

DELAWARE COUNTY WORKFORCE DEVELOPMENT BOARD
GENERAL MEMBERSHIP MEETING
September 11, 2025
8:30 am at Delaware County Community Center at Briarcliffe

AGENDA

Call to Order/Pledge of Allegiance	Mr. Rick Durante
Roll Call	Ms. Cathy Baselice
Approval of June 2025 Minutes	Mr. Rick Durante
Remarks from County Council	Dr. Monica Taylor, Chair, Delaware County Council
Director's Report	Ms. Kate McGeever
<ul style="list-style-type: none">• Donna Tutak Retirement• Crozer• Limited English Proficiency Plan (vote needed)• 2025-26 Policy Manual (vote needed)	
Chair's Report	Mr. Rick Durante
Treasurer's Report	Mr. John Sanchez
<ul style="list-style-type: none">• PY24 Q4 Budget to Actual• Move \$400,000 of PY24 WIOA funds from Dislocated Worker to Adult	
Board Committee Reports	
<ul style="list-style-type: none">• Business Services Committee Update• Youth Committee Update<ul style="list-style-type: none">○ Call to Action: Host Youth Job Shadow• Planning Committee Update• Service Delivery Committee Update• EMS Industry Partnership Update	Mr. Eric Bennug Ms. Cathy Cardillo Mr. Bill Tyson Mr. Bill Adams Ms. Cathy Cardillo
PA CareerLink® Report	Mr. Darrell Thompson Ms. Melinda Hines
Adjournment	

Contents

Minutes of DCWDB Meeting June 12, 2025	3
Local Labor Market Information	6
Crozer Health System Closure.....	8
Limited English Proficiency Plan 2025	10
PY25 Policy Changes/Updates	11
PY24 Q4 Budget to Actual.....	12
Re-Allocated Funds	13
Business Services Committee Update.....	14
Youth Committee Update	23
Planning Committee Update.....	36
Service Delivery Oversight Committee Update	40

Delaware County Workforce Development Board
General Membership Meeting Minutes
Delaware County Intermediate Unit - Morton
June 12, 2025

DCWDB Members Attended: Tanya Allen (virtual), Eric Bennung, Shelly Buck (virtual), Stephen Butz, Cathy Cardillo, Ed Coleman (virtual), Mike Dopkin, Rick Durante (virtual), Makeda Hudson, Karen Kozachyn (virtual), Joe Lockley, Asma Munir (virtual), John Sanchez, Kristalyn Smith, and Edessa Snyder.

Guests & Staff: Melinda Hines, Darrell Thompson, Dr. Monica Taylor, Rebecca Bernstein, Theresa Nielsen (summer interns), and Chandra Waters. Allison Barksdale, Cathy Baselice, Dawn Berardinelli, Monica Jennings, Lisa Jewett, Jenn Kacimi, Kate McGeever, Tatiana Moskatova, Kim Robinson, and Donna Tutak.

Welcome:

- Meeting was called to order at 8:30 am by DCWDB Chair, Rick Durante, remotely. Both Rick and Cathy Cardillo led the meeting together as voting was needed on several items.
- Cathy Cardillo recognized Kate McGeever for making the City & State's *2025 Trailblazers in Economic and Workforce Development* list.
- Roll Call was taken by Cathy Baselice.

Approval of Minutes: Cathy Cardillo called for a motion to approve the March 6, 2025, meeting minutes. Motion made by Stephen Butz, seconded by Mike Dopkin, and unanimously approved.

Remarks from County Council Chair, Dr. Monica Taylor:

- A centralized food bank distribution center recently opened in Delaware County.
- Prospect Health/Crozer Health closure process continues to develop.
 - Christiana Care acquired some medical offices and four main buildings are currently up for bid.
 - The health department continues to address the needs of our community for access to quality healthcare.
- Radio system upgrades are underway for first responders.

Director's Report, Kate McGeever:

- Prospect Health/Crozer Rapid Response update:
 - Pages 9-10 of the board book summarize data.
 - The Business Services Team (BST) held a very successful job fair on May 13, 2025 at Subaru Park. Over 200 employers and 1000 job seekers participated
 - A Crozer Transition Center opened May 5.
 - A \$250,000 Rapid Response grant was received from the PA Labor & Industry.
- Overview of the 2025-26 budget:

- In response to the WIOA Reauthorization framework, PA Labor & Industry is encouraging all boards to prepare for new thresholds for investment in training services. Staff is recommending significantly larger contracts and budget for all types of training services.
- In response to recent shifts at the Federal level, PA Labor & Industry and DCWDB staff are encouraging carrying less funds into their second year.

Chair's Report, Rick Durante:

- Rick extended thanks to Kate and staff for being flexible with various changes during these times of uncertainty.
- Turned the floor over to John Sanchez to conduct the voting on budgets and contracts.

Treasurer's Report, John Sanchez:

- A review and explanation of the proposed PY25 budget was provided prior to voting.
 - A motion was made by Cathy Cardillo, seconded by Kristalyn Smith and unanimously approved with Stephen Butz, Ed Coleman and Karen Kozachyn abstaining.
 - For the 2025-26 allocation for new contracts, a motion was made by Cathy Cardillo, seconded by Makeda Hudson and unanimously approved with Stephen Butz, Ed Coleman and Karen Kozachyn abstaining.

Board Committee Reports:

- Eric Bennung, Employer Services Committee:
 - Eric invited board members to review the information on pages 19-21 of the board book prior to voting on the Business Services Procurement and Contract.
 - Proposals were received from EDSI and Business Interface with EDSI recommended for the contract.
 - Motion to approve contract with EDSI was made by Stephen Butz, seconded by John Snchez, no abstentions and all unanimously approved.
 - Other news regarding business services had 23 new employers were approved, and BEP grant funds are being well utilized.
- Cathy Cardillo, Youth Committee:
 - A vote was required for the ITA Policy to be updated to align with WIOA youth eligibility guidance.
 - Motion made by Mike Dopkin and seconded by John Sanchez with no abstentions and unanimously approved.
 - Please review the board book for all positive changes, success stories and updates.
- Kate McGeever (sub for Bill Tyson), Planning Committee:
 - Information was shared on the 2025-2028 WIOA Regional & Local Plan before a vote was held.
 - Motion made by Karen Kozachyn, seconded by Makeda Hudson with no abstention and unanimously approved.
- Kate McGeever (sub for Bill Adams), Service Delivery Committee:
 - Highlights of the performance outcomes begin on page 47 of the board book for members to review.
- Cathy Cardillo, EMS Industry Partnership Committee:

- Thanks were extended to Allison Barksdale and Donna Tutak for two years of intense work to get EMS training programs up and then relocated from Crozer to Darby. Kudos to the new partners who stepped up too.
- A Mainline Health-sponsored EMT apprenticeship was approved June 5, 2025. DCCC will provide classroom training. Donna Tutak acted a technical support for this long process.
- Meeting dates and times for all committees can be found on page 57 of the board book. Cathy encouraged board members to invite their business team coworkers to get involved with the Workforce Development Board or join a committee.

PA CareerLink® Report:

- Melinda Hines, Site Administrator, Media:
 - Board book highlights begin on page 57.
 - The digital intake process is coming along and is an easily accessible tool.
 - Quarterly newsletter goes out to 13,000+ Delaware County residents.
 - In-person workshops are increasing in attendance.
 - The 2nd PA CareerLink® Awareness Day will be held Thursday, September 18th at both locations. Events include:
 - Lunch & Learn sessions – how to support job seekers
 - Beasley Media will offer new trends in marketing
 - Youth open house (Chester)
 - Veteran information (Media)
 - Assistance in obtaining a birth certificate
- Darrell Thompson, Site Administrator, Chester:
 - Shared a success story of the former PA CareerLink® Chester security professional who used the PA CareerLink® services to find a new position.

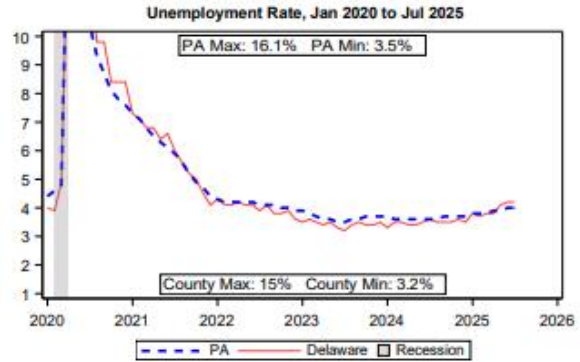
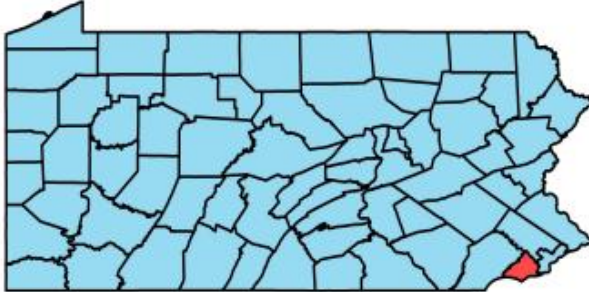
Meeting Adjourned:

- Motion made by Karen Kozachyn at 9:28am to adjourn. Seconded by Shelly Buck.

Minutes submitted by: *Cathy Baselice*

Delaware County Profile

August 2025



2023 Population		
Demographic	County	PA
Total Population	576,195	12,986,518
Female	297,125	6,585,606
Male	279,070	6,400,912

Population by Race		
White	64.5%	75.8%
Black	22.0%	10.7%
Other	13.5%	13.5%
Hispanic Origin (all races)	4.8%	8.4%

Population by Age		
Ages 0 to 17	22.1%	20.6%
Ages 18 to 24	9.7%	8.9%
Ages 25 to 34	12.8%	13.0%
Ages 35 to 44	12.9%	12.3%
Ages 45 to 54	12.0%	12.2%
Ages 55 to 64	13.5%	13.9%
Ages 65 to 74	10.1%	11.2%
Ages 75 and Older	6.9%	7.9%
Median Age	39.0	40.9

Source: U.S. Census 5 Year Estimate 2019-2023 (Tables: DP05 and B01001)

Online Job Postings		
	County	PA
July 2025	11,938	301,696
July 2024	9,001	210,484
Annual Percent Change	32.6%	43.3%
Annual Volume Change	2,937	91,212

Source: The Conference Board - LightCast - Help Wanted OnLine™

2023 Veterans		
	County	PA
Total Veterans	22,657	656,112
Veteran Median Income	\$54,211	\$48,257
Non-Veteran Median Income	\$44,611	\$39,875
Veteran Unemployment Rate	4.3%	3.9%
Non-Veteran Unemployment Rate	7.0%	5.3%

Source: U.S. Census 5 Year Estimate 2019-2023 (Table: S2101)

2023 Resident Income		
	County	PA
Per Capita Income	\$83,368	\$68,945
Total Personal Income (in thousands)	\$48,080,038	\$893,649,165
Total Earnings (in thousands)	\$29,448,884	\$538,362,363
Total Dividends/Interest/Rent (in thousands)	\$10,319,197	\$167,613,070
Total Transfer Payments (in thousands)	\$8,311,957	\$187,673,732

Source: Bureau of Economic Analysis

Local Area Unemployment Statistics			
	County	PA	
Unemployment Rate	4.2%	4.0%	
Labor Force	305,400	6,537,000	
Employed	292,600	6,274,000	
Unemployed	12,800	263,000	

Notes: Current month's data are preliminary. Data are seasonally adjusted.

Unemployment Compensation Exhaustees				
Pre-UC Industry	Aug 2024 to Jul 2025		Percent of Total	
	County	PA	County	PA
Natural Resources and Mining	10	750	0.5%	1.0%
Construction	310	7,740	8.0%	9.5%
Manufacturing	210	9,720	5.5%	12.0%
Trade, Transportation, and Utilities	630	16,160	17.0%	19.5%
Information	100	1,750	2.5%	2.0%
Financial Activities	270	4,690	7.0%	5.5%
Professional and Business Services	830	16,290	22.0%	20.0%
Education and Health Service	850	14,090	22.5%	17.0%
Leisure and Hospitality	310	6,550	8.0%	8.0%
Other Services	130	2,440	3.5%	3.0%
Public Administration	100	1,580	2.5%	2.0%
Unclassified Industry	10	440	0.5%	0.5%
Total	3,760	82,200	100%	100%

Note: Percentages less than 0.5% will be displayed as 0.0%.
Source: Pennsylvania Unemployment Compensation System

Top 10 Employers by Employment in Q1 of 2025	
Villanova University	
The Boeing Company	
Delaware County	
Wawa Inc	
United Parcel Service Inc	
Prospect CCMC LLC	
SAP of America Inc	
Federal Government	
Giant Food Stores LLC	
Upper Darby School District	

Source: Quarterly Census of Employment and Wages

Center for Workforce Information & Analysis

Local Area Unemployment Statistics		
Jul 2025	County	PA
Unemployment Rate	4.2%	4.0%
Labor Force	305,400	6,537,000
Employed	292,600	6,274,000
Unemployed	12,800	263,000

Notes: Current month's data are preliminary. Data are seasonally adjusted.

Local Area Unemployment Statistics		
February	2025	2024
Unemployment Rate	3.8%	3.3%
Labor Force	303,200	306,200
Employed	291,600	296,000
Unemployed	11,600	10,200

Notes: Current month's data are preliminary. Data are not seasonally adjusted.

Crozer Health System Closure

- PA Labor & Industry reports that 3,014 workers were subject to Prospect Health’s WARN Notices.
- Approximately 1,000 job seekers attended the Crozer Job Fair at Subaru Park on May 13. (links to media coverage below.) Job fair results as of 9/3/25:
 - **198** employers attended
 - **180** responded to the survey
 - **4.66 / 5** average satisfaction rating
 - **4.88 / 5** staff friendliness rating
 - **125** employers reported potential hires
 - **42** employers confirmed hires
 - **336** total people hired
- Since May 5, 348 former Crozer workers have made 833 visits to the PA CareerLink® Crozer Transition Center

Continued Claims Count for Crozer Health

County	Count of Continued Claims Aug 17-23, 2025	Count of Continued Claims July 20-26, 2025	Initial Claims
Berks County	3	4	9
Bucks County	4	4	3
Chester County	38	57	103
Delaware County	504	640	1384
Montgomery County	12	16	44
Philadelphia County	46	64	193
Total	607	785	1736

A second Crozer Job Fair held:

- 135-150 Job seekers attended
- 26 employers

Crozer Rapid Response Job Fair

Thursday, September 4, 10am – 1pm

Crozer Transition Center
160th E. 7th Street, 1st Floor
Chester, PA 19013



Job Titles with Positions Available

- Administrative Assistant
- Call Center Representative
- Community Health Planner
- Community Health Worker
- Environmental Health Specialist
- Fiscal Support Assistant
- Payroll/Procurement Specialist
- Program Coordinator
- Grant Management
- Public Health Nurse – TB
- Public Health Nurse – Vaccines for Children
- Senior Financial Clerk
- Nurses-RNs, LPNs, CNAs
- Direct Support Professionals
- Environmental Services

Media reports:

<https://www.fox29.com/news/crozer-health-closure-hundreds-attend-delaware-county-job-fair>

<https://www.fox29.com/news/crozer-health-closure-hundreds-attend-delaware-county-job-fair>

<https://www.pa.gov/agencies/dli/newsroom/supporting-pa-workers--shapiro-administration-hosts-job-fair-for>

<https://phl17.com/phl17-news/job-fair-for-impacted-crozer-health-employees-tuesday/>

<https://www.nbcphiladelphia.com/video/news/local/job-fair-held-for-former-crozer-health-employees-after-closure/4184073/>

<https://www.cbsnews.com/philadelphia/video/job-fair-held-for-former-crozer-health-employees-in-chester-after-closure/?intcid=CNM-00-10abd1h>

<https://wmmr.com/episodes/pa-career-link-delco-hosts-crozer-health-job-and-resource-fair-tuesday-may-13/>

Limited English Proficiency Plan 2025

	Census Data 2023				Census Data 2022			
	<i>Total</i>	<i>Percent</i>	<i>Speak English less than "very well"</i>	<i>Percent speak English less than "very well"</i>	<i>Total</i>	<i>Percent</i>	<i>Speak English less than "very well"</i>	<i>Percent speak English less than "very well"</i>
Population 18 years old and over	429,181	(X)	16,429	3.8%	432,232	(X)	15,830	3.7%
Speak only English	382,558	89.1%	(X)	(X)	385,821	89.3%	(X)	(X)
Speak a language other than English	46,623	10.7%	16,429	35.2%	46,411	10.7%	15,830	34.1%
Spanish	10,133	2.4%	2,476	24.4%	9,938	2.3%	4,026	40.5%
Other languages	36,490	8.5%	13,953	38.2%	36,473	8.4%	11,804	32.4%
Yoruba, Twi, Igbo, or other languages of Western Africa	6,726	1.6%	3,027	45%	2,294	0.5%	681	29.7%
Arabic	2,858	0.7%	715	25%	1,037	0.2%	308	29.7%

Key Observations:

- The Spanish-speaking population aged 18 and over increased slightly by 212 people. However, the number of individuals who speak English "less than very well" decreased by 1,550, which represents a 16.1% reduction. The population of those who speak English "less than very well" now makes up 24.4%. This is a significant decrease compared to last year's figure of 40.5%. All other non-English speaking groups also saw a 5.8% decrease in the percentage of people speaking English "less than very well."
- The DCWDB analyzed the percentage and number of adults who "speak English less than well" by language spoken to deliver meaningful access to adult customers of the PA CareerLink® service. For the 2025 LEP Plan, three language groups exceed 1,000 individual adults: Spanish, Chinese (including Mandarin and Cantonese), and Yoruba, Twi, Igbo, or Other Languages of Western Africa. In the previous year, two language groups exceeded this threshold: Spanish and Chinese (including Mandarin and Cantonese).
- The Yoruba, Twi, Igbo, or other languages of Western Africa population has the biggest increase from the last year by 4,432 people or 65.9%
- Another population that increased significantly is Arabic, by 2,143 people or 63.7% with only 25% people who speak English less than "very well".

Accesses at <https://www.census.gov/topics/population/language-use/about.html>

PY25 Policy Changes/Updates

DCWDB Equal Opportunity and Grievance Policy

- Change of language to reflect Federal EO 14168
- Changes investigation timeline to 30 days
- Added PY 25 EO form (reflecting updated language)

DCWDB Participant Complaint Policy

- Added Jenn Kacimi contact information

DCWDB Personally Identifiable Information Policy

- Addition of Artificial Intelligence (AI) policy from BWPO guidance

DCWDB Professional Development Policy

- Added additional required BWPO trainings for WIOA Title I staff

DCWDB Monitoring Policy

- Added snapshots of risk assessment
- Added language regarding required formal monitoring

WIOA Title I Eligibility and Review Policy

- Added a general eligibility policy

WIOA Title I Secondary Review Policy

- Clarified that both paper and CWDS participant files must be secondary reviewed
- Added requirement for contractors to have an internal *Secondary Review Process* available to DCWDB upon request

WIOA Title I Individual Training Account Policy

- Updated OSY eligibility to include all methods of eligibility as outlined in DCWDB's *Eligibility and Review Policy*

WIOA Title I On-the-Job Training Policy

- Updated OSY eligibility to include all methods of eligibility as outlined in DCWDB's *Eligibility and Review Policy*

WIOA Title I Supportive Services Policy

- Added allowance of PENNDOT driver's License exam fee
- Added participant reimbursement as allowable – as a last resort

WIOA Title I and TANF Youth Development Program Incentive Policy

- Added submitting *Incentive Gift Card Tracking Form* and back-up documents

WIOA and TANF Youth Work Experience Policy

- Expanded WEX timeline and increased maximum hours
- Added that contractor must verify employer clearances

PY24 Q4 Budget to Actual

PY 2024 Budget Vs. Actual					
Delaware County Statement of Activities	PY 24 Budget	YTD Actuals Through 6/30/2025	Remaining Balance	% of Budget Remaining	NOTES
WIOA Formula Funds (Title I)	\$ 4,372,499	\$ 2,384,010	\$ 1,988,489	45.48%	
TANF Youth	\$ 1,095,320	\$ 104,386	\$ 990,933	90.47%	
EARN	\$ 3,799,547	\$ 3,511,609	\$ 287,938	7.58%	Can not be carried over
Competitive Grants	\$ 1,117,522	\$ 389,226	\$ 728,296	65.17%	BEP,EMS,VET, Apprentice, Opioid
Crozer Rapid Response	\$ 250,000	\$ 112,764	\$ 137,236	54.89%	Funds only available until 9/5/25
DOL Pathway Homes 3	\$ 831,729	\$ 438,628	\$ 393,101	47.26%	12/31/25
TOTAL REVENUE	\$11,466,616	\$6,940,624	\$ 4,525,992	39.47%	
INTERNAL					
Board Operations including staff	\$ 1,135,487	\$ 424,827	\$ 710,660	62.59%	
Board Operations including staff TANF	\$ 221,532	\$ 8,698	\$ 212,834	96.07%	
Board Operations including staff EARN	\$ 379,955	\$ 188,120	\$ 191,835	50.49%	
CareerLink Shared Exp.	\$ 719,485	\$ 382,848	\$ 336,638	46.79%	
SUBCONTRACTED					
WIOA Adult/DW- Career Services	\$ 959,110	\$ 611,287	\$ 347,823	36.27%	
WIOA Adult/DW- Training Services	\$ 599,306	\$ 147,156	\$ 452,150	75.45%	
WIOA Out-of-School Youth Services	\$ 959,110	\$ 817,894	\$ 141,216	14.72%	
TANF Youth	\$ 873,788	\$ 95,688	\$ 778,100	89.05%	
EARN	\$ 3,419,592	\$ 3,323,489	\$ 96,103	2.81%	
Competitive Grants	\$ 1,117,522	\$ 389,226	\$ 728,296	65.17%	
Crozer Rapid Response	\$ 250,000	\$ 112,764	\$ 137,236	54.89%	
DOL Pathway Homes 3	\$ 831,729	\$ 438,628	\$ 393,101	47.26%	
TOTAL EXPENSES	\$11,466,616	\$6,940,624	\$ 4,525,992	39.47%	
PY 24 Carry-Over as of 8/5/25	\$ 4,238,054				
Note					
1. EARN funds are 1 year with no carry-over					
2. Crozer Rapid Response can only be used until 9/5/25; anything left must be returned.					
3. DOL Pathway Homes 3 can only use until 12/31/25 anything left must be returned					

Re-Allocated Funds

WIOA	Adult	Dislocated Worker	Total
PY 22 Allocation	\$ 1,291,685	\$ 1,147,157	\$ 2,438,842
	53%	47%	
PY 22 Spent Year 1	\$ 288,200	\$ 160,061	\$ 448,261
PY22 Transfer on 10/13/23	\$ 500,000	\$ (500,000)	\$
PY 22 Spent Year 2	\$ 1,503,484	\$ 487,096	\$ 1,990,580
PY 22 spend	\$ 1,791,685	\$ 647,157	\$ 2,438,842
	73%	27%	

PY 23 Allocation	\$ 1,447,836	\$ 1,765,400	\$ 3,213,236
	45%	55%	
PY 23 Spent Year 1	\$ 546,845	\$ 376,242	\$ 923,087
PY 23 Transfer on 10/9/24	\$ 500,000	\$ (500,000)	\$
PY 23 Spent Year 2	\$ 1,400,990	\$ 889,158	\$ 2,290,149
PY 23 spend	\$ 1,947,836	\$ 1,265,400	\$ 3,213,236
	61%	39%	

PY 24 Allocation	\$ 1,431,025.13	\$ 1,331,063.64	\$ 2,762,088.77
	52%	48%	
PY 24 spent year 1	\$ 726,019	\$ 239,387	\$ 965,406
PY 24 transfer			\$
PY 24 spent year 2 (as of 8/4)	\$ 424,448	\$ 319,970	\$ 744,418
PY 24 Current Spend	\$ 1,150,467	\$ 559,357	\$ 1,709,824
	67%	33%	
PY 24 Unspent / Available	\$ 280,558	\$ 771,707	\$ 1,052,265

On September 4, 2025, the Executive Committee voted to move \$400,000 in PY24 WIOA Dislocated Worker funds to WIOA Adult.

Business Services Committee Update

Delaware County Workforce Development Board
Employer Engagement Committee
Tuesday, August 26, 9am via Teams

[Join the meeting now](#)

Agenda and Report

Agenda

Employer Engagement Committee Minutes Tuesday, June 3, 9am via MS Teams.....	15
Success Stories	16
BST Activities Report.....	18
BEP Grant - Activities & Achievements PY24 Q4	21
Collar Counties EMS Industry Partnership PY24 Q4	22
Apprenticeship Building America Grant PY24 Q4	22

2025 Employer Engagement Committee Meeting Dates

Tuesday, December 2, 9am via Teams

Employer Engagement Committee Minutes Tuesday, June 3, 9am via MS Teams

Attendance: Eric Bennung, Laura Goodrich Cairns, Trish McFarland, Allison Barksdale (staff), Kate McGeever (staff)

Minutes from Employer Engagement Committee Meeting Minutes Thursday, February 27

Trish McFarland motioned to approve the minutes, Laura Goodrich Cairns seconded. All approved.

Procurement of Business Services 2025-2029

Kate McGeever described the procurement process for Business Services. She highlighted a shift in focus from the last contract period, where job postings and job fairs were the main focus. For the new contract period, the focus is on consulting with businesses to assess needs and offer the full array of workforce development services (IWT, OJT, LMI, etc.). Two proposals were received, and the review committee recommends awarding the contract to EDSI for \$471,830. Eric Bunneng asked about the staffing structure and how the budget will evolved over the four year contract period. Trish recused herself from the conversation because the Delco Chamber is a proposed subcontractor to EDSI.

BST Activities Report

Allison Barksdale highlighted that in Q3 EDSI focused on reconnecting with inactive employers. They are also continuing to collect hiring data.

BEP Grant - Activities & Achievements PY24 Q3

Allison reported that Q3 was used as a planning period for a career awareness event that occurred in Q4. All grant goals are being achieved or exceeded.

Collar Counties EMS Industry Partnership PY24 Q3

Kate reported that despite the interruption caused by the Crozer Health System shutdown, the EMT training course is continuing. It should complete in July. A second EMS employer has been approved for training funds.

Apprenticeship Building America Grant PY24 Q3

Kate reported the ABA program is serving apprentices from Delaware County with small grants for tools, uniforms, etc.

Cultivating Business & Higher Ed

Trish shared that the upcoming event will be held at Williamson and will have two panels of speakers discussing internships. Focus is now on encouraging attendance at the event.

Success Stories

Gehr Plastics, Inc.



GEHR Plastics, a global leader in thermoplastic innovation, has proudly called Delaware County home since 1982, when it established its U.S. headquarters in Boothwyn, Pennsylvania. As a family-owned company with roots dating back over 85 years in Mannheim, Germany, GEHR has grown into a vital part of the Delaware County manufacturing landscape—providing quality products, stable employment, and a culture of innovation and sustainability.

GEHR's presence in Boothwyn supports the local economy, strengthens the skilled labor force, and contributes to the county's vibrant industrial base. By maintaining a focus on workforce development and sustainable production, GEHR Plastics stands out, not only as a product innovator, but as a people-focused employer. The company's ongoing success in Delaware County showcases the power of investing in local talent and global standards, making it a true success story in regional manufacturing.

With the need to hire new talent, GEHR collaborated with the Business Services Team at PA CareerLink® Delaware County. GEHR Plastics is a valued employer that participated in the Spring Hiring Event, that took place at the Springfield YMCA on 3/27/2025. With the help of the On-the-Job-Training (OJT) team, GEHR was able to fill their staff accountant position. The new employee is adjusting seamlessly into the new role.

Rose Tree Media School District



Rose Tree Media School District (RTMSD) located in Media, PA, is widely recognized for academic excellence and its commitment to putting students first. RTMSD, with a culture rooted in professionalism, collaboration, and achievement, attracts educators and staff dedicated to making a lasting impact on students. The district's strongly positive reputation reflects its ongoing commitment to student success and employee fulfillment.

RTMSD continues to lead not only in education but as an employer of choice within the region. Equity and inclusion are at the heart of RTMSD's employment philosophy. The district maintains strict compliance with all state and federal nondiscrimination laws, creating a respectful and welcoming environment. Staff and students alike benefit from policies that promote fairness, safety, and opportunity.

RTMSD provides clear hiring practices, strong administrative support, and accessible benefits that help staff thrive. From full-time positions to flexible substitute roles, the district offers opportunities that accommodate a variety of professional goals and lifestyles. Employees are empowered through professional development, competitive compensation, and a workplace culture that values their contributions.

RTMSD is always looking to hire new talent. A career opportunity was made possible when RTMSD, a valued employer, participated in the Spring Hiring Event held at the Springfield YMCA on March 27, 2025. By participating in this event, RTMSD was able to meet and hire a qualified candidate to fill their Food Service staff position.

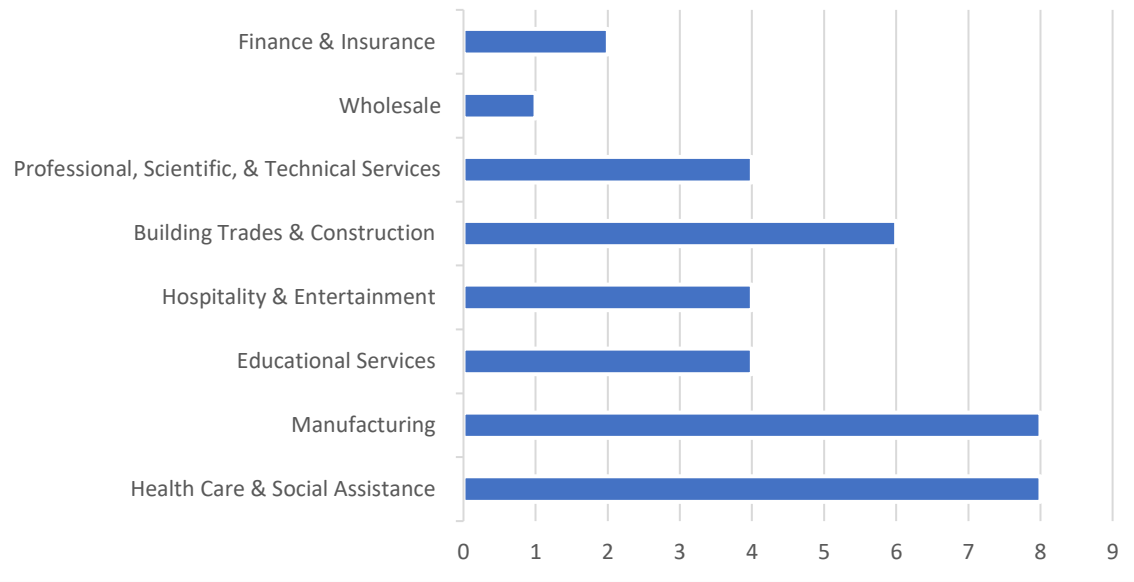
BST Activities Report

Job Fair Name	Date	Location	Total Number of Employers	Total Number of Job Seekers	Total Number of Hires
Delco Fall Hiring Fest	10/24/2024	Springfield YMCA	55 Employers- 8 Community Partners	306	12
Delco Spring Job Fair	3/27/2025	Springfield YMCA	68 Employers- 4 Community Partners	312	18
Youth Opportunity Job Fair	5/8/2025	Springfield YMCA	18 Employers- 6 Community Partners	50	3

Number	Date	New Employer Name	Zip Code
1	4/2/2025	Mid Atlantic Radiology Consultants	19023
2	4/4/2025	Global Smile Beauty	19312
3	4/8/2025	Ivens-Bronstein Veterinary Hospital	19003
4	4/9/2025	Vision Academy Charter School	19050
5	4/9/2025	ECOWIZE USA	19082
6	4/10/2025	Community Charity Services Inc	19013
7	4/13/2025	Nile Swim Club	19050
8	4/15/2025	Carson Concrete	19061
9	4/15/2025	Loxy Hair & Wig, Inc.	19079
10	4/18/2025	Bette's Family Fun Center	19014
11	4/22/2025	Delaware Valley Allergy	19083
12	4/25/2025	Aero Aggregates of North America, LLC	19022
13	4/28/2025	Covenant Home Health & Home Care	19083
14	4/28/2025	Sir Wisdom Enterprises, Inc	19032
15	4/29/2025	Your Place Your Way, LLC	19008

16	4/29/2025	American Chase LLC	19026
17	4/30/2025	Glen Mills Senior Living	19342
18	5/2/2025	Pulmonary Medical Consultants PC	19023
19	5/7/2025	Thompson Painting	19073
20	5/7/2025	American Legal Records	19008
21	5/14/2025	East Coast Erectors, Inc.	19720
22	5/15/2025	Main Line Allergy	19003
23	5/19/2025	Aloaye Home Care	19008
24	5/19/2025	Carib Grill Jamaican Restaurant & Bakery	19082
25	5/21/2025	Chester Holding LLC	19026
26	5/21/2025	Chester Holding LLC	19079
27	5/21/2025	Chester Holdings Two LLC	19050
28	5/21/2025	Chester Holdings One LLC	19023
29	5/29/2025	Amerisan, LLC	19061
30	6/2/2025	Chester Education Foundation	19013
31	6/7/2025	Delaware County Christian School Foundation	19073
32	6/7/2025	Daemion House, Inc	19312
33	6/7/2025	Delco Skatepark Coalition Inc	19063
34	6/8/2025	Examination Management Services Inc. Springfield	19064
35	6/11/2025	New Ecology, Inc.	19801
36	6/11/2025	Guerrera & Sons Electric, Inc	19008
37	6/17/2025	VT Graphics	19050
38	6/17/2025	Ned Stevens Gutter Cleaning & General Contracting of Pennsylvania, LLC	19008
39	6/18/2025	Jaguar Health, Inc.	19073
40	6/20/2025	Bank Of America Financial Center	19082
41	6/23/2025	DNC Global Construction	19317

Q4 New Employers By Industry



BEP Grant - Activities & Achievements PY24 Q4

- Beyond the Classroom (event) - 139 students attended this career exposure event
- Youth Opportunity Young Adult Job Fair (event) - 50 young adults
- Virtual career development workshop for Agora Cyber Charter School – 15 students
- Participated in Career Night at Penn Wood High School – 40 students
- Assisted Chichester High School with career development and next step graduation planning – 20 students
- Attendance at PACL Media for After School Hours programing – 2 youth
- Attendance at PACL Chester for After Hours programing – 3 youth



Collar Counties EMS Industry Partnership PY24 Q4

The current list of EMS companies participating in the IP remains at 28, three more than our goal of 25. During the past quarter, Haverford Township and Provider Health 1 joined us.

The Industry Partnership celebrates the graduation of our first training cohort for new EMTs. Despite the closure of the Crozer Healthcare System, the training continued with 19 from the original 24 completing the coursework. Although the original expectation was that these students would have employment with Crozer, we are now working employment solutions for our IP employers to connect with these recruits including job fairs.

Good Fellowship has also been approved for training funds to assist current staff, Incumbent Worker Training. There will be 3 employees trained to receive Advanced EMT certification and 1 Paramedic. Training will begin in Q1 of PY 25.

During Q4, two virtual meetings were held. The meeting on April 8th focused on the Crozer Healthcare System update and was well attended as expected given recent closing announcements. The meeting on June 11th provided members with an update on Crozer and the continuation of EMS service in the region. Kate McGeever also provided an refresher to members about the Industry Partnership, Purpose and Goals.

The EMS IP grant, originally scheduled to end June 30, 2025, has been extended through June 30, 2026.

Apprenticeship Building America Grant PY24 Q4

Highlight of Quarterly Apprenticeship being prepared for the Council soon

- Upper Darby School District – Teacher Apprenticeship
- Mainline Health- EMT program

Apprentice enrolled – 8

Grant enrollment to date – 8

Employer: Oliver Heating and Cooling

Pre Apprentice – 0

Grant enrollment to date – 62

Providers Garage 82
 Urban Media Literacy

Youth Committee Update

Delaware County Workforce Development Board
Youth Committee

Thursday, August 28, 2025, 9:00 am

[Join the meeting now](#)

Agenda and Report

Youth Committee Minutes May 29, 2025

Success Story: Upper Darby Police Department Summer Youth Program

2024-25 Q4 Program Performance

Work Experience Policy Change

Business and Education Partnership-

Call to Action: Host Youth Job Shadow

ARPA Summer Camp

2025 Youth Committee Meeting Dates:

Thursday, November 20, 9 am via Teams

Success Story

DCIU's OPTIONS Program Success

Demetrius worked at Villanova University, where he quickly became an integral part of the dining services team. His responsibilities began with table cleaning, using clean towels to wipe tables, drying chairs, and maintaining cleanliness during and after lunch hours. He then progressed to food preparation. Behind the counter, Demetrius labeled boxes and served students a variety of food items, from yogurts to sandwiches, adapting easily to the day's menu needs.

From the very start, Demetrius demonstrated professionalism, arriving in uniform, beginning tasks promptly, and requiring only minimal support to stay focused. His accuracy, productivity, and independence steadily increased, and he consistently displayed strong social skills by interacting appropriately with staff and students. With time, he began assisting new program participants, offering guidance and support to his peers.

Through targeted instruction and strategies, such as a consistent daily routine, verbal directions paired with modeling, positive encouragement, and repeated practice, Demetrius developed the ability to independently navigate the workplace, gather needed materials, and complete assigned tasks with growing efficiency.

Demetrius's dedication and strong work ethic made a lasting impression on the Villanova dining services staff. As a result, Villanova offered him a position, and he is now proudly employed there, continuing to contribute to the same community where he built his skills.

Demetrius's journey is a testament to the power of hard work, consistent practice, and a supportive training environment. His success at Villanova not only reflects his personal growth but also highlights the real-world impact of the OPTIONS Employability program in conjunction with the TANF grant opportunity. This truly Demetrius transition from training to meaningful employment.

Delaware County Workforce Development Board
Youth Committee Meeting Minutes
Thursday, May 29, 2025, 9:00 am via Teams

Committee Attendance: Cathy Cardillo, Rick Durante, Bill Tyson, Steve Butz, Jason Rode (non-board member), Jazmin Wright (guest), Donna Tutak (staff), Allison Barksdale (staff), Jenn Kacimi (staff), Kate McGeever (staff)

2024-25 Q3 Program Performance

Jenn Kacimi highlighted two programs: CEF's Pharmacy Tech program and EDSI's redesigned program structure. CEF tweaked their Pharmacy Tech program and has had good success with two participants hired as Techs. Under a current Corrective Action Plan, EDSI has redesigned its program to offer three tracks: career placement, carpentry pre-apprenticeship, and ITA/training.

Youth Committee Minutes Feb 29, 2025

Rick Durante motioned to approve the February 29, 2025 minutes, and Jason Rode seconded the motion. All voted to approve the motion.

Business and Education Partnership

Allison Barksdale reviewed the BEP report in the packet. She shared that after the reporting period, the Beyond the Classrooms event was a success. Details will be provided at the next meeting.

ARPA Summer Camp

Donna Tutak reviewed the camp report in the packet. She shared that after the reporting period, an additional camp joined the program to support a family impacted by the Crozer shutdown.

TANF YDP Update

Kate McGeever provided an update that, due to underspending of PY23 TANF YDP funds, DCWDB deobligated \$167,235.30. The underspending was a result of COVID-era underspending that rolled forward, late invoicing by CEF, and general underspending by contractors. To prevent future deobligation, staff are working to cultivate new TANF program providers and increase capacity among existing program providers.

Connecting Delco Businesses to Higher Ed

Kate invited committee members to join the upcoming June 10 event at Williamson College of Trades.

OSY Training Policy Update

Jenn explained that our current ITA policy is missing a phrase for WIOA OSY eligibility- "those living in a High-Poverty Area (HPA)". With committee and board approval, this phrase will be added.

General Committee Comments

Cathy Cardillo would like to include pictures, if possible.

Stephen Butz shared that because of the Crozer shutdown, DCIU must replace the 3 observation/classroom spaces that had been at Crozer and Taylor hospitals. They are hoping to partner with CHOP, Nemours, or others.

Jazmin Wright shared positive feedback from her experience as an employer at the Beyond the Classroom event.

WIOA Title I Out-of-School Youth Services

Contractor	Employment	Work Experience	Credentials	Measurable Skill Gains	Enrollments	
					Current	Planned
Community Action Agency of Delaware County	2	8	19 - CMAA	17	20	20
Chester Education Foundation	17	22	3 – Pharmacy Technician	18	22	25
EDSI, Inc.	0	5	0	7	50	50
Delaware County Intermediate Unit	0	0	0	0	1	25

TANF Youth Development Program

Contractor	Employment	Work Experience	Credentials	Enrollments	
				Current	Planned
Be Proud Foundation	6	13	11 – H.S. Diploma	13	14
Be Proud Foundation (LIP)	0	18	0	18	25
Chester Education Foundation	9	60	28 – H.S. Diploma	60	40
Upper Darby Police Department	3	21	0	21	20
Delaware County Intermediate Unit	0	14	0	14	15
EDSI, Inc	7	8	9 – H.S. Diploma	20	20

PY 2024 Qtr 4 Performance Report for Title I Youth

REPORTING PERIOD COVERED:

07/01/2024 - 06/30/2025

A. SUMMARY INFORMATION

Performance Items	Received services other than occupational skills training	Received occupational skills training	Total
1. Total Exiters	36	19	55
2. Total Participants Served	52	46	98

B. PARTICIPANT SUMMARY INFORMATION

B.1. SEX

Performance Items	Received services other than occupational skills training	Received occupational skills training	Total
1a. Male	37	16	53
1b. Female	15	30	45
1c. Did Not Self Identify	15	30	45

B.2. ETHNICITY/RACE

Performance Items	Received services other than occupational skills training	Received occupational skills training	Total
2a. Hispanic/Latino	6	5	11
2b. American Indian or Alaska Native	2		2
2c. Asian		1	1
2d. Black or African American	39	38	77
2e. Middle Eastern or North African			
2f. Native Hawaiian or Other Pacific Islander	1		1
2g. White	9	5	14
2h. Multiracial and/or Multiethnic	3	2	5

B.3. OTHER DEMOGRAPHICS

Performance Items	Received services other than occupational skills training	Received occupational skills training	Total
3a. Eligible Veterans			
3b. Individuals with a Disability	8	4	12

3c. Out-of-School Youth	50	46	96
3d. In-School Youth	2		2
3e. Unemployed Individuals	43	31	74

B.4. EDUCATION LEVEL

Performance Items	Received services other than occupational skills training	Received occupational skills training	Total
4a. Secondary School Graduate or Equivalent	43	44	87
4b. Completed 1 or More Years of Postsecondary Education			
4c. Postsecondary Certification, License, or Educational Certificate (Non-Degree)			
4d. Associate's Degree			
4e. Bachelor's Degree or Equivalent	2		2
4f. Not a Secondary School Graduate or Equivalent	7	2	9

C. EMPLOYMENT BARRIER

Performance Items	Received services other than occupational skills training	Received occupational skills training	Total
1. Displaced Homemakers			
2. Low-Income Individuals	45	46	91
4. Ex-Offenders	9	2	11
5. Homeless Individuals or Runaway Youth	5	1	6
6. Current or Former Foster Care Youth		1	1
7. English Language Learners, Individuals With Low Levels of Literacy or Facing Substantial Cultural Barriers	48	45	93
8. Eligible Migrant and Seasonal Farmworkers			
9. Exhausting TANF Within 2 Years (Part A Title IV of the Social Security Act)			

10. Single Parents (Including Single Pregnant Women)	4	8	12
11. Long-Term Unemployed (27 or More Consecutive Weeks)	14	3	17

D. WIOA PRIMARY INDICATORS OF PERFORMANCE

Performance Items	Cohort Period	Received services other than occupational skills training	Received occupational skills training	Total
1. Employment Rate (Q2)	07/01/2023 - 06/30/2024	71%	83%	73%
2. Employment Rate (Q4)	01/01/2023 - 12/31/2023	75%	64%	73%
3. Median Earnings	07/01/2023 - 06/30/2024	\$ 4,053	\$ 5,703	\$ 4,124
4. Credential Rate	01/01/2023 - 12/31/2023		86%	67%
5. Measurable Skill Gains	07/01/2024 - 06/30/2025		82%	82%



**Delaware County Workforce
Development Board**

WIOA and TANF Youth Work Experience Policy

July 2025 (REV)

Purpose:

This Youth Payment Policy summarizes the policies and program design considerations when developing work experience activities and clarifies the different classifications of allowable youth payments and the related regulations.

Reference:

Training and Employment Guidance Letter 8-15 and Training and Employment Guidance Letter 21-16, P.

15

Training and Employment Guidance Letter No. 16-15, Change 1: One-stop Operations
Guidance for The American Job Center® Network.

23 PA C.S. § 6344

Training and Employment

Guidance Letter 9-22 PA

2012 Act 151 – Child Labor

Act Pennsylvania’s Minimum

Wage Act Pennsylvania’s

Equal Pay Law

Pennsylvania’s Unemployment

Compensation Law Pennsylvania’s Workers’

Compensation Act

Policy:

The Workforce Innovation and Opportunity Act (WIOA) and Temporary Assistance for Needy Families Youth Development Program (TANF YDP) prioritize work experiences for youth programs. Funds are allocated to the Delaware County Workforce Development Board (DCWDB) to provide payments to youth, including wages and incentives. Providers are responsible for issuing participant wages and statutory deductions for those wages, to be paid directly to the participants. Work experiences are designed as trainee positions, **and not used to fill the vacancy of an employer’s current, open position for hire**. Wages must not exceed those of entry-level positions. Youth are compensated according to minimum wage standards or the prevailing wage of employees with similar training, experience, and skills for a similar occupation, following employer standards. If an employer- employee relationship exists, then wages must be paid following the labor standard outlined in the Fair Labor Standards Act (FLSA), and state, and local rules and regulations.

Program Requirements:

All work experience opportunities must meet the following requirements:

- Take place in an approved workplace for **six to ten weeks**, as appropriate for the youth's skill level and employment goals as reflected in the Individual Service Strategy (ISS); OR
- **Take place during school breaks, weekends, or after school hours;**
- **Provide up to a maximum of 40 hours per week, not to exceed a total of 500 hours during participation;**
- Be in job categories that are High Priority Occupations in the local area;
- Help gain the competency and experience to meet employer demands;
- Be related to a career choice and provide learning experiences;
- Pay an hourly wage at \$15 an hour and/or market rate for comparable positions;
 - If requesting wage higher than \$15 an hour, the work experience form must be completed and submitted to the DCWDB for approval
- Complete a worksite agreement form and submit to the youth department prior to start-up;

Employer Requirements:

- All employees that supervise minors through an internship, externship, co-operative, work study, or similar program must obtain the following required clearances:
 - Report of criminal history from the Pennsylvania State Police
 - Child Abuse History Clearance from the PA Department of Human Services
 - Fingerprint-based federal crime history submitted through the Pennsylvania State Police or its authorized agent (FBI)
- **Clearances must be less than 60 months, or five years, old. It is the responsibility of the contractor to verify and document this.**
- The employer is responsible for maintaining the documentation and producing it to the LWDB staff upon request and when conducting monitoring.
- Employers are required to post the following notices in a conspicuous place:
 - Abstract of the Pennsylvania Child Labor Act (Form No. LLC-5 & Form No. LLC-5 (ESP))
 - Hours of Work for Minors Under Eighteen (Form No. LLC-17 & Form No. LLC-17 (ESP))
 - Minimum Wage Law Poster and Fact Sheet (Form No. LLC-1)
 - Abstract Law of Equal Pay (Form No. LLC-8 & Form No. LLC-8 (ESP))
 - Unemployment Compensation (Form No. UC-700 & Form No. UC-700 (ESP))
 - Worker's Compensation Insurance Posting (Form No. LIBC-500)

Work Experience Program Element:

Work experience is a planned, structured learning experience that occurs in a workplace for a limited time period. Work experiences may be paid or unpaid, as appropriate. Work experience may occur in the private for-profit sector, non-profit

sector, or public sector. Work experiences must include academic and occupational education. The types of work experiences include the following categories:

- Summer employment opportunities and other employment opportunities available throughout the year;
- Pre-apprenticeship programs;
- Internships and job shadowing; and
- On-the-job training opportunities

NOTE: Employers must agree to provide qualified personnel who possess all applicable required clearances to the youth assigned to the site supervisor, maintain a copy of the clearances at the worksite, and make documents available for review upon request.

Academic and Occupational Education:

Work experiences must include an academic and occupational education component, which:

- Refers to contextual learning that accompanies a work experience;
- May occur concurrently or sequentially with the work experience;
- May occur inside or outside the work site;
- Includes information needed to understand and work in specific industries or occupations; and
- Can be provided by the employer or provided separately in the classroom or through other means

Wages

A wage is a payment for services rendered where an employer/employee relationship exists. This type of compensation is usually paid through a payroll system and is subject to the taxes applicable to the employer of record and participants. Paying a wage usually indicates that a program views youth as employees or trainees. Paid work experiences and internships fall under the Fair Labor Standards Act (FLSA). The FLSA implemented by the U.S. Department of Labor's Wage and Hour Division requires that individuals are compensated under the law for the services they perform for an employer. Wages associated with paid work experience must be paid based on agreed-upon hourly rates above the minimum wage rate and prescribed by the Workforce Development Board. Providing incorrect wage payments will result in disallowed costs for the provider.

Documentation

Providers are responsible for documenting the participant activity with timesheets and copies of the youth's paystub attached to validate these activities and expenses bi-weekly. In addition, all youth payments must be aligned with federal, state, and local regulations and follow the cost requirements contained in 2 CFR Part 200.

20% Expenditure Rate

Providers must spend a minimum of 20 percent on work experience. Program expenditures on the program element include more than just wages paid to youth. Allowable expenditures that may count toward the work experience expenditure requirement include the following:

- Wages paid for participation in work experience;

- Staff time working to identify and develop a work experience opportunity, including staff time spent working with employers to identify and develop work experience;
- Staff time working with employers to ensure a successful work experience, including staff time spent managing the work experience;
- Staff time spent evaluating the work experience;
- Participant work experience orientation sessions;
- Employer work experience orientation sessions;
- Classroom training or the required academic education component directly related to the work experience;
- Employability skills or job readiness training to prepare youth for a work experience
- Supportive services that enable WIOA participants to participate in work experiences can count towards work experience expenditure requirement

Business Education Partnership (BEP) Grant

- Beyond the Classroom (event) - 139 students attended this career exposure event
- Youth Opportunity Young Adult Job Fair (event) - 50 young adults
- Virtual career development workshop for Agora Cyber Charter School – 15 students
- Participated in Career Night at Penn Wood High School – 40 students
- Assisted Chichester High School with career development and next step graduation planning – 20 students
- Attendance at PACL Media for After School Hours programing – 2 youth
- Attendance at PACL Chester for After Hours programing – 3 youth



ARPA Summer Camp Program

Total registered for Summer 2025

11 Camps
61 Caregivers
88 Campers

Caregiver demographics:

1 American Indian
2 Asian
29 Black or African American
2 Other
5 Prefer not to say
20 White

46 Not Hispanic
2 Hispanic
7 Prefer not to say
4 Other

Impact Survey results Aug 14, 2025:

61 caregivers surveyed

9 caregivers responded by Aug 14

67% searched for jobs online

67% secured interviews

56% registered in PA CareerLink®

44% returned to full-time work

11% returned to part-time work

Planning Committee Update

Delaware County Workforce Development Board
Planning Committee
Wednesday, September 3, 1pm

via Teams [Join the meeting now](#)

Agenda

- Approve minutes from June 4 meeting
- Review progress towards strategic goals
- Open discussion

Delaware County Workforce Development Board
Planning Committee Meeting Minutes
Wednesday, June 4, 1pm via Teams

Attendance: Bill Tyson, Edessa Snyder, Colleen Duran, Jenn Kacimi (staff), Kate McGeever (staff)

Committee Meeting Minutes from February 26:

Colleen Duran motioned to approve the minutes. Edessa Snyder seconded the motion. All voted in favor.

Public Comment Period

Kate McGeever reported that publicity for the public comment period included announcements in the Philadelphia Inquirer and the Delaware County Times. Notice was also given through the PA CareerLink® Delaware County's newsletter.

There was a SEPA Regional WIOA Plan Public Information Session - April 28, 2025 2:00 PM. Delaware County was well represented by Edessa and Bill Tyson. Bill commented that he appreciated the PowerPoint presentation. Edessa highlighted how Rapid Response seems like a more active effort in SEPA.

Kate offered a Delaware County Local WIOA Plan Public Information Session- May 5, 2025, 5:00 PM at the Chester City PA CareerLink®; however, no one attended.

The public comment period ended May 29. No public Comments were made.

Bill asked what comments PA Labor & Industry had provided. Kate shared that comments on the use of the apprenticeship model and regulations for TANF Youth supportive services were discussed as part of the L&I review.

Next Steps

Kate outlined the next steps: the planning committee recommends approval of the Local and Regional Plans to the full board, DCWDB votes at the June 12 meeting to approve the plans, the Board Chair and Chief Elected Official sign the Final Submission Form, the full package is sent to L&I then posted to the Delcoworks.org website.

The committee members discussed how frequently to meet after the plans' approval. The group decided to meet quarterly to monitor work toward the strategic goals. Kate will send out meeting invitations for September 3 and December 3.

Delaware County's Goals 2025-28: PY25 Q1

Goal 1 Maximize Use of Earn & Learn Models: DCWDB will partner with Career & Technical Education providers and employers to increase the development and use of earn-and-learn models. Focus on employers' needs to develop registered pre-apprenticeships, apprenticeships, on-the-job training, incumbent worker training, and integrated education and training programs. Recruit job seekers and youth who face barriers to employment or identify as part of underrepresented communities. Use supportive services and follow-up to ensure workers thrive in earn-and-learn employment.

- Through the Apprenticeships Building America grant, DCWDB has supported the use of apprenticeships by Mainline Health, Drexel University, the Finishing Trades, and Oliver Heating and Cooling.
- Staff met with Yeadon Borough to discuss an Incumbent Worker project for their Public Works Department.

Goal 2 Increase Employer Engagement: DCWDB will continue to increase the quality and quantity of services for employers. Anchor efforts to employers' feedback, labor market information, and partner input to ensure services engage employers. Focus on building relationships with employers in key industry sectors.

- The New Business Services contract includes increasing the holistic, consultative approach to employer engagement.

Goal 3 Reach Tomorrow's Workforce: DCWDB will partner with middle and high schools, post-secondary education and training providers, community-based organizations, chamber of commerce, and employers to develop services that will attract youth and prepare them to thrive in Delaware County's workforce. Reach youth with barriers to employment or those from underrepresented communities to experience work-based learning through summer employment, pre-apprenticeship, Registered Apprenticeship, internships, job shadowing, mentoring, and other experiences in the workplace, including developing employability skills.

- Through the Business Education Partnership grant, DCWDB is launching a job shadow day project.

Goal 4 Continuously Improve the PA CareerLink® System: DCWDB will use customer data and feedback to ensure the PA CareerLink® system offers effective, efficient, and comprehensive services. Offer on-site, virtual, and community-based services to engage hard-to-reach job seekers and employers. Engage all PA CareerLink® System core and additional partners to implement an effective referral process to address customers' barriers to success.

- PA CareerLink® staff are implementing a new referral tracking system.

Goal 5 Help Vulnerable Job Seekers to Reduce Barriers to Employment: DCWDB will provide a workforce development system that is job seeker-focused. Ensure services are delivered in a manner that is welcoming and supportive to adults and youth who face barriers to employment. Provide or refer to supportive services to address barriers including criminal background, lack of transportation, food and housing insecurity, lack of high-quality childcare, mental and physical health care, or disability.

Through the Veterans Employment grant, DCWDB is partnering with the Delaware County Military and Veterans Affairs Office and the Delaware County Public Defender's Office to reach justice-involved Veterans. The program can offer extensive supportive services including hotel vouchers, child care, cell phones, etc.

Goal 6 Respond to Critical Labor Market Needs: DCWDB will build relationships with employers in critical industries (including healthcare, manufacturing, public safety, and early childhood/K12 education) to ensure that the PA CareerLink® system is a trusted partner for recruiting, training, and upskilling the workforce. Leverage state and local resources to address workforce shortages. Advocate for policies that minimize disruption to the labor supply.

- Over the summer, DCWDB has actively worked to respond to the Crozer/Prospect Health Closure. Significant work has been done to help dislocated health care workers find new employment.
- As part of a regional response, DCWDB is supporting efforts by HanWha shipbuilders to align welding programs at the CTC and CC levels to prepare workers for their welding apprenticeship.

Service Delivery Oversight Committee Update

Delaware County Workforce Development Board
Service Delivery Oversight Committee
Tuesday, August 26, 1pm

Via MS Teams [Join the meeting now](#)

Agenda and Report

Minutes from June 3 meeting

Q4 Performance Outcomes: Title I, Title III, TANF EARN, TANF YDP

Q4 Monitoring Report

PA CareerLink® Activity Report

2025 Service Delivery Oversight Committee Meeting Dates

Tuesday, December 2, 1pm via Teams

Delaware County Workforce Development Board
Service Delivery Oversight Committee Minutes
Tuesday, June 3, 1pm via MS Teams

Attendance: Bill Adams, Shanae Stallworth, Kris Smith, Mike Dopkin, Tanya Allen, Ed Coleman, Jenn Kacimi (staff), Tatiana Moskatova (staff), Kate McGeever (staff)

Minutes from Feb 25 meeting

Ed Coleman made a motion to approve the Feb 25 meeting minutes, Mike Dopkin seconded. All approved.

Q3 Performance Outcomes: Title I, Title III, TANF EARN, TANF YDP

Jenn Kacimi highlighted that WIOA Q3 performance met all performance measures. This is an improvement over last year, when the Youth Measurable Skill Gain did not meet performance goals due to data entry errors. Jenn and her team have provided a lot of technical assistance to prevent those errors in the future.

Q3 Monitoring Report

Tatiana Moskatova reported that program monitoring is going well. She is on track to complete annual monitoring on all contracts. The only concerns she identified are related to participant file review. Contractors have made corrections promptly.

PA CareerLink® Activity Report

Kate McGeever reported that both PA CareerLink® sites have seen strong foot traffic. The Media Office has been leading outreach efforts to job seekers who have applied for unemployment compensation. Mike Dopkin highlighted RESEA program that identifies job seekers who may be at risk for exhausting their UC benefits before finding a new job. Kate provided an overview of how the workforce development system successfully collaborated to respond to the mass layoff as a result of the Crozer Health shutdown.

New Business

Ed Coleman reported that CAADC has hired two former Crozer workers and is in the process of hiring additional Crozer workers. He also shared that CAADC's Medical Assistant program plans to graduate 19 of 20 students.

WIOA Title I Performance Outcomes 4th Quarter PY 2024 Program Year-to-Date Results Delaware

	Adult				Dislocated Worker				Youth				Average Indicator Score	
	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved		
Employment Rate (2nd Quarter)	135	68.2%	69.0%	98.8%	40	74.1%	78.5%	94.4%	58	72.5%	72.0%	100.7%	98.0%	
	198				54				80					
Employment Rate (4th Quarter)	126	61.2%	65.0%	94.2%	33	76.7%	77.0%	99.6%	57	73.1%	69.0%	105.9%	99.9%	
	206				43				78					
Median Earnings (2nd Quarter)	-	\$5,784	\$6,000	96.4%	-	\$8,648	\$10,250	84.4%	-	\$4,124	\$3,500	117.8%	99.5%	
	-				-				-					
Credential Attainment Rate	39	76.5%	78.0%	98.1%	13	68.4%	79.0%	86.6%	12	66.7%	35.0%	190.6%	125.1%	
	51				19				18					
Measurable Skill Gains	39	53.4%	56.0%	95.4%	28	50.9%	42.0%	121.2%	37	82.2%	30.0%	274.0%	163.5%	
	73				55				45					
Average Program Score				96.6%				97.2%					157.8%	✓

Statewide

	Adult				Dislocated Worker				Youth				Average Indicator Score	
	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved	Numerator	Actual Performance	Negotiated Goal	% of Goal Achieved		
Employment Rate (2nd Quarter)	4,880	76.2%	77.0%	99.0%	1,856	82.9%	80.5%	103.0%	2,075	72.2%	70.0%	103.1%	101.7%	
	6,401				2,240				2,875					
Employment Rate (4th Quarter)	4,585	73.2%	75.0%	97.6%	1,535	80.8%	80.5%	100.4%	2,010	71.1%	68.0%	104.6%	100.8%	
	6,263				1,900				2,828					
Median Earnings (2nd Quarter)	-	\$6,210	\$8,000	102.6%	-	\$10,648	\$10,000	106.5%	-	\$4,581	\$4,200	109.1%	106.1%	
	-				-				-					
Credential Attainment Rate	1,600	69.2%	71.0%	97.5%	563	77.1%	74.0%	104.2%	1,294	69.6%	66.0%	105.5%	102.4%	
	2,313				730				1,860					
Measurable Skill Gains	2,499	77.4%	64.0%	120.9%	994	78.8%	59.0%	133.6%	1,721	76.7%	63.0%	121.7%	125.4%	
	3,228				1,262				2,245					
Average Program Score				103.5%				109.5%					108.8%	✓

Q4 Performance (April to June)

Data reflects 7/1/24-6/30/25

WIOA Title I Adult and Dislocated Worker Services

Contractor	Service	Employment	Credentials	Enrollments	
				Current	Planned
Business Interface, LLC	Career Services	38	0	77	60
Delaware County Literacy Council	Career Services	6	0	19	37
EDSI, Inc.	Career Services	20	0	56	60
EDSI, Inc.	Career Services - Re-Entry	29	0	101	125
EDSI, Inc.	Training - OJT	8	0	14	35
DCCC	Training - ITA	6	16	99	60

WIOA Title I Out-of-School Youth Services

Contractor	Employment	Work Experience	Credentials	Measurable Skill Gains	Enrollments	
					Current	Planned
Community Action Agency of Delaware County	2	8	19 - CMAA	17	20	20
Chester Education Foundation	17	22	3 – Pharmacy Technician	18	22	25
EDSI, Inc.	0	5	0	7	50	50
Delaware County Intermediate Unit	0	0	0	0	1	25

WIOA Title III Wagner Peyser- RESEA

Q1	Q2	Q3	Q4	
451	471	535	556	Profiled for the RESEA program
240	213	298	121	Registered for a Personalized Service Meeting (PSM)
216	170	286	105	Completed RESEA requirements.

PA CareerLink

Delco	New Job Seekers	Total Active Job Seekers	New Employers	Total Employers	New Job Orders	Unique Employers with a New Job Order	Assisted Job Orders	Unassisted Job Orders	New Hires	Job Order Referrals	Call Ins
July	659	3,976	58	4,286	2,132	108	6	101	6	1,360	2
August	532	3,644	45	4,330	2,238	103	8	95	2	1,285	2
September	651	3,479	30	4,362	2,149	115	14	102	2	1,246	2
October	648	3,551	38	4,399	2,080	131	14	117	2	1,263	1
November	535	3,328	31	4,425	2,207	121	9	110	5	1,236	1
December	429	3,249	32	445	1,585	121	13	108	1	1,201	1
January	543	3,428	35	4,490	2,134	109	12	99	1	1,074	0
February	532	3,316	30	4,519	2,136	127	15	112	8	1,125	0
March	532	3,556	34	4,552	2,121	117	13	103	16	1,288	0
April	611	4,295	41	4,589	1,858	112	15	99	5	1,027	0
May	1,007	4,730	36	4,622	2,194	114	12	104	5	1,248	0
June	574	4,500	28	4,637	2,002	109	11	99	0	1,284	0
Total	3,454	45,052	438	49,656	24,836	1,387	142	1,249	53	14,637	9
Average	623	3,663	43	4,344	2,150	114	11	104	3	1,289	2

Q4 TANF Youth Development Program

Contractor	Employment	Work Experience	Credentials	Enrollments	
				Current	Planned
Be Proud Foundation	6	13	11 – H.S. Diploma	13	14
Be Proud Foundation (LIP)	0	18	0	18	25
Chester Education Foundation	9	60	28 – H.S. Diploma	60	40
Upper Darby Police Department	3	21	0	21	20
Delaware County Intermediate Unit	0	14	0	14	15
EDSI, Inc	7	8	9 – H.S. Diploma	20	20

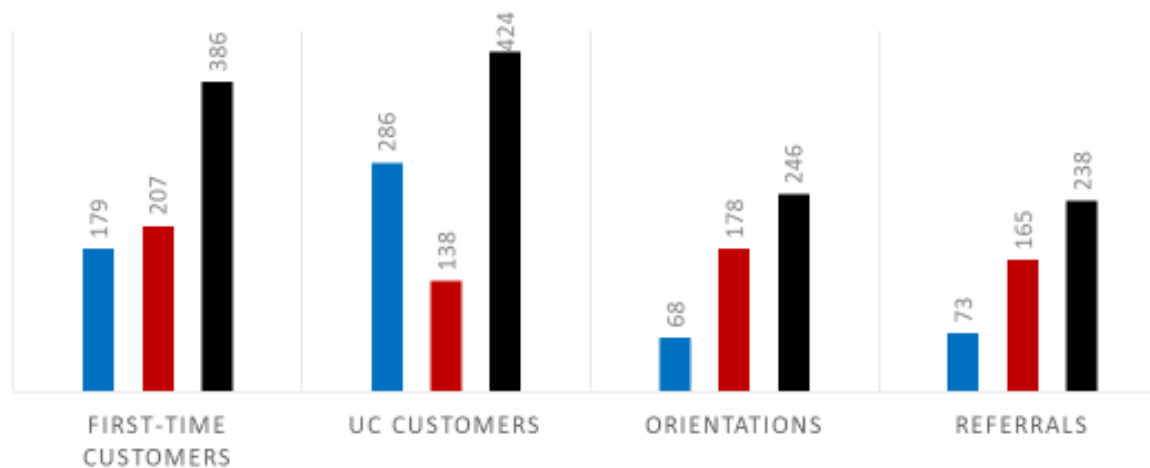
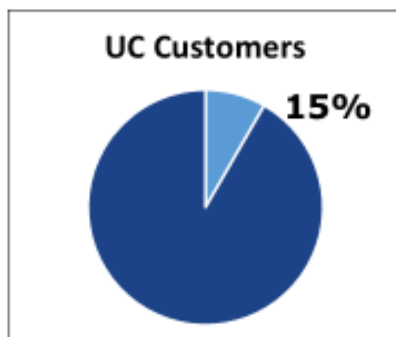
TANF EARN

Providers	Project ID	Enrollments YTD	Carry Over Pre	Carry Over Post	Total Served YTD	Placements Verified	Placement YTD	Placement Goal: 65%	Enrolled in Ret.	Retentions Met	Retention Goal: 50%	Enrolled Credentialing	Secured Credentialing	Credentialing Goal: 50%	Assessment (85%)	IEP (85%)	Social Service Professional
TANF																	
EDSI	D0020	0	70	77	147	22	10	45%	55	47	85%	13	10	77%	0%	0%	0%
BI	D0020	0	15	34	49	19	16	84%	13	9	69%	0	0	0%	0%	0%	0%
EDSI	NC2301	200	0	0	200	55	42	76%	45	35	78%	28	27	96%	100%	100%	100%
BI	NC2302	84	0	0	84	24	16	67%	14	3	21%	1	1	100%	100%	100%	100%
SNAP																	
EDSI	SD0020	0	0	1	1	1	0	0%	1	0	0%	0	0	0%	0%	0%	0%
BI	SD0020	0	5	4	9	2	2	100%	0	0	0%	0	0	0%	0%	0%	0%
EDSI	SN2301	5	0	0	5	0	0	0%	0	0	0%	0	0	0%	100%	100%	100%
BI	SN2302	12	0	0	12	0	0	0%	0	0	0%	0	0	0%	100%	100%	100%
Total		301	90	116	507	123	86	70%	128	94	73%	42	38	90%	100%	100%	100%

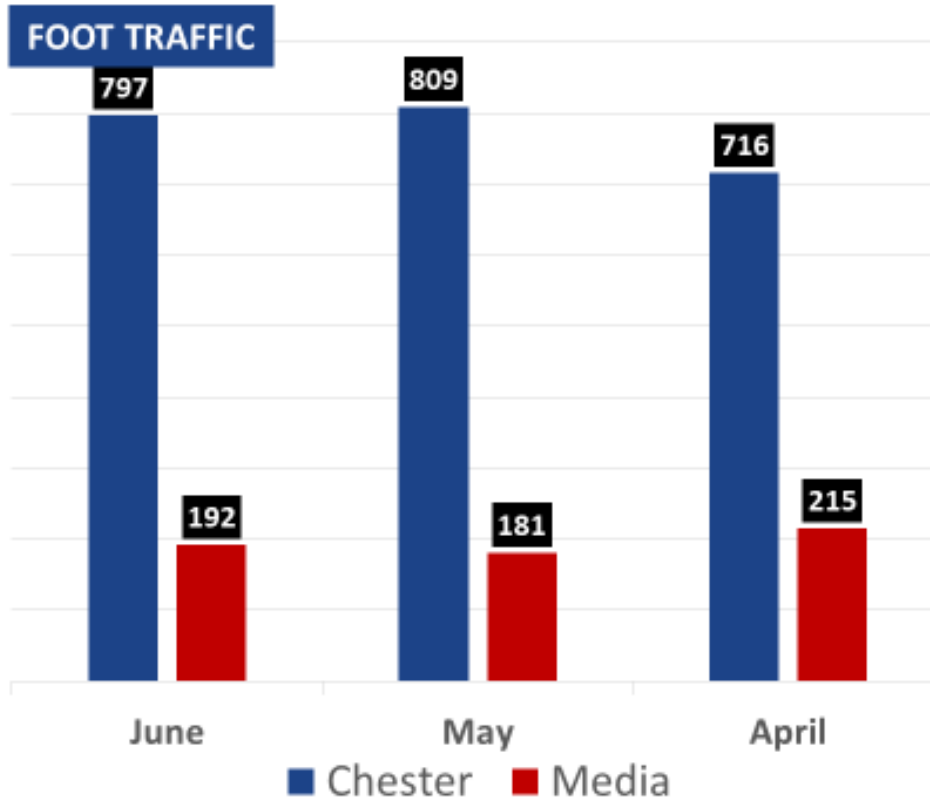
Quarterly Monitoring Summary, April-June 2025

Contractor	Youth/ADW/ ITA/OJT /OSO/CL	Date of Monitoring Visit/Meeting	Findings? Y/N	In Compliance? Y/N
Delaware County Intermediate Unit	ISY (TANF)	04/02/2025 Visit	No	Yes
Container Research Corporation	OJT	04/17/2025 Visit	No	Yes
Gehr Plastic, Inc.	OJT	04/24/2025 Visit	No	Yes
UTCRAAS, LLC/ Railroad	OJT	04/29/2025 Visit	No	Yes
Grey Dox Services, LLC dba The UPS Store #7504	OJT	05/06/2025 Visit	No	Yes
Pierce College	ITA	05/14/2025 Visit	No	Yes
Delaware County Intermediate Unit	OSY	05/20//2025 Visit	No	Yes
Property Damage Restoration 2, Inc.	OJT	05/29/2025 Visit	No	Yes
Hanwha Philly Shipyard, Inc.	OJT	06/03/2025 Visit	No	Yes
West Philadelphia Bronze, Corp.	OJT	06/10/2025 Visit	Yes*	No*
Delaware County Chamber of Commerce	BEP Grant	06/25/2025 Visit	No	Yes
Delaware County Community College	BEP Grant	06/26/2025 Visit	No	Yes

PA CAREERLINK® SITE DATA



	Walk Ins	First-Time Customers	UC Customers	Orientations	Referrals
Chester City	2322	179	286	68	73
Media	588	207	138	178	165
Total	2910	386	424	246	238



FIRST TIME CUSTOMERS

	CHESTER	MEDIA
April	4%	35%
May	8%	32%
June	11%	39%

UNEMPLOYMENT CUSTOMERS

	CHESTER	MEDIA
April	13%	20%
May	10%	32%
June	14%	26%

NEWSLETTER DATA

	Open Rate	Total Readers	Total Recipients
April	53%	6,651	12,834
May	57%	8,833	15,783
June	58%	8,938	15,680

UC OUTREACH

- Mailed an additional 5,600 postcards to new UC claimants

