

Delaware County Workforce Development Board
Youth Committee
Thursday, August 27, 9:00 am
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Youth Committee Minutes May 28, 2026

2025-26 Q4 Program Performance and Coaching Update

Upcoming State/Federal Policy Changes (WIOA & TANF)

Business and Education Partnership

ARPA Summer Camp

2026 Youth Committee Meeting Dates:

November 19, 2026@ 9am

Delaware County Workforce Development Board
Youth Committee Meeting Minutes
Thursday, May 28, 2026 8:00 am via Teams

Committee Attendance: Cathy Cardillo, Rick Durante, Joe Lockley, Jason Rode (non-board member), Allison Barksdale (staff), Jenn Kacimi (staff), Kate McGeever (staff)

Youth Committee Minutes February 26, 2026

Rick Durante motioned to approve the minutes, Jason Rode seconded the motion, and all approved.

2025-26 Q3 Program Performance and Coaching Update

Jenn Kacimi highlighted Chester Education Foundation for their work to continuously improve their program by evaluating different Pharmacy Tech credential options. CEF shifted from the most difficult credential required by hospitals to a more entry-level credential accepted by retail pharmacies. This will better help out-of-school youth as they begin their careers.

Business and Education Partnership

Allison Barksdale reported that the BEP goals are all on track to be met or exceeded when the grant ends in September. A new round of funding is expected to be available soon.

PY26 Funding

Kate McGeever shared that PY26 youth contracts had to be reduced by 16-36% from PY25 levels. This is due to an intentional accelerated investment in PY25 and a reduction in funding for PY26. TANF allocation was reduced by 20% and WIOA allocation was reduced by 16%. The reduction of TANF funding was driven by the number of TANF caseload in Delaware County. The reduction of WIOA funding was driven primarily by the relatively low unemployment rate in Delaware County. Youth programs will be procured for PY27.

Meeting adjourned

Rick Durante motioned to adjourn, Jason Rode seconded the motion, and all approved.

TANF Youth Development Summer Program 2026 Success Stories

Chester Education Foundation: Ayesha Khan

One of the primary goals of the Chester Education Foundation's (CEF) TANF Employment Program is to provide youth with meaningful, career-related employment experiences that help them connect their education, interests, and future goals to the world of work. This summer, CEF created an exceptional opportunity for Ayesha Khan, a TANF youth participant who dreams of becoming a lawyer.

Recognizing the importance of exposing young people to careers they are passionate about, CEF recruited two attorneys to provide summer employment opportunities for students interested in pursuing careers in law. With the assistance of Jean Arnold, a resourceful community volunteer who works with the Chester Upland School District, CEF was able to connect with attorneys who were willing to mentor and work with youth interested in the legal profession.

CEF's Program Manager established partnerships with two new law offices. As with all CEF worksites, each employer was required to complete the appropriate documentation and background screening before being approved as a TANF worksite. These safeguards ensure that every youth participant is placed in a safe, supportive, and appropriate professional environment.

Ayesha was matched with Tracey Burns, Esq., whose law office is located just three floors below the Chester Education Foundation. For Ayesha, this was more than a summer job—it was an opportunity to step into the professional environment she hopes to enter one day as an attorney.

Before beginning her placement, Ayesha received guidance regarding professionalism, confidentiality, workplace expectations, and the importance of protecting client information. She learned that working in a law office requires integrity, discretion, professionalism, attention to detail, and respect for clients and the legal process.

From the very beginning, Ayesha demonstrated an eagerness to learn. She approached each day with enthusiasm and was willing to take on new responsibilities and assist wherever she could. CEF staff and worksite monitors visited the law office regularly throughout the summer to provide support, monitor her progress, and ensure that the work experience remained meaningful and productive.

One of the most valuable aspects of Ayesha's experience was the opportunity to learn directly from an experienced attorney. Ms. Burns did more than provide Ayesha with workplace responsibilities, she became an important career mentor.

Ayesha was able to observe the daily operations of a law office and gain firsthand knowledge of what attorneys do beyond what she may have seen in a classroom or on television. She learned about communicating with clients, preparing for legal matters, maintaining confidentiality, organizing information, and the importance of being prepared and professional.

Ayesha was also given the opportunity to attend court hearings and observe Ms. Burns in action. Seeing an attorney representing clients in an actual courtroom gave Ayesha a realistic understanding of the responsibility and preparation required in the legal profession. The experience helped her connect her dream of becoming a lawyer with the education, discipline, communication skills, and professional commitment that will be necessary to achieve that goal.

Ayesha's summer employment experience also helped her develop transferable workplace skills that will benefit her regardless of the career she ultimately chooses. Through her placement, she strengthened her:

- Professional communication skills through interactions with an attorney, clients, and others in a professional setting.
- Time management and organizational skills by learning how a law office manages multiple responsibilities and deadlines.
- Attention to detail by observing the importance of accuracy and careful handling of information.
- Confidentiality and ethical decision-making by learning why client information must be protected.
- Problem-solving skills by observing how legal professionals analyze situations and determine appropriate courses of action.
- Professionalism and workplace etiquette by experiencing the expectations of a professional office environment.
- Confidence and self-advocacy by asking questions, learning new tasks, and becoming more comfortable in a professional setting.

Another important component of Ayesha's experience was learning that becoming a lawyer can also involve entrepreneurship and business ownership. Through her placement, she gained insight into what it takes to operate a law practice—not simply practicing law but also managing a business.

Ayesha was able to see the importance of client relationships, organization, communication, professionalism, scheduling, and managing the day-to-day responsibilities associated with running a professional practice. This exposure helped her understand that attorneys who operate their own firms possess both strong legal knowledge and strong business and leadership skills.

This was an important career-development lesson for Ayesha because it expanded her vision of what her future could look like. She was not simply learning about becoming an employee; she

was also being introduced to the possibility of one day becoming a business owner, employer, and community professional.

The experience encouraged her to think about the educational pathway ahead, including completing college, preparing for law school, developing strong writing and communication skills, and maintaining the discipline necessary to succeed in a demanding profession.

Ayesha's story demonstrates the impact that a meaningful TANF employment experience can have on a young person. CEF did not simply place her in a summer job; the program connected her with a professional mentor, introduced her to a career she is passionate about, provided hands-on workplace experience, and allowed her to see her future possibilities firsthand.

For Ayesha, the TANF program helped transform a career dream into something tangible. She had the opportunity to walk into a real law office, learn from an attorney, observe court proceedings, develop professional skills, and gain a better understanding of the educational and career pathway required to become a lawyer.

Ayesha's summer experience is a powerful example of what can happen when youth are given the opportunity to experience their dream career before they enter the workforce full-time. Through TANF-supported employment, CEF is helping young people build skills, develop professional networks, discover their strengths, and envision themselves in careers they may have once thought were out of reach.

Chester Education Foundation: Little Darlings Pre-School

Each summer, the Chester Education Foundation (CEF) actively seeks new employment worksites for participants in the TANF Year-Long Employment Program. CEF works to identify employers that meet the High-Priority Occupation (HPO) requirements for Delaware County and can provide youth with meaningful, supportive, and career-focused work experiences.

As part of this year's recruitment efforts, the CEF Program Manager established partnerships with two new childcare agencies. Before an employer can be approved as a CEF worksite, the agency must complete all required documentation and background screening to ensure that the work environment is safe and appropriate for TANF youth participants.

One of the approved worksites was Little Darlings, a well-established childcare center located on 9th Street in Chester, Pennsylvania. CEF assigned three TANF youth participants—Jade Mills, Destiny Gandy, and Dereonah Gandy—to the Little Darlings worksite.

Because the students would be working directly with young children, Little Darlings maintained high standards for health and safety. Each student was required to complete the appropriate FBI background check, Pennsylvania Child Abuse Clearance, and Pennsylvania Criminal History

Check. In addition, the students were required to obtain a TB test and physical examination and complete the required three-hour Department of Human Services Mandated Reporter Training prior to working with the children.

From the beginning of their placement, Little Darlings made a significant investment in the students' development. The students were treated as valued members of the daycare team and were provided with hands-on training, mentoring, guidance, and encouragement. The staff took the time to teach them the responsibilities of working in a childcare environment and provided them with opportunities to develop professional skills, responsibility, communication skills, and confidence.

All three students excelled in their positions. They demonstrated strong work ethics, reliability, and a genuine interest in working with young children. None of the three students missed a day of work during the summer, demonstrating their commitment to the program and to their worksite responsibilities.

The Director of Little Darlings expressed tremendous satisfaction with the students' performance and praised their work ethic and willingness to learn. Because of their successful performance, the Director has expressed an interest in having all three students return to the work site during the school year. This is a significant outcome for the TANF program because it demonstrates how summer work experience can develop into a continued employment opportunity and a potential career pathway.

The students were actively engaged in the daily learning and development of the children. Their responsibilities included reading to the children, assisting with arts and crafts activities, and helping children learn numbers, colors, letters, and other age-appropriate educational concepts. Through these activities, the students gained valuable hands-on experience while making a positive contribution to the children's learning environment.

Perhaps most importantly, the experience helped the students begin to envision their own futures. All three developed a strong interest in working with young children and have expressed that they may pursue college education and careers in elementary education or other early childhood-related fields.

This worksite experience is an excellent example of the impact of the TANF Year-Long Employment Program. The partnership between CEF and Little Darlings provided the students with more than a summer job—it provided them with career exposure, mentoring, professional development, hands-on experience, and an opportunity to identify a potential career pathway. The success of these three young women demonstrates the importance of connecting youth with employers who are willing to invest in their development and provide meaningful workplace experiences.

CEF is proud of the accomplishments of Jade, Destiny, and Dereonah and grateful to Little Darlings for opening its doors, investing in these young women, and providing them with the support and guidance necessary to succeed.

Upper Darby Police Department:

LETTER OF RECOGNIZATION FOR PAUL MORRIS...

It is my pleasure to recognize Paul Morris for his outstanding contributions to the YMCA Day Camp @ Aronimink this summer. While Paul is a participant in the PLOT program, he has truly become an exceptional addition to our Y team and a shining example of what it means to be an Upper Darby Royal.

From his very first day, Paul has demonstrated maturity, initiative, and a genuine passion for working with children. He leads our daily science activities with enthusiasm and so much creativity — sparking curiosity and excitement among our campers, and we couldn't be happier. His ability to engage our campers, explain concepts clearly, and create a fun, hands-on learning environment has made science one of the true highlights of camp this summer. Paul consistently goes above and beyond. He takes initiative without being asked, checks in before leaving each day to see if staff need anything, and approaches every responsibility with reliability and care. His positive attitude and strong work ethic have made a meaningful impact on both our campers and our team.

Because of his exceptional performance, we have offered Paul a position at the YMCA this fall. He has earned this opportunity through his dedication, leadership, and commitment to our values.

Paul is wonderful — kind, dependable, and deeply invested in helping others. We are grateful for his contributions and proud to celebrate him for the remarkable role he plays in our community.

All the best,
Ashley C. Dawson
Associate Executive Director
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Lansdowne YMCA
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"Every child deserves a champion, an adult who will never give up on them, who understands the power of connection, and insists that they become the best that they can possibly be." - Rita Pierson



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	9	3	15	17	20	20
Chester Education Foundation	11	18	3	16	22	25
EDSI, Inc.	10	9	4	10	36	50
Delaware County Intermediate Unit	1	3	0	0	12	25

TANF Youth Development Program

Contractor	Employment	Work Experience	Credentials/ HS Diploma	Enrollments	
				Current	Planned
Be Proud Foundation (LIP)	0	19	0	19	25
Chester Education Foundation	5	57	38	60	40
Upper Darby Police Department	0	26	7	30	30
Delaware County Intermediate Unit	1	12	0	22	15
EDSI, Inc	3	6	15	20	20

Select LWIB	
Area 1	Delaware
Area 2	Statewide

WIOA Title I Performance Outcomes

4th Quarter PY 2025 Program Year-to-Date Results

Delaware

	Adult				Dislocated Worker				Youth			
	Numerator Denominator	Actual Performance	Negotiate d Goal	% of Goal Achieved	Numerator Denominator	Actual Performance	Negotiate d Goal	% of Goal Achieved	Numerator Denominator	Actual Performance	Negotiate d Goal	% of Goal Achieved
Employment Rate (2nd Quarter)	141 218	64.7%	69.0%	93.8%	56 77	72.7%	79.0%	92.0%	46 57	80.7%	72.0%	112.1%
Employment Rate (4th Quarter)	137 226	60.6%	65.0%	93.2%	49 65	75.4%	78.0%	96.7%	43 64	67.2%	69.0%	97.4%
Median Earnings (2nd Quarter)	-	\$6,345	\$6,000	105.7%	-	\$13,106	\$10,500	124.8%	-	\$3,767	\$3,500	107.6%
Credential Attainment Rate	28 35	80.0%	80.0%	100.0%	15 26	57.7%	80.0%	72.1%	8 19	42.1%	45.0%	93.6%
Measurable Skill Gains	71 82	86.6%	56.0%	154.6%	75 78	96.2%	43.0%	223.7%	38 43	88.4%	30.0%	294.7%
Effectiveness in serving Employers												
Average Program Score	109.5%				121.9%				141.1%			

Statewide

	Adult				Dislocated Worker				Youth			
	Numerator Denominator	Actual Performance	Negotiate d Goal	% of Goal Achieved	Numerator Denominator	Actual Performance	Negotiate d Goal	% of Goal Achieved	Numerator Denominator	Actual Performance	Negotiate d Goal	% of Goal Achieved
Employment Rate (2nd Quarter)	4,487 6,036	74.3%	77.5%	95.9%	1,782 2,198	81.1%	81.0%	100.1%	2,030 2,871	70.7%	71.0%	99.6%
Employment Rate (4th Quarter)	4,706 6,413	73.4%	76.0%	96.6%	1,852 2,302	80.5%	81.0%	99.4%	2,193 3,051	71.9%	68.5%	105.0%
Median Earnings (2nd Quarter)	-	\$8,404	\$8,100	103.8%	-	\$10,628	\$10,100	105.2%	-	\$5,050	\$4,500	112.2%
Credential Attainment Rate	1,508 2,274	66.3%	72.0%	92.1%	690 885	78.0%	75.0%	104.0%	1,287 1,911	67.3%	66.5%	101.2%
Measurable Skill Gains	1,850 2,415	76.6%	65.0%	117.8%	878 1,081	81.2%	60.0%	135.3%	1,578 2,043	77.2%	65.0%	118.8%
Effectiveness in serving Employers												
Average Program Score	101.2%				108.8%				107.3%			

Business Education Partnership Grant
Completed BEP 24

#	Action	Goal	Progress to date
1	PACL workshops and worksite tours	Reach 100 students	514/100 students (2 year goal surpassed) 50+ youth participated in the May 12, 2026 Young Adult Job Fair
2	Workshops, worksite tours, and job shadowing	Engage 20 employers	6/20 employers engaged for PACL presentations
3	STEAM Career Day (formerly Beyond the Classroom) and Young Adult Job Fair	Engage 50 employers	69/50 employers (2 year goal) 24 employers participated in the May 12, 2026 Young Adult Job Fair.
4	Outreach to schools in the County and DCIU/ Technical Schools	Invite all 17 schools and DCIU/Technical to participate in BEP activities	17/17 (Ongoing) Outreach to attend PACL employer presentations is ongoing. Students are invited to attend through emails and flyers sent to teachers, counselors, school administrators, and community organizations.
5	Sponsorship for occupational skills camp	60 sponsorships for camps at DCCC	104/60 (2 year goal) 52 scholarships provided to middle school students for occupational skills camps in summer 2025. 52 scholarships provided to middle school students for occupational skills camps in summer 2026.

Delco BEP 2026 will deliver the following Minimal Metrics outcomes:

Career Exposure Activities

2 STEM Career Fairs

2 Trade Union Apprenticeship Career Fairs

24 school-based employer panels for students, parents, and educators

ARPA Summer Camp

30 Unemployed Delaware County Caregivers approved for grants

41 children registered

7 Camps

Delaware County Council presents
for unemployed Delco caregivers

\$1,000
Credit Per
Caregiver

THE DELCO
SUMMER
CAMP SOLUTION

Help is here

delco
STRONG
SUMMER CAMP SOLUTION

Any Participating Camp - Children under 15 - \$1,000 Towards Camp Cost - First Time Participants Only

PACareerLinkDelco.Org/Summer-Camp