet these requirements can only receive three months of SNAP benefits within a three-year period. The earliest potential benefit loss in Pennsylvania is December 2025. Additional requirements taking effect November 1, 2025, will affect other SNAP recipients who were not previously subject to them, including:

- Adults 55-64 years of age
- Parents of any age whose youngest child is 14 years of age or older
- Veterans
- Homeless individuals
- Current or former foster children ages 24 or younger (starting when they turn 18)

Discussion included which training programs can be utilized and what effect can be expected at the PA CareerLink offices.

Ms. Renee Imgrund asked if there is currently a referral system from DHS.

Ms. Gwen Fisher noted that all SNAP recipients will be referred to the EARN program.

Ms. Sklodowski will discuss the referral program with Emily Hite; the Southern Alleghenies EARN Director.

Ms. Lisa Phillips has folks coming in to meet with EARN program staff. There is a great deal of transition for EARN customers. With school settling in the past 2-3 weeks, EARN participation has been typically low participation, and is increasing this week. Tableland has a good relationship with EARN with the foundation to build from. It is too soon to see where things are with just seven days of history.

Ms. Amy Horwath noted that Sarah Hellman is on vacation, but she has not heard that foot traffic has spiked. She believes that more clients will eventually seek PA CareerLink assistance. Goodwill teams will be ready. It will be a gradual change, with no impact yet. Folks struggle with what they see is coming until after they actually receive notice of change requirements. Goodwill is bracing for more on the pantry side of the operation and anticipates more demand.

Mr. Cory Sisto asked about Paper reporting requirements and how the regulations will work to communicate work hours.

Ms. Amy Horwath proposed they would require employers to provide paystub showing hours worked for each SNAP recipient. Training would provide documentation as well.

Mr. Jim Walker explained that the narrow definition specifies 20 hours per week; 80 hours per month, reiterating Ms. Sklodowski's review of the requirements. He added that DHS will query to have an impact study conducted on the number currently working voluntarily. If SNAP recipients do not comply, they will be punished for three years. They will then only qualify for three months of benefits in a total of 36 months. Urgency doesn't happen until it has to happen.

Ms. Amy Horwath added that we do not know how many are already working that are on SNAP. There are currently no stats to refer to.

One-Stop Operator Report

Mr. Brad Burger reported that the PA CareerLink Cambria physical site updates include the CRC is moving to the third floor of the library within six weeks for approximately one year. They will be located in a remote back corner of the third floor. The remainder of the Cambria PACL staff are not at the Seifert Building. Partners have approved site expansion at the Seifert Building. Partners also had discussion regarding the future of the Ebensburg location within the young people's center. We are committed to keeping that location. Discussion regarding the future of the Blair PACL within the Altoona library. The general consensus is the same for Blair.
Ms. Barb Covert led a group in developing a Customer Satisfaction Survey for Paid Work Experience (PWE) and On-the-Job Training (OJT). The overall satisfaction rating from the survey was 4.47 percent out of 5. The results show that overwhelmingly employers are supportive of services to help their business. "Truly life changing" was a comment.
Kai Employer services outreach is going well. We are now in the process of starting Robotic Process Automation (RPA) clinic event planning. It is important to note that the Kai team is careful not to mention AI as RPA is not AI. Displacements in Customer service, etc. with AI is now a reality so we stay mindful that with the environment changing, perceptions are also changing.

Commonwealth Update
Mr. Keith Baker reported that he has heard nothing new on the State Budget Impasse or on WIOA Reauthorization.

Mr. Baker noted the Business Services Support Unit (BSSU) is a new unit in the BWPO designed to help elevate business services across the commonwealth. The BSSU will focus on providing unique support to our BST teams across the commonwealth. The BSSU is using a tool called Econovue, as well as Ms. Jill Reigh, to create employer reports for Business Service Teams (BST). It will be used for Veteran Owned employers as well as Fair and Second Chance businesses. An Excel file for Second Chance employers was sent by Mr. Baker on August 15, 2025, to BSTs. The BSSU can become a valuable resource for Veteran representatives and Career Advisors working with customers of those populations.
Mr. Baker discussed Reentry Specialist Training that will teach how to improve employment outcomes for people with criminal histories through strategies that include collaboration, assessment, job readiness, and job development. The first training course is scheduled for Pittsburgh in October. Training in Philadelphia is also planned with date to be determined. The two-day training will be offered to all partners within the limitations of class size. He will provide additional details as they become available.
Mr. Baker reported on Succession Planning Webinars for businesses that involves preparing for the future by identifying and nurturing potential successors for key positions within their business. The primary goal is to ensure that the organization can continue to operate smoothly when current leaders leave due to retirement, promotion, or unforeseen circumstances. This proactive approach helps mitigate risks associated with leadership gaps and maintains organizational stability and sustainability. Five tentative dates include:

Wednesday, October 8, 2025 at 10:00 am
Tuesday, October 14, 2025 at 1:00 pm
Wednesday, October 22, 2025 at 10:00 am
Monday, October 27, 2025 at 1:00 pm
Wednesday, November 5, 2025 at 10:00 am

Mr. Baker noted that Employers and PACL Staff will be able to register for the session that best fits their schedule. A Flyer with information and registration details will be sent. Attendees will also be offered the opportunity to participate in a free six-week succession planning cohort.

Youth Summer Program

Ms. Judy Lutz presented a slide show of the Huntingdon Summer Youth Program. She reported that 24 youths, including 18 with TANF funds, one with BEP 7 grant funds, and five in WIOA OSY There were 19 worksites, five of which were new sites this year.

They held Occupational Foundations Classes for four days at Huntingdon County CTC prior to placing the youth at their worksites throughout the county. The class content included career exploration, resume and interview skills, job etiquette including proper cellphone use, health and safety, financial literacy and more.

In School youth worked for approximately nine weeks, while the OSY are continuing through the Fall.

They celebrated the youth participants by providing them with program completion certificates, Sheetz drink coupons and engraved insulated tumblers. The employer worksites received framed appreciation certificates. They also featured participants each day on Facebook and worksite slideshow. These posts drew many new likes and followers to our PA CareerLink Huntingdon County Facebook page.

They were informed by SAP&DC that when they did random site visits, they were impressed with what they saw. There were no problem findings, and they indicated that we did a great job in arranging appropriate sites, aligning with the interest of the young people.

It was a great summer with few problems. They are excited that many of the employers have asked if they could have participants return next summer.

Ms. Barb Covert reported that the Employment and Training staff in Fulton County are pleased to report that the 2025 Summer Work Experience Program was both productive and impactful, providing youth with meaningful opportunities to learn, earn, and grow. A total of 16 youth participated, including 15 TANF participants and one Out-of-School Youth (OSY).

The program began on June 9th with a four-day, 24-hour Occupational Foundations Job Readiness program designed to prepare participants for success. This training included General onboarding and safety training, provided by the Safety Director of the Fulton County Medical Center. Hands-on learning modules covering communication, team building, financial literacy, meeting employer expectations, understanding the local job market, and youth digital footprint. Completion of the CareerScope assessment, a critical tool to help youth research and plan future career pathways. SkillUp modules, customized with guidance from career counselors to align with each youth's host worksite placement. Examples included safe use of portable power tool hand tools usage and measuring tools, communication skill sets, being an effective team member, providing excellent customer service, First aid and CPR.

Guest speakers further enriched the week, including Marshall Palmer on registered apprenticeships in Pennsylvania and the SAPDC region. Rebecca Shives from Hagerstown Community College on postsecondary opportunities and financial aid. Bradley May, Legislative Aide to Representative Topper, who inspired youth with a message on the positive impact of summer jobs on Fulton County's economy and community.

Youth began their summer employment during the week of June 16th, working up to 30 hours per week at $10 per hour through August 15th. This year, 16 individual worksites were developed to host youth, including five new worksites. Notable placements included Fulton County Medical Center, which hosted three youth across departments including IT, activities, and the long-term care facility. Fulton County Food Basket, a long-time partner, which hosted two youth. Additional worksites included opportunities in automotive garages, maintenance, sales, agriculture, healthcare, human services, childcare, dog grooming, IT, library services, and criminal justice.

Worksites were carefully matched to youth career interests, transportation access, and

opportunities for meaningful skill-building. Each youth was assessed for baseline soft skills and, in collaboration with counselors and supervisors, established three individualized job goals. Progress was reviewed at the program's midpoint, and incentives were awarded for goal achievement. One hundred percent of the youth successfully met their goals and earned incentives. Two youth achieved perfect attendance, while three youth maintained excellent attendance, missing only
The Fulton County team placed a strong emphasis on recognition and community visibility. The program concluded with a block ad in the local newspaper, thanking employers for their mentorship, commitment, and support. The Employment and Training Facebook page now features a complete slide show highlighting youth in action, as well as employer recognition. On August 20th, staff partnered with the Fulton County Chamber of Commerce to present program outcomes, featuring a slide show and the presentation of framed recognition certificates to host employers. This recognition not only celebrated the contributions of youth and employers but also strengthened CareerLink® visibility and community partnerships.

Ms. Amy Horwath reported for the Bedford, Cambria and Blair counties Youth programs, noting that Sarah Hellman is on vacation. It was a great summer program. The staff is proud of the youth participants and career youth facilitators. There were 4-5 new career youth facilitators this summer. These facilitators started at the beginning of the summer program, a difficult time to start. They all remain and had a great summer. Across the counties, they served 64 total youth. TANF funded youth represented three quarters of the total. OSY are difficult to recruit but they served a fair number. She would like to see that increase. They had 40 worksites across tri county area. Four of the worksites were new. One of most important challenges for the team was to match career aspirations and career goals with relevant experience. It is notable that they consistently meet that goal year after year. One of most important things is for young people to arrive at work on time. She noted that several had perfect attendance. This is notable especially with the challenges and the environment of these young people. Thrilled to hear of perfect attendance of some of the youth. One of the best youth success stories is a Blair youth who lacked transportation, but perfect attendance though walked to work every day. This shows an incredible work ethic. The diligent attention and planning from those career facilitators helped with the success of this youth. The habits and behaviors the youth learned through program fall into things completing timesheets makes the program an overwhelming success. Other notable sites include Cambria County youth at the Arts Center. In Altoona, the AAA Office hosted four youth as well as the Jaffa Shrine.

Ms. Amy Kimmel reported that they had a very successful summer program. The Employers raved about the program. There were no issues to speak of. They started the foundational training on June 9th through the 11th. Overall, there were 46 participants that did training and went to work sites. They had 21 total work sites, with six still working through September. Four of the 46 were hired at worksites. They held a luncheon at Laurel Hill State Park for the participants and employers on August 13th. They ran three crews this year. This included two playground crews, one in Berlin and one in Somerset. The number of children that came because of the structured program was amazing. The summer lunch program produced 700-800 meals each week. It was very much utilized this year. Of those who completed, 10 achieved perfect attendance plus 32 attained their work readiness skills.

Other Business
Ms. Barb Covert asked to expand on Mr. Brad Burger's earlier discussion regarding the Employer satisfaction survey. She also distributed a report on current survey results. That report is attached. As part of the One Stop Operator Group, the site administrators take on different projects to do program improvement for ways of tracking our data in the region. One of her groups was the employer satisfaction survey for host worksites for OJTs, Transitional Work Experience as well as Job Fairs, which is a separate survey.
Of the 51 surveys completed that have been submitted for the summer program, the overall rating has been very good from our host worksites. Employers are very pleased with the program. Only one employer survey indicated that they would absolutely not do this program again. Overall satisfaction is very high at 4.5 out of 5. Great comments were shared by the employers. Employers consistently praised PACL staff for their professionalism. The survey can be completed quickly. It can be used for grant applications and monitoring. Mr. Tim Baranik wants to work on some of the survey tools for Youth programs. Google graphs can be referenced. Barb thanked those who supported the initiative. She said it is a solid document moving forward.

Adjournment
There being no further business, the meeting was adjourned at 10:51 a.m.

The next meeting of the Southern Alleghenies Workforce Development Board Executive Committee will be held on **Tuesday, October 14, 2025 at 10:00 a.m.**

PY25 TITLE I PROVIDER QUARTERLY EXPENDITURE RATES

AS MEASURED AGAINST 80% EXPENDITURE REQUIREMENT

ON TARGET
SHORTFALL

Monthly Targets	Adult	Dw	Youth
Goodwill	$ 40,183	$ 33,067	$ 31,893
E&T	$ 17,067	$ 19,267	$ 12,426
Tableland	$ 10,400	$ 11,600	$ 18,226
Fund Total	$ 67,650	$ 63,934	$ 62,545

Quarterly Targets	Adult	Dw	Youth	Tanf
Goodwill	$ 120,548	$ 99,200	$ 95,680	$ 102,495
E&T	$ 51,200	$ 57,800	$ 37,279	$ 21,480
Tableland	$ 31,200	$ 34,800	$ 54,679	$ 24,049
Fund Total	$ 202,948	$ 191,800	$ 187,638	$ 148,024

Provider/Fund	Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cumm. YTD	Available	80% Target	% of Budget Spent	% of Goal Spent
Adult																					
Goodwill	$ 602,740	49,952	58,721		NO				NO				NO				$ 108,673	$ 494,067	$ 482,192	18.03%	22.54%
E&T, Inc	$ 256,000	21,943	17,603		NO				NO				NO				$ 39,546	$ 216,454	$ 204,800	15.45%	19.31%
Tableland	$ 156,000	12,495	10,313		NO				NO				NO				$ 22,808	$ 133,192	$ 124,800	14.62%	18.28%
Total	$ 1,014,740	$ 84,390	$ 86,637	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	$ 171,027	$ 843,713	$ 811,792	16.85%	21.07%
Dw																					
Goodwill	$ 496,000	34,104	42,777		NO				NO				NO				$ 76,881	$ 419,119	$ 396,800	15.50%	19.38%
E&T, Inc	$ 289,000	20,586	18,269		NO				NO				NO				$ 38,855	$ 250,145	$ 231,200	13.44%	16.81%
Tableland	$ 174,000	11,132	9,284		NO				NO				NO				$ 20,416	$ 153,584	$ 139,200	11.73%	14.67%
Total	$ 959,000	$ 65,822	$ 70,330	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	$ 136,152	$ 822,848	$ 767,200	14.20%	17.75%
Youth																					
Goodwill	$ 478,398	52,193	51,701		YES				NO				NO				$ 103,894	$ 374,504	$ 382,718	21.72%	27.15%
E&T, Inc	$ 186,397	23,050	23,722		YES				NO				NO				$ 46,772	$ 139,625	$ 149,118	25.09%	31.37%
Tableland	$ 273,397	19,133	14,932		NO				NO				NO				$ 34,065	$ 239,332	$ 218,718	12.46%	15.57%
Total	$ 938,192	$ 94,376	$ 90,355	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	$ 184,731	$ 753,461	$ 750,554	19.69%	24.61%
TOTAL WIA	$ 2,911,932	$ 244,588	$ 247,322	$ -		$ -	$ -	$ -		$ -	$ -	$ -		$ -	$ -	$ -	$ 491,910	$ 2,420,022	$ 2,329,546	16.89%	21.12%
Tanf																					
Goodwill	$ 512,476	70,363	64,542		YES				NO				NO				$ 134,905	$ 377,571	$ 409,981	26.32%	32.91%
E&T, Inc	$ 107,401	43,562	26,202		YES				NO				NO				$ 69,764	$ 37,637	$ 85,921	64.96%	81.20%
Tableland	$ 120,247	30,222	52,915		YES				NO				NO				$ 83,137	$ 37,110	$ 96,198	69.14%	86.42%
Total	$ 740,124	$ 144,147	$ 143,659	$ -	YES	$ -	$ -	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	$ 287,806	$ 452,318	$ 592,100	38.89%	48.61%

PY23 TITLE I PROVIDER QUARTERLY EXPENDITURE RATES

AS MEASURED AGAINST 20% & 75% WIOA EXPENDITURE REQUIREMENTS

ON TARGET
SHORTFALL

Monthly Targets	WIOA YTH - Work Exp (20%)	WIOA YTH - OSY (75%)
Goodwill	$ 7,973	$ 29,900
E&T	$ 3,107	$ 11,650
Tableland	$ 4,557	$ 17,087
Fund Total	$ 15,637	$ 58,637

Quarterly Targets	WIOA YTH - Work Exp (20%)	WIOA YTH - OSY (75%)
Goodwill	$ 23,920	$ 89,700
E&T	$ 9,320	$ 34,949
Tableland	$ 13,670	$ 51,262
Fund Total	$ 46,910	$ 175,911

Provider/Fund	WIOA Youth Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cumm. YTD	Available	20% Target	75% Target	% of Budget Spent	% of Goal Spent
WIOA YTH - Work Exp																						
Goodwill	$ 478,398	16,440	20,969		YES				NO				NO				$ 37,409	$ 440,989	$ 95,680		7.82%	39.10%
E&T, Inc	$ 186,397	21,907	(2,794)		YES				NO				NO				$ 19,113	$ 167,284	$ 37,279		10.25%	51.27%
Tableland	$ 273,397	3,348	3,495		NO				NO				NO				$ 6,843	$ 266,554	$ 54,679		2.50%	12.51%
Total WIOA Youth	$ 938,192	$ 38,347	$ 21,670	$ -	YES	$ -	$ -	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	$ 60,017	$ 874,827	$ 187,638		6.40%	31.99%

Provider/Fund	WIOA Youth Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cumm. YTD	Available	20% Target	75% Target	% of Budget Spent	% of Goal Spent
WIOA YTH - OSY																						
Goodwill	$ 478,398	52,193	51,701		YES				NO				NO				$ 103,894	$ 374,504		$ 358,799	21.72%	28.96%
E&T, Inc	$ 186,397	23,050	23,722		YES				NO				NO				$ 46,772	$ 139,625		$ 139,798	25.09%	33.46%
Tableland	$ 273,397	19,133	14,932		NO				NO				NO				$ 34,065	$ 239,332		$ 205,048	12.46%	16.61%
Total WIOA Youth	$ 938,192	$ 94,376	$ 90,355	$ -	YES	$ -	$ -	$ -	NO	$ -	$ -	$ -	NO	$ -	$ -	$ -	$ 184,731	$ 753,461		$ 703,644	19.69%	26.25%

Pictured above, front row: Jessica Boothe, Employment & Training Inc.; Wendy Hoover, Employment & Training Inc.; Kriste Shoop, Fulton County Medical Center; Jonie Bard, Bard's Automotive; Jamie Brambley, Fulton County Library; Matthew Bricker, All Things Automotive; Stephanie White, Fulton County Medical Center; Susan Cubbage, Fulton County Food Basket; back row: Chris Kepner, Mary's Pupper Doo's; Devin Horne, Fulton County District Office; Mike Bard, Bards Automotive; Sharon Wagner, Hustontown Senior Center; Brittany Holmes, Fulton County Partnership; Justin Smith, Danny's Alignment & Repair; Joyce Lynch, Employment & Training Inc.; and Trent Sowers, Fulton County Chamber of Commerce.

Employment & Training Holds Presentation At Chamber Luncheon

Employment and Training, Inc. Fulton office, an affiliate site to the PA CareerLink® Huntingdon, partnered with the Fulton County Chamber of Commerce August 20 to be the educational presenter at the August Chamber luncheon.

The Fulton team presented to 42 employer representatives and Chamber guests showcasing the various programs and services available to employers. The presentation included an overview of the Work Experience programs, on-the-job training programs, and Skill Up initiatives. Additionally, attendees received information about the upcoming career fair, including registration details, as well as performance insights and regional strategies within the Southern Alleghenies region.

The event concluded with a ceremony where certificates of recognition and appreciation were awarded to the host worksites that participated in the work experience programs.

The recognized host worksites that were present included: All Things Automotive, Bards Automotive, Danny's Alignment & Repair, Fulton County Family Partnership-School Age Child Care Program, Fulton County District Justice, Fulton County Food Basket, Fulton County Library, Fulton County Medical Center-Activity Department, Fulton County Medical Center-IT Department, Fulton County Medical Center Long-term Care & Employee Health/Infection Prevention, Hustontown Senior Center and Mary's Pupper Doo's.

The host worksites unable to attend, but were given an honorable mention were: Backwoods Diesels Repair and Performance LLC, Central Fulton School District Technology Department, Dave's Putting A New Leash On Life, Metz Environmental Services at Central Fulton School District and Waterfall Feed & Supply LLC.

Anyone interested in registering for the upcoming career fair Wednesday, October 29, or for more information regarding services, stop by Employment & Training Inc. 122 W. Market Street, McConnellsburg, or call 717-485-5131 TTY: 717-485-3970. All programs are supported by the Southern Alleghenies Workforce Development Board.

Anyone wanting to learn more about becoming a member of the Fulton County Chamber of Commerce, contact Executive Director Trent Sowers, director@fultoncountypa.com.

Pennsylvania Unemployment Rates ♦ July 2025

County			
Montour County	2.8%	Tioga County	4.2%
Centre County	3.1%	Wyoming County	4.2%
Chester County	3.1%	Carbon County	4.3%
Lancaster County	3.2%	Dauphin County	4.3%
Cumberland County	3.3%	Lehigh County	4.3%
Montgomery County	3.3%	Lycoming County	4.3%
Adams County	3.5%	Venango County	4.3%
Franklin County	3.5%	Warren County	4.3%
Bucks County	3.6%	Wayne County	4.3%
Butler County	3.6%	Clearfield County	4.4%
Lebanon County	3.6%	Lackawanna County	4.4%
Perry County	3.6%	McKean County	4.4%
Mifflin County	3.7%	Armstrong County	4.5%
Allegheny County	3.8%	Jefferson County	4.5%
Union County	3.8%	Mercer County	4.5%
York County	3.8%	Monroe County	4.5%
Blair County	**3.9%**	Pike County	4.5%
Bradford County	3.9%	**Somerset County**	**4.5%**
Clarion County	3.9%	**Cambria County**	**4.6%**
Westmoreland County	3.9%	Clinton County	4.6%
Fulton County	**4.0%**	Schuylkill County	4.6%
Snyder County	4.0%	Columbia County	4.7%
Sullivan County	4.0%	Indiana County	4.7%
Washington County	4.0%	**Huntingdon County**	**4.8%**
Berks County	4.1%	Juniata County	4.9%
Erie County	4.1%	Lawrence County	4.9%
Northampton County	4.1%	Greene County	5.0%
Susquehanna County	4.1%	Luzerne County	5.0%
Beaver County	4.2%	Fayette County	5.2%
Bedford County	**4.2%**	Potter County	5.2%
Crawford County	4.2%	Philadelphia County	5.3%
Delaware County	4.2%	Forest County	5.4%
Elk County	4.2%	Cameron County	5.8%
Northumberland County	4.2%		

Workforce Development Area (WDA)	
Chester County WDA	3.1%
Lancaster County WDA	3.2%
Montgomery County WDA	3.3%
Bucks County WDA	3.6%
South Central WDA	3.8%
Three Rivers WDA	3.8%
Central WDA	4.0%
Northern Tier WDA	4.0%
Berks County WDA	4.1%
Southwest Corner WDA	4.1%
Tri-County WDA	4.1%
Delaware County WDA	4.2%
Lehigh Valley WDA	4.2%
Northwest WDA	4.2%
Southern Alleghenies WDA	**4.3%**
Westmoreland-Fayette WDA	4.3%
Lackawanna County WDA	4.4%
Pocono Counties WDA	4.4%
North Central WDA	4.5%
West Central WDA	4.6%
Luzerne-Schuylkill WDA	4.9%
Philadelphia County WDA	5.3%

For Comparison Purposes	
Pennsylvania	4.0%
United States	4.2%

Seasonally adjusted, preliminary data provided by the Center for Workforce Information & Analysis (CWIA), PA Department of Labor and Industry (September 2025). CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

SAWDB

3 Sheraton Drive • Altoona, PA 16601 • www.SAPDC.org

Equal opportunity employer/program. Workforce Innovation and Opportunity Act (WIOA) programs are funded with federal dollars. For detailed information see https://sapdc.org/stevens-amendment/.

Southern Alleghenies WDA Labor Market Report ♦ July 2025

This report provides an overview of the labor market conditions in the Southern Alleghenies Workforce Development Area (WDA). In July 2025, the labor force grew as the employed population increased while the unemployed population was unchanged, leaving the unemployment rate steady from the previous month.

Civilian Labor Force 194,300	
Monthly Change	*Annual Change*
↑ 900	↓ -2,700

Employed Population 185,900	
Monthly Change	*Annual Change*
↑ 900	↓ -3,200

Unemployed Population 8,400	
Monthly Change	*Annual Change*
— 0	↑ 400

Unemployment Rates

Region	July 2025	Monthly Change	Annual Change
Bedford County	4.2%	↓	↑
Blair County	3.9%	↑	↑
Cambria County	4.6%	↑	↑
Fulton County	4.0%	↔	↑
Huntingdon County	4.8%	↑	↑
Somerset County	4.5%	↓	↑
Southern Alleghenies WDA	**4.3%**	↔	↑
Pennsylvania	4.0%	↔	↑
United States	**4.2%**	↑	↔

Unemployment Rate Trends

July 2025 Preliminary Seasonally Adjusted Data (Downloaded September 2025). Prepared by Advance Central PA. Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry. CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

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Southern Alleghenies WDA County Labor Market Report ♦ July 2025

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

Civilian Labor Force

Region	July 2025	Monthly Change		Annual Change	
Bedford County	22,900	↑	200	↓	-400
Blair County	57,000	↓	-300	↓	-600
Cambria County	56,100	↑	100	↓	-400
Fulton County	7,100	↑	100	↓	-100
Huntingdon County	19,000	↑	100	↓	-300
Somerset County	32,300	↑	200	↓	-900
Southern Alleghenies WDA	**194,300**	**↑**	**900**	**↓**	**-2,700**
Pennsylvania	6,537,000	↓	-3,000	↓	-34,000
United States	170,342,000	↓	-38,000	↑	2,027,000

	Employed Population					Unemployed Population				
Region	July 2025	Monthly Change		Annual Change		July 2025	Monthly Change		Annual Change	
Bedford County	21,900	↑	200	↓	-500	1,000	↔	0	↑	100
Blair County	54,800	↓	-300	↓	-700	2,200	↔	0	↑	100
Cambria County	53,500	↔	0	↓	-600	2,600	↑	100	↑	200
Fulton County	6,800	↑	100	↓	-100	300	↔	0	↑	100
Huntingdon County	18,100	↑	100	↓	-300	900	↔	0	↔	0
Somerset County	30,900	↑	300	↓	-900	1,500	↔	0	↑	100
Southern Alleghenies WDA	**185,900**	**↑**	**900**	**↓**	**-3,200**	**8,400**	**↔**	**0**	**↑**	**400**
Pennsylvania	6,274,000	↓	-6,000	↓	-61,000	263,000	↑	3,000	↑	26,000
United States	163,106,000	↓	-260,000	↑	1,887,000	7,236,000	↑	221,000	↑	139,000

July 2025 Preliminary Seasonally Adjusted Data (Downloaded September 2025). Prepared by Advance Central PA. Provided by the Center for Workforce Information and Analysis (CWIA), Pennsylvania Department of Labor and Industry. CWIA is not liable for the content as presented nor does CWIA necessarily endorse the statements made herein.

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Unemployment & Online Job Postings ♦ July 2025

In July 2025, there were 8,400 unemployed jobseekers in the Southern Alleghenies WDA who are eligible and actively searching for employment. If every individual filled an online job posting, 3,020 postings would remain unfilled.

Online Job Postings	
11,420	
Monthly Change	*Annual Change*
↑ 2,478	↑ 6,285

Occupational Grouping	Online Job Postings *July 2025*	Unemployed *July 2025*
Healthcare Practitioners and Technical Occupations	3,762	383
Sales and Related Occupations	1,007	727
Healthcare Support Occupations	787	267
Transportation and Material Moving Occupations	758	1,082
Office and Administrative Support Occupations	639	1,046
Management Occupations	572	749
Community and Social Service Occupations	493	255
Production Occupations	472	1,039
Food Preparation and Serving Related Occupations	470	1,099
Installation, Maintenance, and Repair Occupations	388	347
Business and Financial Operations Occupations	342	324
Building and Grounds Cleaning and Maintenance Occupations	265	239
Construction and Extraction Occupations	263	780
Educational Instruction and Library Occupations	253	210
Arts, Design, Entertainment, Sports, and Media Occupations	251	169
Unclassified Occupation	145	0
Personal Care and Service Occupations	126	179
Protective Service Occupations	105	230
Architecture and Engineering Occupations	103	140
Life, Physical, and Social Science Occupations	92	83
Computer and Mathematical Occupations	77	125
Farming, Fishing, and Forestry Occupations	34	54
Legal Occupations	12	25
Military-only occupations	0	1

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

Online Job Posting Characteristics ♦ July 2025

Top Occupations
Unique Job Postings - Advertised Wage

Registered Nurses
1,882 $46.71

Home Health and Personal Care Aides
487 $13.72

Retail Salespersons
361 $16.06

Heavy and Tractor-Trailer Truck Drivers
260 $37.60

Licensed Practical and Licensed Vocational Nurses
246 $28.43

Radiologic Technologists and Technicians
226 $59.45

First-Line Supervisors of Retail Sales Workers
208 $23.69

Substance Abuse, Behavioral Disorder, Mental Health Counselors
174 $85.54

Nursing Assistants
161 $20.00

Magnetic Resonance Imaging Technologists
151 $59.20

Top Industries
Unique Job Postings

Health Care and Social Assistance
2,780

Administrative and Support and Waste Management and Remediation Services
2,106

Retail Trade
1,173

Manufacturing
630

Professional, Scientific, and Technical Services
511

Accommodation and Food Services
466

Public Administration
439

Educational Services
416

Finance and Insurance
241

Wholesale Trade
230

Top Employers
Unique Job Postings

Conemaugh Memorial Medical Center
611

University of Pittsburgh Medical Center
435

Commonwealth Of Pennsylvania
357

Walmart
155

LifePoint Health
135

Sheetz
132

Aerotek
131

Sondermind
124

Arcadia Home Care & Staffing
120

Pennsylvania State University
106

Top Skills

Communication
Customer Service
Management
Sales
Operations
Detail Oriented
Leadership
Lifting Ability
Problem Solving
Computer Literacy

Top Qualifications

Registered Nurse (RN)
Valid Driver's License
Basic Life Support (BLS) Certification
Cardiopulmonary Resuscitation (CPR) Certification
Advanced Cardiovascular Life Support (ACLS) Certification
Licensed Practical Nurse (LPN)
Certified Nursing Assistant (CNA)
Licensed Clinical Social Worker (LCSW)
Board Certified/Board Eligible
Licensed Professional Counselor (LPC)

Source: Lightcast, 2025.3 • Updated: September 2025
Advertised wage is the median hourly wage associated with the online job posting occupation.

SAWDB

3 Sheraton Drive • Altoona, PA 16601 • www.SAPDC.org

Equal opportunity employer/program. Workforce Innovation and Opportunity Act (WIOA) programs are funded with federal dollars. For detailed information see https://sapdc.org/stevens-amendment/.

Job fair set for Jaffa Shrine

The PA CareerLink Blair County fall job fair will be held from 10 a.m. to 2 p.m. Oct. 15 at the Jaffa Shrine, featuring more than 85 employers.

Special early access for veterans will be from 9:30 to 10 a.m. Admission is free, and job seekers are encouraged to bring copies of their resume, dress professionally and be prepared for on-the-spot interviews.

"This is one of the biggest hiring events in our region and an incredible opportunity for job seekers of all backgrounds," said Gwen Fisher, PA CareerLink site administrator. "With over 85 employers on-site, this fair offers direct access to decision-makers and the chance to make meaningful career connections."

Pathways to Care: EMT, Paramedic & Nursing Youth Internship Proposal
Southern Alleghenies Workforce Development Board

Purpose

The Pathways to Care: EMT, Paramedic & Nursing Youth Internship is designed to expose local youth to careers in emergency medical services and nursing. The program provides hands-on experiences, professional development, and mentorship, while introducing participants to a career pathway that begins with EMT/Paramedic training and advances into nursing.

Eligibility

Must be a resident of the Southern Alleghenies Region (Bedford, Blair, Cambria, Fulton, Huntingdon, Somerset)

Meet age requirement (16–24)

Demonstrated interest in healthcare, especially nursing and/or emergency medical services

Submit an application form and essay

Essay Requirement

Applicants must submit a 500–750 word essay on following prompt:

What healthcare or emergency response challenge do you see in our community, and what ideas do you have to improve it?

Selection Process

Application form + essay reviewed by committee

Priority given to local youth with demonstrated interest in healthcare/nursing/EMT pathways

Optional: short interview to gauge motivation and communication skills

Career Pathway Focus: EMT → Paramedic → Nursing

The internship introduces students to the career pathway from first response to nursing:

Step 1 – EMT Certification

Step 2 – Paramedic

Step 3 – Nursing Programs (LPN → RN → BSN)

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Step 4 – Growth & Specialization

Internship Activities

Orientation: Program overview, professionalism, and career pathways

Shadowing: Rotations in nursing, allied health, and community health programs

Workshops:

Resume building & interview prep

Patient communication & cultural competency

Guest speakers (EMT, Paramedic, Nurse, Nurse Educator)

Community Project: Group project addressing a local health need (ex. wellness education, mental health awareness, healthy lifestyle campaign)

Mentorship: Pair each intern with a healthcare professional for guidance

Capstone Presentation: Final presentation on what they learned and their career goals

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Completion Requirements

Full participation in program activities

Final reflection essay: "What I Learned About the Pathways to Care Internship and My Career Path"

Capstone project presentation

Awarded stipend + certificate of completion