Delaware County Workforce Development Board
Planning Committee
Wednesday, December 2, 2026 @ 1pm
Join the meeting now

Agenda

Approve minutes from September Meeting

Reflect on Local Plan Modification

Regional Plan Modification update

Open discussion

2027 Planning Committee
Wednesday, March 3, 2027@ 2pm
Wednesday, May 26, 2027 @ 2 pm
Wednesday, September 1, 2027 @ 2pm
Wednesday, December 1, 2027 @ 2pm

Delaware County Workforce Development Board
Planning Committee Meeting Minutes
Wednesday, September 2, 2026, 2pm

Attendance: Bill Tyson, Edessa Snyder, Colleen Duran, Rick Durante, Kate McGeever (staff)

Approve minutes from the June meeting

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

PY25 Q4 Progress Toward Strategic Goals

Kate McGeever reviewed the report on the WIOA Local Plan goals.

In response to PY26 funding reductions, DCWDB will convene a wide range of Delaware County groups that offer workforce development programming. The goal is to create a stronger referral network while sharing no-cost tools and possible resources. Colleen Duran committed to participating and sharing the event details with her networks.

Local Plan Modification Timeline

Kate reported that DCWDB will be required to complete a mid-point modification to the WIOA Local Plan. Work is likely to begin in late winter/early spring.

General Comments

Edessa highlighted the opportunity to get local businesses and entrepreneurs engaged in the large Federal defense investments.

- President Trump announced $10 billion in investments in PA at the Pennsylvania Defense and Innovation Summit in Carlisle, PA
- Pennsylvania Defense and Innovation Summit

September Board Meeting Reminder

Kate reminded the committee members that the full board will meet on September 10 at 2 West Baltimore Ave.

Delaware County's Goals 2025-28:

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.

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.

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.

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.

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.

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.

.

REGIONAL PLANNING DISCUSSION

Preparing for the 2027 WIOA Plan Modification

Southeast Pennsylvania Workforce Development Planning Region



Key timeline

FEB 2027	Draft modifications due to PA L&I for feedback
APR 2027	Public comment period
JUN 2027	Local and regional approvals
JUL 1, 2027	Modified plans take effect

THE PLANNING TEST

Not every new issue warrants a modification

The strongest modifications respond to changed conditions by clarifying strategy, service delivery, partnership alignment, in vestment, or performance.

1 CONDITION

What changed in the labor market, economy, funding, system, or performance?

Labor market • economic conditions • financing • board structure • performance

2 IMPACT

Does it affect our regional outcomes or alter priorities or operations?

Regional coordination • populations served • employer needs • partner roles

3 RESPONSE

Is the current plan specific and actionable enough for the new reality?

Modify the plan only when the answer, commitment, or approach should change.

The goal is not a longer plan. It is a more current, coordinated, and useful plan.

POTENTIAL MODIFICATION AREA 1

AI and digital transformation

Technology is changing tasks and skill requirements across sectors, not only creating “AI jobs.”

What has changed

- Federal workforce guidance now encourages AI literacy and digital skill - building through WIOA-supported services.
- AI affects administrative, professional, production, healthcare, and customer-facing work.
- Employer demand is shifting toward digital adaptability, judgment, and technology-enabled productivity.

What could change in the plans

- Regional: incorporate technology change into regional analysis, priority sectors, and employer engagement.
- Local: add AI literacy to career services, staff development, and training decisions.
- Both: address incumbent-worker upskilling and potential displacement before a layoff occurs.

REGIONAL TEST: Do our skill-gap and sector strategies reflect how work is changing?

POTENTIAL MODIFICATION AREA 2

Labor supply is becoming a structural challenge

Aging, slower population growth, participation barriers, and affordability pressures narrow the available talent pool.

PRESSURES

- Retirements and aging
- Childcare and caregiving
- Housing and transportation
- Language and access barriers

TIGHTER LABOR SUPPLY

PLAN RESPONSE

- Retain and advance workers
- Expand participation
- Improve accessibility
- Support skills-based hiring

REGIONAL QUESTION: Should labor-force participation become an explicit economic strategy?

POTENTIAL MODIFICATION AREA 2

Labor supply is becoming a structural challenge

Aging, slower population growth, participation barriers, and affordability pressures narrow the available talent pool.

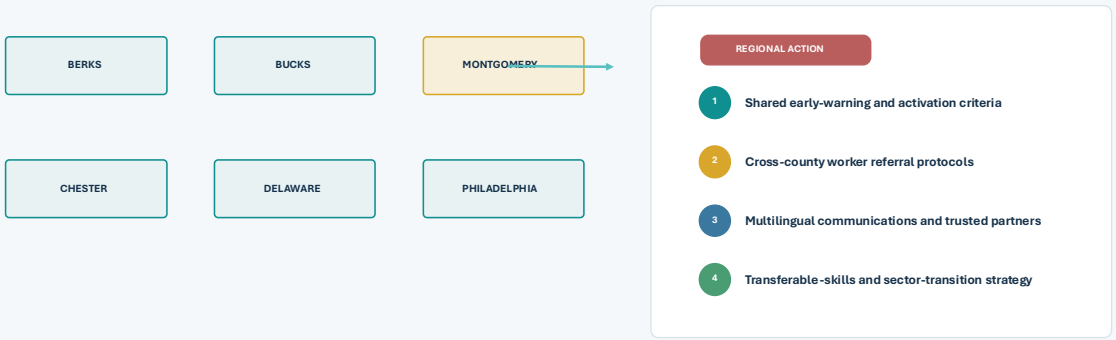


REGIONAL QUESTION: Should labor-force participation become an explicit economic strategy?

POTENTIAL MODIFICATION AREA 3

From Rapid Response to regional economic resilience

Recent disruptions show that employers, workers, languages, occupations, and commuting patterns cross county boundaries.



SEPA QUESTION: When does a local disruption become a coordinated regional response?

SEPA WDB DISCUSSION

What should the 2027 plan modification accomplish?

1. What has materially changed since the current regional plan was adopted?
2. Which changes require a regional commitment rather than only a local response?
3. Where should the plan clarify roles, coordination, investment, or measurable outcomes?

Desired result: a concise modification that makes the SEPA strategy more current, actionable, and aligned across all six local workforce areas.