

**SOUTHERN ALLEGHENIES
WORKFORCE DEVELOPMENT BOARD (SAWDB)**

SAWDB EXECUTIVE COMMITTEE MEETING

September 10, 2024

10:00 AM

Southern Alleghenies Planning and Development Commission, also available via Zoom Meeting Platform
Altoona, PA

AGENDA

<u>TOPIC</u>	<u>NAME</u>
Welcome and Introductions	Cory Sisto, SAWDB Chair
Approval of Minutes from 7-9-2024*	Cory Sisto
Presentation: Vision Together 2025	Robert Forcey, Executive Director
Director's Report <ul style="list-style-type: none">• Red/Green Report• PY24 Local Performance Goals*	Jennifer Sklodowski, SAWDB Director
HPO Listings	Jim Walker, SAWDB Systems Operations Specialist
One-Stop Operator Report	Bradley Burger, Lead OSO Representative
Commonwealth Update	Keith Baker, Assistant Regional Director, BWPO
Other Business	All
Adjournment	

*Requires Formal Action

**SOUTHERN ALLEGHENIES WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING**

Tuesday, July 9, 2024

**Southern Alleghenies Planning and Development Commission, also available via Zoom
Meeting Platform
Altoona, Pennsylvania**

ACTION SUMMARY

There were no formal actions taken by the SAWDB Executive Committee at its scheduled meeting held on July 9, 2024, at the Southern Alleghenies Planning & Development Commission due to lack of a quorum. A ballot will be sent out for motion approvals.

1. Approve the minutes of the SAWDB Executive Committee meeting held on June 11, 2024, as presented.

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Members Participating

Bob Parsons	B & B Designed Systems
Cory Sisto	IFC Services
Julia Brulia	Holiday Inn
Keith Baker	BWPO
Sharon Clapper	Clapper's Industries

Non-Members

Amy Kimmel	Tableland Services
Barb Covert	E & T
Brad Burger	Goodwill
Debbie Ankney	Tableland Services
Gwen Fisher	Goodwill
Heather Saly	BWPO
Judy Lutz	E & T
Lisa Phillips	Tableland Services
Rebecca Lowry	IFS Services
Sarah Helman	Goodwill
Jen Sklodowski	SAP&DC
Jim Walker	SAP&DC
Tim Baranik	SAP&DC
Carrie Fisher	SAP&DC

Call to Order

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

Approval of Minutes from June 11, 2024

Mr. Cory Sisto asked for any comments or questions regarding the minutes from June 11, 2024. There were no questions or concerns.

Director's Report

Red/Green Report

Ms. Jennifer Sklodowski referred to the Red/Green Report which reflects eleven months of expenditures, with all open items due to fiscal by July 1st. All Providers have met and exceeded their goals.

Ms. Sklodowski referred to page 2 of the Red/Green report and stated that it tracks expenditure rates as measured against the 20% and 75% WIOA expenditure requirements. Providers have met and exceeded their goals.

Budget Review

FY'25 State budget will release the federal carry over of WIOA funds. There will be no TANF, WIOA and no new state funding. Ms. Sklodowski is confident that providers will not have to halt services, that providers are in a stable position, and the funds will be released.

Ms. Sharon Clapper asked what the regulations are regarding TANF funding.

Ms. Sklodowski stated that TANF funding will still be available, but TANF now requires the entire family to be on TANF and not the individual.

Ms. Clapper asked what kind of impact the new regulations would have on TANF programs, and if state representatives need to be informed.

Ms. Babara Covert spoke of the low population of TANF families and how the new guidelines will impact the youth.

Ms. Sklodowski stated that PWDA informed her that the bill is already finalized.

Mr. Brad Burger mentioned that both pending bills in Congress have additional language in them to address part of the gap and is confident there will be a reauthorization.

OSO Review Outcome

Ms. Jennifer Sklodowski shared the outcome of the OSO Reviews that were received. The One Stop Operator is a consortium made up of Mr. Brad Burger of Goodwill, Ms. Lisa Phillips of Tableland Services, and Ms. Barbara Covert of Employment & Training. She wanted to congratulate the OSO on a job well done. Ms. Sklodowski to email the results.

Mr. Cory Sisto asked how many respondents the review was based on.

Ms. Sklodowski said the review was based on eleven respondents.

Opioid Grant

Ms. Jennifer Sklodowski shared SAWDB has received an Opioid Grant through the Disaster Recovery grant, it was in response to opioid crisis for eligible Dislocated Workers in the region providing career services. The first increment of \$32,984 was received. The planning stages have started and there will be a meeting scheduled with providers to discuss next steps. Mr. Jim Walker is to provide assistance.

Local Performance Negotiations

Ms. Jennifer Sklodowski is currently working with the state for negotiations, which are due July 26th. She will share the information as soon as it's available. She also thanked Mr. Jim Walker for his assistance.

Comprehensive Economic Development Strategy
(CEDS) – Workforce Goals and Objectives

Ms. Sklodowski spoke of CEDS that covers workforce goals and objectives for the Southern Alleghenies. She is currently working with Mr. Lee Slusser who is the director of Planning to outline the boards goals, objectives and strategies. The concern is the region's population in workforce has been aging and shrinking for decades and is projected to continue to do so until the year 2050. Ms. Sklodowski asked the board how to maximize economic growth by supporting workforce development initiatives that build a talent pipeline.

Ms. Sklodowski asked the board and providers for ideas, goals and objective strategies to submit to the CEDS committee of the Southern Alleghenies.

Ms. Gwen Fisher spoke of a symposium she attended that talked largely about statistics and demographics and as a group came away with several actions to take, that had a lot of different facets, which she is willing to share.

Ms. Barbara Covert shared they could continue to look at grants, especially the Business Education Partnership grants, which allow Workforce to be initiated in the schools at younger ages, helping to expose young people to opportunities locally, understanding the local labor market, developing career pathways. Continuing to support that initiative and engage with youth at the younger ages, so that they understand the opportunities and continue to engage with the School to Work programs, The Teacher in the Workplace, and other initiative that the Southern Alleghenies support.

Ms. Sharon Clapper spoke of focusing on elementary career activities. Recently she met with Lock Key Martin and are starting a new program at the Tech Center, and they toured Nolton Aviation, and they are going to pilot a program for 5th grade females, to familiarize them with the Career opportunities in manufacturing and defense companies. Ms. Clapper also spoke of Winber school district where the superintendent is implementing a program called Careers in the Classroom for the elementary students.

Mr. Brad Burger spoke of there having to be a shift with upscaling incumbent workers and working with who is available. There is still going to be tremendous change pressure on these individuals, and it will be important to look across the continuum of activities that are not easily automatable. Looking at young people, it's going to be difficult to prepare them for the future that is rapidly changing. Mr. Burger believes teaching the kids adaptation should be a priority.

Ms. Clapper spoke of focusing on remote work and how to prepare for those kinds of interviews.

One Stop Report

Mr. Brad Burger spoke of there being two competing bills in congress, one in the senate and one in the house that has already passed related to WIOA reauthorization. One of the things that were worth mentioning is Workforce has asked for flexibility, both competing bills have flexibility. Mr. Burger spoke of the senate bill and how it is looking at how the local Workforce Board is structured, how they can work collaboratively, how they can merge, etc. Also, doing away with the requirement of having a comprehensive center, right now in our six-county region we have 5

comprehensive centers with specific requirements for each center to be called a comprehensive center. Looking forward at the changing demographics of our region, the work from home issues, he thinks there is an opportunity and challenges ahead to adapt the system more flexibly to the region and not be tied to the concept of a structured, regulated, comprehensive center model. There is an opportunity to serve more people, more places, in better ways.

Mr. Burger spoke of beginning conversations about what the new world will look like. He spoke of the library partners, and having the partners going hybrid and deploy people more strategically through a shrinking population and taking advantage of virtualization.

Mr. Burger also shared that Chatbots are evolving, and studies are being done with humans interacting with the Chatbots to ensure they are accurate. Most people couldn't tell if they were interacting with a human or a Chatbot.

Mr. Bob Parsons spoke about how working from home is impacting different aspects of the workforce, and how people are quitting to just stay home.

Ms. Sarah Helman shared another alternative is not necessarily telework but utilizing more public spaces. Most people just don't want to be stuck in a specific space and want to be mobile while working.

Mr. Burger shared that the requirement for comprehensive centers is one for region, which there are five in the Southern Region. He also stated that they are losing staff due to working from home, but there is another side of it to where people want to work from home.

Ms. Gwen Fisher spoke of a digital literacy issue within the clients who need guidance with computers, and how that needs to be in the forefront for staffing computer resource centers.

Mr. Brad Burger spoke of starting with the customers and working backwards from that point with collecting data, what they did, and how to be accessible to them with whatever form they need. The biggest mistake is to continue doing what we have been doing for the last twenty years.

Mr. Jim Walker spoke of being efficient and customer driven, that is convenient for the customer within the One Stop system. Behind the scenes will need to make it work with knowing what the customer needs and how to serve them efficiently.

Mr. Cory Sisto recapped that the proposed legislation does not mandate anything that will allow for each operator to find efficiencies to determine to where it would be better to distribute resources whether it be brick and mortar or the hybrid model. Mr. Sisto spoke of the assistance with digital services, outside of unemployment, and that they likely lack resilience in a changing model utilizing the digital services, what we focus on with the digital pipeline. There needs to be tools to be resilient to change.

Mr. Burger spoke of how rapidly technology is changing and looked at the pace that we change and how we don't have the digital tools that are available to keep up.

Other Business

Ms. Sharon Clapper asked the program operators to share information about the summer programs they are hosting.

Ms. Judy Lutz shared that Fulton County and Huntington County are hosting industry tours, the next work site visit is to the Huntington County Prison with 33 elementary school children.

Ms. Sarah Helman shared that Goodwill now has 75 Youth working across the tri-county area with the majority being 14 and 15 years of age. Another group of youth will be starting this week focusing on AI and volunteering to help build critical thinking skills and to make connections.

Ms. Amy Kimmel shared that Tableland has 33 TANF working, 6 OOS WIOA, 3 crews with 4 leaders and 22 work sites and four are new worksites.

Ms. Sharon Clapper gave praise to Ms. Kimmel for putting one of the teams at the Union St. playground and getting it up and running.

Ms. Barab Covert shared that she has sent an email to the operators requesting demographic information, and wants to share the results at the August Workforce meeting.

Adjournment

There being no further business, the meeting was adjourned at 10:55 a.m.

The next meeting of the Southern Alleghenies Workforce Development Board Executive Committee will be held on **Tuesday, September 10, 2024, 10:00 a.m.**

The Johnstown Vision – Post-Secondary Education for All

I. Introduction

The City of Johnstown has experienced its share of issues over the years. More recently, the city has seen a loss of population and a critical loss of skilled and educated workers. To raise quality of life, family sustaining jobs, and coach our current population on how to attain a post-secondary degree, we must take steps to provide community outreach and clearly plot and clearly plot a path for each student to utilize federal, state, local, and private party funding sources to finance their education. Our current programs are currently underutilized, hard to navigate, and must be aligned to provide clear methods to obtain a post-secondary education.

After discussing this issue with several existing programs and foundations, the model of an endowment to fund this program would be less stable and will impose an end to the program while the need will continue. The Pittsburgh Promise is an example of an endowment program, which will see an end in 2028, after providing the opportunity for thousands of students over the ten years of its existence. The Johnstown Vision will utilize existing programs, private investment, and yearly funding to establish “education paths” that will lead to personalized plans for each student to attain their dream of a post-secondary education and a coach to help facilitate any bumps in the road to success.

II. The Problem

- 33.7% of the population in the Johnstown area falls below the poverty line. *
- Johnstown has a high transitory population due to over 1500 units of HUD housing.
- 85% of Johnstown’s population have a High School Diploma, while only 14% have a college degree. *
- Johnstown is transitioning from an industrial city and has recently exited Act 47 status.
- Currently, there are over 1000 jobs available in the Johnstown area (Careerbuilder.com 7/31/24) and the expansion of current businesses is curtailed by the lack of skilled workers.
- With the lack of current college degrees in each household, the majority of potential students are 1st Generation Post-Secondary Education students, if they choose the Johnstown Vision.
- Negotiating the path to Post-Secondary Education is complex, especially for 1st Generation students and families.
- Guidance Counselors address student mental health issues, deal with emergency situations of security and safety, and take on other duties that make it difficult for them to perform their normal career counseling.
- * Source: USCENSUS.Gov
(<https://www.census.gov/quickfacts/fact/table/johnstowncitypennsylvania,PA/INC110221>)

III. The Solution

The solution comes down to three main components:

- 1.) Coaching – Personnel need to meet weekly with students and parents to help navigate financial aid applications and post-secondary school applications. Coaching staff will explain the requirements and “paths” to align with existing scholarships.
- 2.) Technical or Academic Paths – coaches work with parents and students to choose a Technical or Academic Path, based upon their career goals, in a non-biased environment. Paths to attainment of their desired degree or certification will be charted and defined between High School, Community College, Technical School, and College or Universities to assure attainment of their career goals.
- 3.) Funding the Scholarships – Funding this program will come from federal, state, and private sources. A combined funding program will be managed and planned for every student. Many private scholarships are currently being funded in our community by foundations and various companies, but this program will allow more access to these scholarships if they are combined with state funding for scholarships and workforce development.

IV. Summary

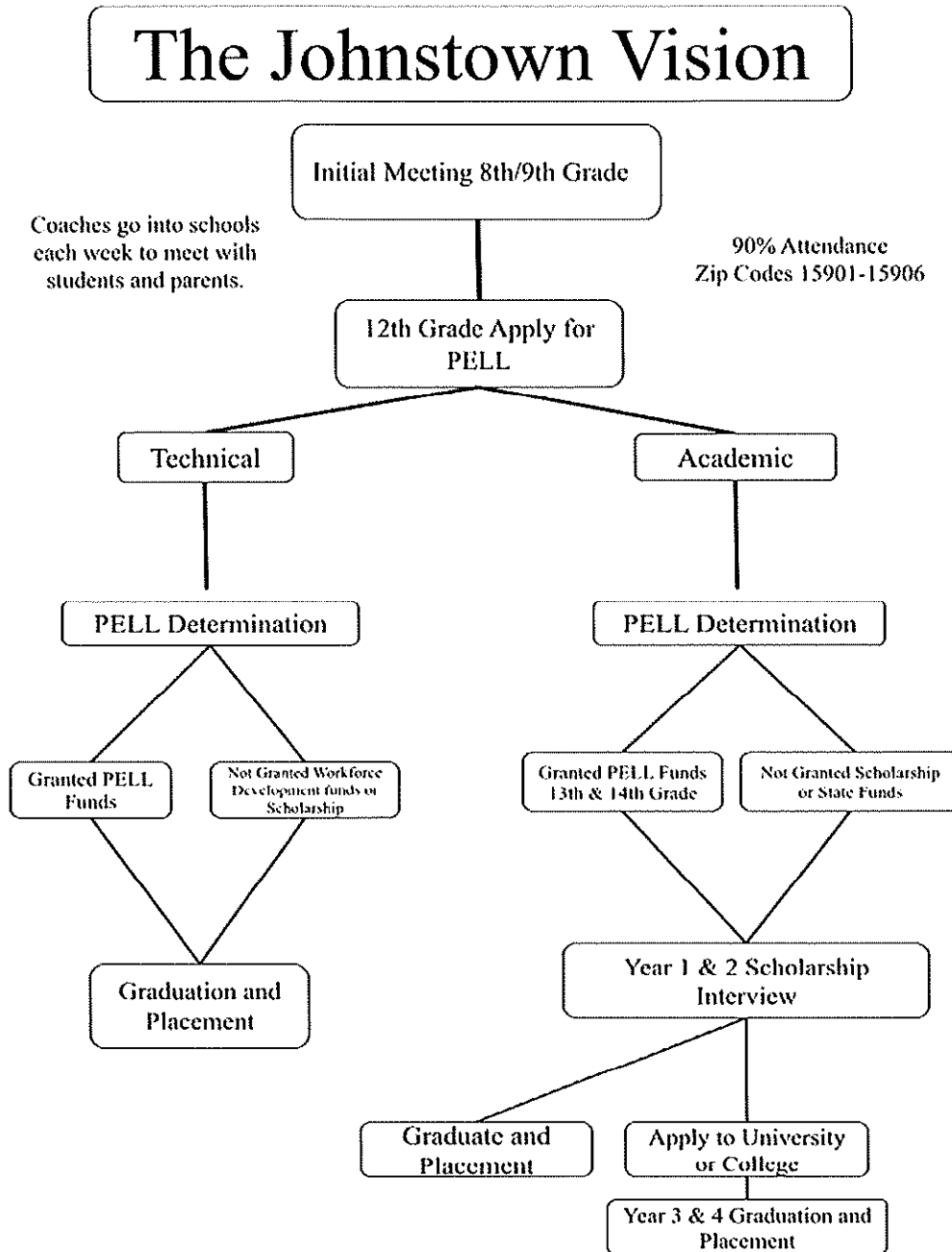
The Johnstown area, like many rural areas in Pennsylvania, struggles with population loss and lack of qualified workers. By implementing the Johnstown Vision, our community wishes to take the lead in meeting this challenge with an aggressive plan to enhance our workforce through existing educational institutions and funding sources. This program should be scalable to other communities and could provide a test case for a solution in other communities. If provided the funding, we will work together to implement the Johnstown Vision.

Attachment 1 – Flowchart of the program

Attachment 2 – Determining the Need

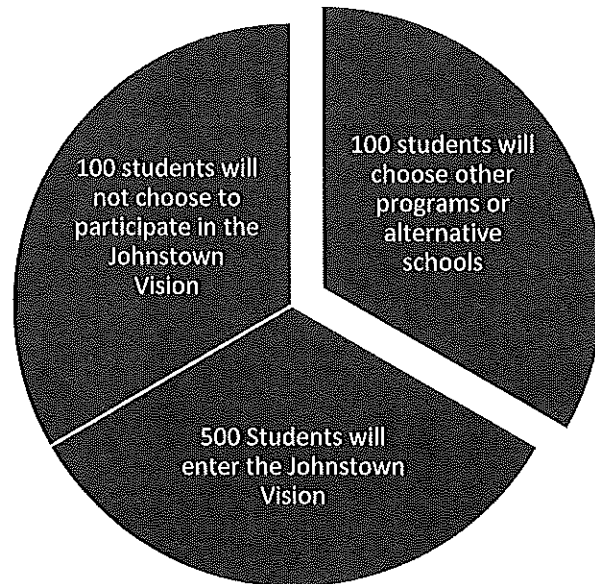
Attachment 3 – Preliminary Yearly Budget

Attachment 1



Attachment 2 – Determining the Need

On average, our schools graduate 700 students a year.



- 100 students will choose not to pursue post-secondary education.
- 100 students will be provided opportunities outside of the established programs through other institutions and alternative scholarships.
- Most of our focus will be on the 500 students who can take advantage or want to take advantage of the Johnstown Vision.

Of the remaining 500, statistically 50% will qualify for a PELL Grant due to the fact that 50% of our current students qualify for the State Free Lunch Program. The remaining 250 would be given scholarships. Current cost for a student to attend Penn Highlands is \$5,000 per year. Total cost to fund 250 scholarships would be \$1,250,000 per class or \$2,500,000 per year.



Vision Together 2025

416 Main Street, #201

Johnstown, PA 15901

814.539.5626

Attachment 3 – Preliminary Budget

Scholarship needs per year -	\$2,500,000.00
Vision Coach (\$80,000.00 salary and benefits)	\$112,000.00
<u>Operational Costs (Rent, supplies, computers, etc.)</u>	<u>\$36,000.00</u>
Total	\$2,648,000.00

PY23 TITLE I PROVIDER QUARTERLY EXPENDITURE RATES
AS MEASURED AGAINST 20% & 75% WIOA EXPENDITURE REQUIREMENTS

ON TARGET

SHORTFALL

WIOA YTH - Monthl. Intrcts	WIOA YTH - Work Exp. (20%)	WIOA YTH - OSY (75%)
Goodwill	\$ 8,333	\$ 31,250
E&T	\$ 4,552	\$ 17,089
Tableland	\$ 5,475	\$ 20,532
Fund Total	\$ 18,360	\$ 68,851

WIOA YTH - Quartlrly Intrcts	WIOA YTH - Work Exp. (20%)	WIOA YTH - OSY (75%)
Goodwill	\$ 25,000	\$ 93,750
E&T	\$ 13,655	\$ 51,208
Tableland	\$ 16,425	\$ 61,595
Fund Total	\$ 55,080	\$ 206,551

Provider/Fund	WIOA Youth Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cumm. YTD	Available	20% Target	75% Target	% of Budget Spent	% of Goal Spent	
WIOA YTH - Work Exp																							
Goodwill	\$ 500,000	14,004	-	-	-	-	-	-	NO	-	-	-	NO	-	-	-	\$ 14,004	\$ 485,996	\$ 100,000		2.80%	14.00%	
E&T, Inc	\$ 273,098	9,849	-	-	-	-	-	-	NO	-	-	-	NO	-	-	-	\$ 9,849	\$ 263,149	\$ 54,620		3.54%	18.21%	
Tableland	\$ 328,505	5,427	-	-	-	-	-	-	NO	-	-	-	NO	-	-	-	\$ 5,427	\$ 323,078	\$ 65,701		1.65%	8.26%	
Total WIOA Youth	\$ 1,101,603	\$ 23,953	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	\$ 23,953	\$ 1,072,223	\$ 220,321		2.17%	10.87%	

Provider/Fund	WIOA Youth Budget	Exp July	Exp Aug	Exp Sept	QTR Target	Exp Oct	Exp Nov	Exp Dec	QTR Target	Exp Jan	Exp Feb	Exp March	QTR Target	Exp Apr	Exp May	Exp June	Cumm. YTD	Available	20% Target	75% Target	% of Budget Spent	% of Goal Spent	
WIOA YTH - OSY																							
Goodwill	\$ 500,000	43,252	-	-	-	-	-	-	NO	-	-	-	NO	-	-	-	\$ 43,252	\$ 456,748	\$ 375,000		8.65%	11.53%	
E&T, Inc	\$ 273,098	19,460	-	-	-	-	-	-	NO	-	-	-	NO	-	-	-	\$ 19,460	\$ 253,638	\$ 204,524		7.13%	9.50%	
Tableland	\$ 328,505	24,750	-	-	-	-	-	-	NO	-	-	-	NO	-	-	-	\$ 24,750	\$ 303,755	\$ 246,379		7.53%	10.05%	
Total WIOA Youth	\$ 1,101,603	\$ 87,462	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	NO	\$ -	\$ -	\$ -	\$ 87,462	\$ 1,014,141	\$ 826,202		7.94%	10.55%	

W/IOA Performance Negotiations Worksheet

PY 2024 & PY 2025

		Pennsylvania		
	PY 2022 Actual	PY 2023 Actual*	PY 2024 Negotiated	PY 2025 Negotiated
Adult				
Employment Second Quarter after Exit	77.6%	76.5%	77.0%	77.5%
Employment Fourth Quarter after Exit	75.0%	76.3%	75.0%	76.0%
Median Earnings Second Quarter after Exit	\$7,820	\$8,069	\$8,000	\$8,100
Credential Attainment Rate	72.8%	71.2%	71.0%	72.0%
Measurable Skill Gains	71.0%	66.2%	64.0%	65.0%
Dislocated Workers				
Employment Second Quarter after Exit	81.5%	81.8%	80.5%	81.0%
Employment Fourth Quarter after Exit	81.0%	79.6%	80.5%	81.0%
Median Earnings Second Quarter after Exit	\$10,022	\$10,564	\$10,000	\$10,100
Credential Attainment Rate	78.3%	76.6%	74.0%	75.0%
Measurable Skill Gains	70.2%	70.3%	59.0%	60.0%
Youth				
Employment Second Quarter after Exit	72.5%	72.3%	70.0%	71.0%
Employment Fourth Quarter after Exit	72.4%	70.5%	68.0%	68.5%
Median Earnings Second Quarter after Exit	\$4,130	\$4,142	\$4,200	\$4,500
Credential Attainment Rate	64.9%	65.0%	66.0%	66.5%
Measurable Skill Gains	73.6%	57.9%	63.0%	65.0%

		Southern Alleghenies WDA			
	PY 2022 Actual	PY 2023 Actual	PY 2024 Negotiated	PY 2025 Negotiated	
Adult					
Employment Second Quarter after Exit	76.4%	70.5%	75.0%	76.0%	
Employment Fourth Quarter after Exit	75.6%	73.2%	74.5%	75.5%	
Median Earnings Second Quarter after Exit	\$6,977	\$6,709	\$7,800	\$8,000	
Credential Attainment Rate	76.0%	76.0%	80.0%	81.0%	
Measurable Skill Gains	60.4%	75.0%	76.0%	77.0%	
Dislocated Workers					
Employment Second Quarter after Exit	81.2%	84.9%	81.0%	82.0%	
Employment Fourth Quarter after Exit	82.6%	81.7%	79.8%	80.5%	
Median Earnings Second Quarter after Exit	\$10,011	\$8,877	\$9,850	\$9,975	
Credential Attainment Rate	70.8%	78.3%	75.0%	75.1%	
Measurable Skill Gains	84.1%	85.7%	86.0%	87.0%	
Youth					
Employment Second Quarter after Exit	75.4%	70.7%	75.0%	76.0%	
Employment Fourth Quarter after Exit	66.5%	69.9%	68.0%	69.0%	
Median Earnings Second Quarter after Exit	\$4,997	\$4,177	\$4,350	\$4,450	
Credential Attainment Rate	55.7%	58.5%	65.0%	66.0%	
Measurable Skill Gains	54.5%	63.6%	62.5%	64.5%	

2024 High Priority Occupations for Southern Alleghenies Workforce Development Area

SOC Code	SOC Title	Educational Attainment	Wages (2023)				Employment		
			Entry Level	Annual Average	Exper. Level	Estimated 2020	Projected 2030	Percent Change	Annual Demand
11-9021	Construction Managers	BD+	\$65,130	\$101,610	\$119,850	290	310	6.9%	23
11-9032	Education Administrators, K-Secondary School	MD+	\$67,920	\$91,070	\$102,640	290	300	3.4%	22
11-9051	Food Service Managers	WK EXP	\$44,460	\$63,640	\$73,220	310	330	6.5%	37
11-9111	Medical & Health Services Managers	BD+	\$66,570	\$107,930	\$128,610	440	560	27.3%	49
13-1020	Buyers & Purchasing Agents	BD+	\$42,750	\$65,160	\$76,360	380	350	-7.9%	32
13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	\$42,340	\$66,100	\$77,990	140	120	-14.3%	8
13-1041	Compliance Officers	BD+	\$40,800	\$64,800	\$76,800	320	310	-3.1%	25
13-1071	Human Resources Specialists	BD	\$38,590	\$59,070	\$69,310	470	480	2.1%	45
13-1111	Management Analysts	BD+	\$51,460	\$80,270	\$94,670	200	220	10.0%	21
13-1151	Training & Development Specialists	BD+	\$36,390	\$60,980	\$73,280	210	230	9.5%	23
13-1198	Project Mgmt & Other Business Oprs Specialists	BD	N/A	N/A	N/A	490	480	-2.0%	34
13-2011	Accountants & Auditors	BD	\$42,660	\$68,080	\$80,790	1,090	1,080	-0.9%	93
15-1232	Computer User Support Specialists	PS	\$32,620	\$50,660	\$59,670	380	410	7.9%	31
15-1244	Network & Computer Systems Administrators	BD	\$53,490	\$75,960	\$87,200	210	210	0.0%	15
15-1256	Software Developers & QA Analysts	BD	N/A	N/A	N/A	380	470	23.7%	40
17-2112	Industrial Engineers	BD	\$61,640	\$83,630	\$94,620	260	300	15.4%	21
17-3011	Architectural & Civil Drafters	AD	\$42,320	\$59,100	\$67,490	170	160	-5.9%	14
17-3031	Surveying & Mapping Technicians	MT OJT	\$37,770	\$51,310	\$58,080	70	70	0.0%	9
21-1012	Educational, Guidance & Career Counselors/Advisors	MD	\$43,640	\$60,690	\$69,210	270	270	0.0%	25
21-1023	Mental Health & Substance Abuse Social Workers	MD+	\$31,220	\$41,550	\$46,720	360	410	13.9%	40
23-2011	Paralegals & Legal Assistants	AD	\$34,680	\$51,730	\$60,250	140	150	7.1%	16
25-2011	Preschool Teachers	AD	\$23,280	\$33,620	\$38,790	500	540	8.0%	55
25-2021	Elementary School Teachers	BD	\$48,330	\$64,000	\$71,840	1,920	1,960	2.1%	142
25-2022	Middle School Teachers	BD	\$45,130	\$65,620	\$75,860	260	270	3.8%	19
25-2031	Secondary School Teachers	BD	\$48,330	\$64,820	\$73,060	1,660	1,700	2.4%	117
25-2052	Special Education Teachers, Kindergarten & Elementary School	BD	\$51,010	\$64,480	\$71,210	200	210	5.0%	15
25-2058	Special Education Teachers, Secondary School	BD	\$45,480	\$62,340	\$70,770	250	250	0.0%	19
25-3021	Self-Enrichment Teachers	WK EXP	\$21,580	\$40,990	\$50,700	260	280	7.7%	32
27-2022	Coaches & Scouts	BD	\$26,260	\$58,830	\$75,110	180	190	5.6%	27
29-1123	Physical Therapists	DOCT	\$67,080	\$88,620	\$99,380	490	610	24.5%	35
29-1141	Registered Nurses	BD	\$61,700	\$77,000	\$84,650	4,240	4,400	3.8%	240
29-1171	Nurse Practitioners	MD	\$94,660	\$114,230	\$124,020	230	370	60.9%	29
29-2032	Diagnostic Medical Sonographers	AD	\$58,150	\$87,030	\$101,470	90	100	11.1%	7

2024 High Priority Occupations for Southern Alleghenies Workforce Development Area

SOC Code	SOC Title	Educational Attainment	Wages (2023)				Employment			
			Entry Level	Annual Average	Exper. Level	Estimated 2020	Projected 2030	Percent Change	Annual Demand	
29-2034	Radiologic Technologists & Technicians	AD	\$48,530	\$61,030	\$67,290	310	330	6.5%	24	
29-2040	Emergency Medical Technicians & Paramedics	PS	N/A	N/A	N/A	710	640	-9.9%	36	
29-2061	Licensed Practical & Licensed Vocational Nurses	PS	\$43,380	\$53,490	\$58,540	1,390	1,490	7.2%	118	
29-2098	Medical Dosimetrists, Records Specialists & Other Techs	PS	N/A	N/A	N/A	500	520	4.0%	39	
31-1131	Nursing Assistants	PS	\$31,080	\$36,230	\$38,800	2,460	2,510	2.0%	304	
31-2011	Occupational Therapy Assistants	AD	\$45,010	\$56,020	\$61,530	130	200	53.8%	27	
31-2021	Physical Therapist Assistants	AD	\$44,530	\$55,410	\$60,860	220	310	40.9%	40	
31-9091	Dental Assistants	PS	\$34,990	\$42,290	\$45,940	400	420	5.0%	49	
33-3012	Correctional Officers & Jailers	MT OJT	\$45,040	\$61,490	\$69,710	1,530	1,360	-11.1%	115	
33-3051	Police & Sheriff's Patrol Officers	MT OJT	\$39,210	\$67,780	\$82,070	840	840	0.0%	64	
37-1011	Supervisors - Housekeeping & Janitorial Workers	WK EXP	\$29,910	\$41,330	\$47,040	310	300	-3.2%	33	
37-1012	Supervisors - Landscaping & Groundskeeping Workers	WK EXP	\$37,470	\$54,980	\$63,740	260	260	0.0%	27	
39-1098	Supervisors - Personal Svc/Entertain't/Recre'n Workers	WK EXP	N/A	N/A	N/A	410	440	7.3%	47	
39-9011	Childcare Workers	ST OJT	\$19,900	\$24,600	\$26,960	1,260	1,240	-1.6%	169	
41-1011	Supervisors - Retail Sales Workers	WK EXP	\$29,450	\$44,840	\$52,530	2,330	2,190	-6.0%	222	
41-3021	Insurance Sales Agents	MT OJT	\$34,530	\$59,490	\$71,970	350	330	-5.7%	29	
41-3091	Sales Representatives - Services	MT OJT	\$33,480	\$59,600	\$72,660	530	560	5.7%	65	
41-4012	Sales Representatives	MT OJT	\$39,580	\$73,490	\$90,440	1,190	1,170	-1.7%	114	
41-9022	Real Estate Sales Agents	MT OJT	\$32,760	\$59,010	\$72,140	340	340	0.0%	29	
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$27,700	\$40,500	\$46,900	1,490	1,390	-6.7%	148	
43-4061	Eligibility Interviewers, Government Programs	MT OJT	\$46,110	\$54,630	\$58,890	460	450	-2.2%	40	
43-5051	Postal Service Clerks	ST OJT	\$41,940	\$55,720	\$62,610	230	200	-13.0%	15	
43-5053	Postal Service Mail Sorters & Processors	ST OJT	\$43,270	\$55,400	\$61,460	150	120	-20.0%	9	
43-5061	Production, Planning & Expediting Clerks	MT OJT	\$37,130	\$50,820	\$57,660	370	380	2.7%	38	
43-9022	Word Processors & Typists	ST OJT	\$24,890	\$34,370	\$39,100	640	430	-32.8%	39	
47-1011	Supervisors - Construction & Extraction Workers	WK EXP	\$48,600	\$72,630	\$84,640	590	610	3.4%	58	
47-2021	Brickmasons & Blockmasons	LT OJT	\$42,570	\$71,240	\$85,570	80	70	-12.5%	7	
47-2031	Carpenters	LT OJT	\$34,790	\$55,580	\$65,970	1,180	1,230	4.2%	115	
47-2111	Electricians	LT OJT	\$41,290	\$59,860	\$69,150	570	590	3.5%	62	
47-2181	Roofers	MT OJT	\$33,660	\$49,390	\$57,260	150	150	0.0%	14	
47-4051	Highway Maintenance Workers	MT OJT	\$32,340	\$41,800	\$46,530	650	660	1.5%	68	
49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	\$43,620	\$66,870	\$78,490	740	750	1.4%	68	
49-3011	Aircraft Mechanics & Service Technicians	PS	N/A	N/A	N/A	N/A	N/A	N/A	N/A	

2024 High Priority Occupations for Southern Alleghenies Workforce Development Area

SOC Code	SOC Title	Educational Attainment	Wages (2023)			Employment			
			Entry Level	Annual Average	Exper. Level	Estimated 2020	Projected 2030	Percent Change	Annual Demand
49-3021	Automotive Body & Related Repairers	LT OJT	\$31,070	\$44,440	\$51,130	300	300	0.0%	27
49-3023	Automotive Service Technicians & Mechanics	PS	\$29,890	\$43,440	\$50,220	1,150	1,110	-3.5%	107
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	\$37,340	\$51,450	\$58,510	550	570	3.6%	54
49-3042	Mobile Heavy Equipment Mechanics	LT OJT	\$44,190	\$55,030	\$60,460	240	260	8.3%	26
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	PS+	\$36,710	\$49,420	\$55,780	490	510	4.1%	49
49-9041	Industrial Machinery Mechanics	LT OJT	\$41,770	\$56,080	\$63,240	630	710	12.7%	65
49-9051	Electrical Power-Line Installers & Repairers	LT OJT	\$57,600	\$84,500	\$97,950	220	210	-4.5%	16
49-9052	Telecommunications Line Installers & Repairers	LT OJT	\$52,830	\$72,610	\$82,500	70	80	14.3%	10
49-9071	Maintenance & Repair Workers, General	MT OJT	\$29,000	\$43,370	\$50,560	1,820	1,900	4.4%	181
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$45,050	\$64,920	\$74,860	870	880	1.1%	86
51-2028	Elec. & Electromechanical Assemblers	MT OJT	\$32,920	\$41,910	\$46,410	610	650	6.6%	69
51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	\$40,330	\$48,290	\$52,270	1,140	1,220	7.0%	132
51-8021	Stationary Engineers & Boiler Operators	LT OJT	\$45,110	\$61,130	\$69,140	100	90	-10.0%	11
51-8031	Water/Wastewater Treatment Plant & System Operators	LT OJT	\$37,260	\$49,570	\$55,730	310	290	-6.5%	24
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$33,370	\$46,660	\$53,310	620	560	-9.7%	63
51-9124	Coating, Painting & Spraying Machine Setters/Oprs/Tenders	MT OJT	\$34,160	\$44,890	\$50,250	330	350	6.1%	35
51-9161	CNC Tool Operators	MT OJT	\$37,080	\$51,090	\$58,100	390	370	-5.1%	38
53-1047	Supervisors - Transportation & Material Moving Workers	WK EXP	\$37,540	\$56,880	\$66,550	780	810	3.8%	87
53-2011	Airline Pilots, Copilots & Flight Engineers	BD+	\$82,560	\$123,890	\$144,560	N/A	N/A	N/A	N/A
53-2012	Commercial Pilots	MT OJT	N/A	N/A	N/A	30	30	0.0%	3
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$39,690	\$51,500	\$57,410	3,650	3,770	3.3%	415
53-3052	Bus Drivers, Transit & Intercity	MT OJT	\$37,030	\$51,160	\$56,230	140	170	21.4%	21
53-3058	Passenger Vehicle Drivers	ST OJT	N/A	N/A	N/A	1,640	2,100	28.0%	262
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$35,880	\$46,960	\$52,500	800	900	12.5%	100

Educational Attainment Abbreviations:

- Short-term or Moderate-term training (**ST OJT** or **MT OJT**) – basic tasks and skills are learned through a period of on-the-job training. A high school diploma may be required.
- Long-term training (**LT OJT**) – a high school diploma and at least one year of on-the-job training or an apprenticeship.
- Related work experience (**WK EXP**) – a high school diploma and training gained through hands-on work in a similar occupation.
- Postsecondary training (**PS** or **PS+**) – training is gained through a postsecondary training program. Some period of related work experience may be required.
- Associate Degree (**AD** or **AD+**) – degree completed after two years of full-time schooling beyond high school. Some period of related work experience may be required.
- Bachelor's Degree (**BD** or **BD+**) – degree completed after four years of full-time schooling beyond high school. Some period of related work experience may be required.

2024 High Priority Occupations for Southern Alleghenies Workforce Development Area

SOC Code	SOC Title	Educational Attainment	Wages (2023)			Employment		
			Entry Level	Annual Average	Exper. Level	Estimated 2020	Projected 2030	Percent Change

Master's Degree (MD or MD+) – degree completed after two years of full-time schooling beyond a bachelor's degree. Some period of related work experience may be required.
 Doctoral Degree (DOCT) – degree programs requiring 3-6 years of education at the college or university level beyond a four-year bachelor's degree.