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EVERY CHILD,
 EVERY OPPORTUNITY,
 EVERY DAY...
 STRIVING FOR SUCCESS

CTE Local Advisory Committee Meeting

Meeting Date: December 18, 2023 synchronous and asynchronous meeting Start: 11:00 AM

Location: Virtual

Final: Jan. 4, 2024

Committee Members/Guests Attending: Sign in

Melanie Berndtson	Brittany Rice
Louis Prevost	Jeremy Byrd
Dana Coots	Henry Whitney
Erick J. Coolidge	Lisa Leete
Representative Clint Owlett	Amber Whitney
Alanna Huck	Susan Sticklin
Susan Gage	Aaron Stevens
Kristin Hamilton	Karen Farrer
Tanya Harmon	Jerome Manley
Amy Coots	Jake Rogers
Ben Largey	Katrina Doud
Kris Davis	James Mack
Bianca Parsons	Francis Novak

Purpose- Provide overall direction for the entire CTE Program of the School District. The committee provides valuable advice to the program, plans, implements or supports activities to aid the program, and helps to promote the program in the community. Local advisory committees are a vital link between the career and technical education program and business and industry.

WASD is a comprehensive high school offering the same programs at Career Technical Centers only in our high school.

2 Agenda Items:

1. Comprehensive Local Needs Assessment (CLNA)
2. Gen. Ed. as a possible program to explore for CTE as part of the CLNA

1. CLNA: The committee discussed that the meeting is required, biannual, and required to have our minutes uploaded. An audio power point narrated and open comment, question, feedback window was provided until Jan. 4, 2024 to gain more input to the CLNA.

The committee reviewed the current PDE approved programs in CATS.

	Program Name	Program CIP #
1	Agriculture, General	01.0000

2	Agriculture, Mechanization	01.0201
3	Institutional Food Workers	12.0508
4	Engineering/Engineering-Related Technologies/Technicians	15.9999
5	Carpentry	46.0201
6	Health Professions and Related Clinical Science	51.9999

The committee reviewed the required stakeholders need for the CLNA and will present the meeting virtually asynchronous and synchronous with an open comment/feedback period.

- ▶ Representatives of CTE Programs
- ▶ Postsecondary educational institutions –CTE Representation
- ▶ Representatives of the state board or local workforce development boards
- ▶ Range of local or regional businesses
- ▶ Parents and students
- ▶ Representatives of special populations
- ▶ Representatives of regional or local agencies serving out-of-school youth, homeless children and youth, and at-risk youth

The committee shared the [2023 PA In Demand Occupation List](#) (IDOL/attached) and went through a few examples of IDOL information that must be in the CLNA. The examples were CNC Tool Operators which fall in our Engineering as it is a program that covers a continuum in engineering- technician to professional engineer. Construction laborers falls under Carpentry and we reviewed the educational attainment column, projected, percent change, annual demand, entry level, annual, and experienced salaries. All of this information is required in the CLNA. We reviewed cooks both institutional and fast food. Our last example reviewed was farm workers and laborers.

In addition to the state wide required IDOL data we must use local employment data. The committee reviewed the [2023 November Tioga County PA Employment Profile](#) (included attachment). The job data shows a lower unemployment rate from 2020, 2021- Tioga County is the red line and has a slight increase. We reviewed our alignment to the "Top 10 Employers by Employment in Q2 of 2023" which has been consistent data in the county. With UPMC at the top and if we added Laurel and Guthrie Systems in our area -this aligns to the job need in our area for Health Occupations. The employment needs in our area- when generating CTE programs are to mirror programs pursued and offered. When we see Ward, Keystone Clearwater, Westlake, MedPlast and Trucklite these align to our Engineering program. If we added Northern Tioga SD, Southern Tioga SD, and Wellsboro ASD it would also be in the top 3. We will come back to this data. This data is required in the local data section of the CLNA. (Slide 10-11 the sections of the CLNA were shown as these are entered in narrated tables.)

Demographic data is also required for the CLNA by CTE program.

Enrollment totals	Single Parent
Male/Female	Out of Work Individuals
Disabled	Homeless
Economically Disadvantaged	Foster Care
Nontraditional	Military Family

The CLNA requires the committee to review our performance indicators as we are required to meet goals or meaningful progress.

4 Year Graduation Rate- 100% (21-22) Discussed that graduation rate is a year behind. This means all CTE students graduated in this reporting year.

Includes individuals with disabilities & economically disadvantaged- for each indicator

Academic Math Proficiency- 60% (F=66.67% and M=50%) This indicator is the Algebra Keystone's. Taken as an end of course exam in Algebra course. We have an improvement plan for this indicator- required by the state.

Academic Literature Proficiency- 80% (F=66.67% and M=100%) This indicator is the Literature Keystone exam taken at the end of the English 10 course. We have an improvement plan for this indicator- required by the state.

Non-Traditional -0% (Engineering, Carpentry, etc.) Non-traditional refers to females in a male dominated field or vice versa. In our case a few years back this was not enough females in construction. Last year's data it was not enough females in engineering. Our improvement plan is required due to this. We tend to meet the non-traditional indicator in the area of Engineering this year.

Technical Skill Attainment CTE Concentrators who complete the NOCTI: 75% (F=100% and M=60%) from 1 Foods and 1 Engineering. The NOCTI is the National Occupational Competency Testing Institute and students take these exams with a written and performance components for skill attainment in their program area. This percent for the indicator is good and we continue to work on skill attainment.

Post Program Placement: 100% (21-22)

Definition: The number of CTE concentrators who, in the second quarter after exiting from secondary education, are in postsecondary education or advanced training, military service or a service program. Post program placement is a survey by PDE with a unique login that students take 6-9 months or so after graduating. This indicator has been one we have struggled with at times. The difficulty can be that there is nothing that requires students to participate. It can be difficult to make contact with them. The 100% is the result of creating and implementing and improvement plan in alignment with stakeholder feedback.

Recognized Post-Secondary Credentials: 77.78% (F=66.67% and M=83%) This indicator is our industry based credentials built into each program. We will go through what they are for each program based on the CATS system. (CATS is where we upload all program required information and the state approves our career technical programs.) Offering industry-based credentials is a required component of CTE education.

Agriculture General CIP 01.1000

Industry-Recognized Credentials Available:

OSHA Certification- Agriculture
Dairy Leaders of Tomorrow
National Tractor and Machinery Operator
Youth for the Quality Care of Animals
PA Pesticide Applicator Certification

Agricultural Mechanics CIP 01.0201

Industry-Recognized Credentials Available:

OSHA Certification- Agriculture
Outdoor Power Equipment Technical Certification
OSHA Certification Career Safe

Culinary Arts CIP 12.0508

Industry-Recognized Credentials Available:

ServSafe/Manager Food Safety Certification
ProStart National Certificate
ProStart National Certificate and Achievement
OSHA Certification CareerSafe

Engineering Technologies/Technician Program CIP 15.9999

Industry-Recognized Credentials Available:
OSHA Certification CareerSafe

Carpentry/Carpenter Construction CIP 46.0201

Industry-Recognized Credentials Available:
OSHA Certification CareerSafe
Fork Lift Operator

Health Occupations CIP 51.9999

Industry-Recognized Credentials Available:
Heartsaver CPR- American Heart Association

The Comprehensive Local Needs Assessment also requires the overarching CTE committees to review employment data and if there is a possibility of adding an additional CTE program in the next 2 years it must be added to the CLNA. One program that we have mentioned is General Education CIP Code 13.0101. Motion by Susan Gage, second by Eric Coolidge.

As we discussed early when we add NTSD, STSD, and WASD we are in the top 3 employers in the local area, TC. We have been experiencing along with across the state shortages in all areas- this is not just teachers it would be paraprofessionals, counselors, and all types of teachers. One element that makes different that an example like Health Occupation is that the teacher does not need to come from industry- any of the certifications listed in slide 23 can be used and it can be various teachers. We probably have about 2/3rds of the content already occurring this would be formalizing a program for PDE approval. Additionally, we already have students participating in supervised experiences in classrooms (work-based learning). Mrs. Coots would like to stress that voting to add to the CLNA does not mean this will occur as this would be a local board decision. It simply means it provides the option for the future, within the next 2 years. It does not have to occur.

All in the virtual setting were in favor.

Feedback from asynchronous meeting -Yes, Lisa Leete, Ben Largey, Jake Rogers, Karen Farrer, Katrina Doud, James Mack, Amber Whitney, Francis Novak, Henry Whitney
None opposed.

Adjourned with feedback/comment/question period ending Jan. 4, 2024



WELLSBORO AREA SCHOOL DISTRICT

Power Point for CLNA was and is available online

District webpage.

Link: <https://www.wellsborosd.org/page/curriculum>

Please scroll to the bottom and it is linked "Comprehensive Local Needs Assessment"

Click presentation mode for audio version.

Goals of the LAC and Stakeholders:

- Provide information to update, modify, expand and improve the quality of career and technical education programs
- Support and strengthen the relationship between business, industry, the community and education
- Make recommendations to strengthen and expand the curriculum, and provide assistance in implementing these recommendations
- Assist in identifying needs, determining priorities, and reviewing and evaluating programs
- Articulate long-term goals and objectives of the career and technical education program to parents, employers and the community
- Student Recruitment & Public Relations

2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Estimated 2020	Projected 2030	Percent Change	Annual Demand	Wages (2022)	
								Entry Level	Annual Average
Tomorrow	31-9011	Massage Therapists	PS	4,430	6,100	37.7%	750	\$34,330	\$59,280
Tomorrow	31-9092	Medical Assistants	PS	27,980	33,160	18.5%	4,056	\$32,530	\$38,950
Tomorrow	29-2098	Medical Dosimetrists, Records Specialists & Other Techs	PS	13,880	15,190	8.7%	1,146	N/A	N/A
Tomorrow	51-9195	Molders, Shapers & Casters	LT OJT	2,980	3,560	19.5%	389	\$31,120	\$41,960
Tomorrow	27-2042	Musicians & Singers	LT OJT	5,770	6,160	7.1%	727	N/A	N/A
Tomorrow	31-1131	Nursing Assistants	PS	74,810	82,140	9.8%	10,200	\$30,960	\$36,400
Tomorrow	31-2011	Occupational Therapy Assistants	AD	2,230	2,960	32.7%	393	\$44,710	\$57,580
Tomorrow	29-2057	Ophthalmic Medical Technicians	PS	1,380	1,590	15.2%	125	\$32,800	\$40,820
Tomorrow	23-2011	Paralegals & Legal Assistants	AD	12,110	13,750	13.5%	1,536	\$42,300	\$64,730
Tomorrow	31-9087	Phlebotomists	PS	6,260	7,300	16.5%	889	\$34,320	\$40,410
Tomorrow	31-2021	Physical Therapist Assistants	AD	4,710	6,370	35.2%	821	\$41,860	\$56,430
Tomorrow	47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	15,250	16,060	5.3%	1,664	\$41,530	\$68,500
Tomorrow	25-2011	Preschool Teachers	AD	16,140	18,810	16.5%	2,002	\$26,230	\$33,120
Tomorrow	28-2034	Radiologic Technologists & Technicians	AD	10,170	10,890	7.1%	811	\$56,020	\$64,550
Tomorrow	28-1128	Respiratory Therapists	AD	6,160	7,520	22.1%	454	\$55,240	\$68,230
Tomorrow	25-3021	Self-Enrichment Teachers	AD	12,430	14,950	20.3%	1,803	\$24,080	\$41,870
Tomorrow	39-1098	Supervisors - Personal Svc/Entertain/Recr'n Workers	WK EXP	11,240	13,430	19.5%	1,524	N/A	N/A
Tomorrow	47-1011	Supervisors - Construction & Extraction Workers	WK EXP	23,260	24,690	6.1%	2,374	\$53,530	\$79,300
Tomorrow	35-1012	Supervisors - Food Preparation & Serving Workers	WK EXP	34,270	41,120	20.0%	6,208	\$28,340	\$40,190
Tomorrow	37-1011	Supervisors - Housekeeping & Janitorial Workers	WK EXP	8,200	8,620	5.1%	984	\$32,080	\$46,850
Tomorrow	49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	19,750	21,150	7.1%	1,949	\$49,110	\$74,530
Tomorrow	41-1012	Supervisors - Non-Retail Sales Workers	WK EXP	17,080	16,640	-2.6%	1,446	\$51,030	\$87,050
Tomorrow	43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	66,650	65,950	-1.2%	6,427	\$41,920	\$64,000
Tomorrow	51-1011	Supervisors - Production & Operating Workers	WK EXP	26,960	28,170	4.5%	2,804	\$47,000	\$68,750
Tomorrow	41-1011	Supervisors - Retail Sales Workers	WK EXP	53,870	52,630	-2.1%	5,473	\$30,630	\$48,350
Tomorrow	53-1047	Supervisors - Transportation & Material Moving Workers	WK EXP	21,810	23,670	8.5%	2,591	\$38,170	\$60,530
Tomorrow	25-9045	Teaching Assistants, Non-Postsecondary	PS	45,550	48,700	6.9%	4,625	\$23,010	\$30,980
Tomorrow	49-2022	Telecommunications Equipment Installers & Repairers	PS+	5,850	6,400	9.4%	737	\$43,290	\$66,250
Tomorrow	47-2044	Tile & Stone Setters	LT OJT	1,190	1,340	12.6%	120	\$39,690	\$54,670
Tomorrow	29-2056	Veterinary Technologists & Technicians	AD	4,520	5,080	12.4%	393	\$32,360	\$42,140
Future	13-2011	Accountants & Auditors	BD	55,210	59,120	7.1%	5,370	\$49,600	\$78,780
Future	15-2011	Actuaries	BD+	1,520	1,900	25.0%	132	\$73,130	\$122,910
Future	11-3010	Administrative Services & Facilities Managers	BD+	8,610	9,280	7.8%	768	N/A	N/A
Future	17-2011	Aerospace Engineers	BD	860	960	11.6%	60	\$84,570	\$134,810
Future	29-9091	Athletic Trainers	MD	1,570	1,840	17.2%	146	\$43,590	\$52,760
Future	13-1020	Buyers & Purchasing Agents	BD+	15,510	14,770	-4.8%	1,410	\$43,010	\$62,200
Future	27-4031	Camera Operators, TV, Video & Film	BD	1,040	1,230	18.3%	125	\$26,980	\$63,430
Future	21-1021	Child, Family & School Social Workers	BD	20,600	22,440	8.9%	2,147	\$36,170	\$60,140
Future	17-2051	Civil Engineers	BD	11,750	12,780	8.8%	957	\$60,920	\$103,500
Future	21-2011	Clergy	BD+	11,260	11,460	1.8%	1,143	\$32,850	\$64,190
Future	29-2010	Clinical Laboratory Techs	BD	13,860	15,040	8.5%	1,027	\$38,550	\$56,920
Future	27-2022	Coaches & Scouts	BD	7,580	9,130	20.4%	1,302	\$23,860	\$60,300
Future	13-1141	Compensation, Benefits & Job Analysis Specialists	BD+	3,950	4,430	12.2%	418	\$43,850	\$79,580
Future	13-1041	Compliance Officers	BD+	13,980	14,780	5.7%	1,193	\$46,990	\$73,960

2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Employment			Wages (2022)		Exper. Level	
				Estimated 2020	Projected 2030	Percent Change	Annual Demand	Entry Level		Annual Average
Today	43-6014	Secretaries & Administrative Assistants	ST OJT	91,550	83,450	-8.8%	8,528	\$29,380	\$41,310	\$47,190
Today	33-9032	Security Guards	ST OJT	38,990	41,340	6.0%	5,473	\$25,220	\$35,960	\$41,260
Today	47-4071	Septic Tank Servicers & Sewer Pipe Cleaners	MT OJT	1,570	1,830	16.6%	220	\$39,860	\$47,330	\$53,970
Today	39-5093	Shampooers	ST OJT	790	1,070	35.4%	125	\$21,020	\$25,470	\$27,660
Today	43-5071	Shipping, Receiving & Inventory Clerks	ST OJT	27,380	26,350	-3.8%	2,457	\$31,270	\$41,680	\$46,810
Today	21-1093	Social & Human Service Assistants	ST OJT	16,970	18,800	10.8%	2,245	\$29,140	\$40,580	\$46,210
Today	53-7065	Stockers & Order Fillers	ST OJT	98,450	109,490	11.2%	17,163	\$25,310	\$34,900	\$38,620
Today	43-3071	Tellers	ST OJT	20,970	17,860	-14.8%	1,698	\$28,950	\$35,010	\$38,000
Today	39-3031	Ushers, Lobby Attendants & Ticket Takers	ST OJT	2,410	3,940	63.5%	878	\$19,390	\$25,620	\$28,690
Today	31-9096	Veterinary Assistants & Laboratory Animal Caretakers	ST OJT	2,930	3,270	11.6%	527	\$26,620	\$32,980	\$36,110
Today	35-3031	Waiters & Waitresses	ST OJT	66,680	78,330	18.0%	15,343	\$18,790	\$30,520	\$36,300
Today	43-5111	Weighers, Measurers, Checkers & Samplers	ST OJT	2,560	2,850	15.2%	299	\$32,750	\$45,000	\$51,030
Today	51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	18,250	19,560	7.2%	2,119	\$37,960	\$50,270	\$56,320
Tomorrow	27-2011	Actors	PS+	1,380	1,810	31.2%	216	N/A	N/A	N/A
Tomorrow	27-2021	Athletes & Sports Competitors	LT OJT	960	1,220	27.1%	177	\$35,830	\$75,990	\$95,770
Tomorrow	27-4011	Audio & Video Technicians	PS	2,530	3,200	26.5%	352	\$34,330	\$63,290	\$82,620
Tomorrow	49-3021	Automotive Body & Related Repairers	LT OJT	7,640	8,070	5.6%	759	\$35,130	\$49,970	\$57,270
Tomorrow	49-3023	Automotive Service Technicians & Mechanics	PS	32,230	32,480	0.8%	3,181	\$31,910	\$47,850	\$55,700
Tomorrow	39-5011	Barbers	PS	2,480	3,020	21.8%	317	\$21,520	\$36,120	\$43,300
Tomorrow	43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	58,520	56,900	-2.8%	6,167	\$31,180	\$46,240	\$53,670
Tomorrow	49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	12,250	13,260	8.2%	1,257	\$38,870	\$53,680	\$60,990
Tomorrow	47-2031	Carpenters	LT OJT	37,620	38,520	2.4%	3,578	\$37,300	\$55,420	\$64,330
Tomorrow	35-1011	Chefs & Head Cooks	WK EXP	2,570	3,230	25.7%	438	\$43,470	\$61,660	\$70,630
Tomorrow	13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	13,630	13,220	-3.0%	973	\$42,220	\$72,680	\$87,860
Tomorrow	51-9162	CNC Tool Programmers	PS+	790	1,010	27.8%	118	\$44,000	\$60,780	\$69,040
Tomorrow	15-1292	Computer User Support Specialists	PS+	25,070	27,530	9.8%	2,131	\$38,310	\$61,210	\$72,490
Tomorrow	47-4011	Construction & Building Inspectors (Energy Auditors)	WK EXP	7,010	7,150	2.0%	826	\$45,150	\$64,780	\$74,450
Tomorrow	31-9091	Dental Assistants	PS	10,940	12,460	13.9%	1,507	\$33,960	\$44,740	\$50,060
Tomorrow	28-1292	Dental Hygienists	AD	6,510	7,440	14.3%	618	\$61,160	\$76,550	\$82,640
Tomorrow	28-2032	Diagnostic Medical Sonographers	AD	2,960	3,470	17.2%	276	\$60,300	\$75,500	\$82,980
Tomorrow	47-2111	Electricians	LT OJT	21,360	23,390	9.5%	2,486	\$44,870	\$73,540	\$87,870
Tomorrow	29-2040	Emergency Medical Technicians & Paramedics	PS	14,310	15,130	5.7%	1,037	N/A	N/A	N/A
Tomorrow	43-6011	Executive Secretaries & Administrative Assistants	WK EXP	14,800	12,070	-18.4%	1,161	\$47,250	\$65,850	\$75,010
Tomorrow	49-3041	Farm Equipment Mechanics & Service Technicians	LT OJT	1,450	1,620	11.7%	166	\$32,330	\$45,080	\$51,360
Tomorrow	11-9013	Farmers, Ranchers & Other Agricultural Managers	WK EXP	34,260	33,880	-1.1%	3,248	\$64,240	\$82,520	\$91,520
Tomorrow	11-9051	Food Service Managers	WK EXP	7,870	8,790	14.6%	1,021	\$45,550	\$65,340	\$75,080
Tomorrow	39-5012	Hairdressers, Hairstylists & Cosmetologists	PS	31,840	40,330	26.7%	4,765	\$19,270	\$34,430	\$41,980
Tomorrow	49-9021	Heating, A/C & Refrigeration Mechanics & Installers	PS+	16,240	17,040	4.9%	1,641	\$38,550	\$55,380	\$63,660
Tomorrow	53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	88,100	93,620	6.3%	10,434	\$39,790	\$53,670	\$60,510
Tomorrow	49-9041	Industrial Machinery Mechanics	LT OJT	19,840	24,010	22.3%	2,287	\$43,030	\$66,430	\$82,640
Tomorrow	29-2061	Licensed Practical & Licensed Vocational Nurses	PS	37,620	41,950	11.5%	3,436	\$45,090	\$54,520	\$66,430
Tomorrow	51-4041	Machinists	LT OJT	15,330	16,410	7.0%	1,719	\$37,060	\$50,420	\$57,000
Tomorrow	49-9043	Maintenance Workers, Machinery	LT OJT	2,980	3,320	11.4%	310	\$38,810	\$55,940	\$64,370
Tomorrow	39-5092	Manicurists & Pedicurists	PS	6,890	9,740	41.4%	1,148	\$20,260	\$27,560	\$31,150

2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Employment			Wages (2022)		Exper. Level	
				Estimated 2020	Projected 2030	Percent Change	Annual Demand	Entry Level		Annual Average
Today	43-4081	Hotel, Motel & Resort Desk Clerks	ST OJT	6,090	6,730	10.5%	1,114	\$22,310	\$29,390	\$32,880
Today	53-7051	Industrial Truck & Tractor Operators	ST OJT	34,070	37,840	11.1%	4,219	\$36,100	\$43,630	\$47,340
Today	51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	19,550	17,250	-11.8%	1,938	\$32,640	\$46,490	\$53,320
Today	43-9041	Insurance Claims & Policy Processing Clerks	MT OJT	10,850	10,720	-1.2%	998	\$34,630	\$50,490	\$56,300
Today	41-3021	Insurance Sales Agents	MT OJT	18,230	19,750	8.3%	1,846	\$36,610	\$68,880	\$84,780
Today	43-4111	Interviewers	ST OJT	7,260	6,700	-7.7%	788	\$28,760	\$39,770	\$45,160
Today	37-2011	Janitors & Cleaners	ST OJT	87,360	92,830	6.3%	12,485	\$24,660	\$33,550	\$37,920
Today	53-7062	Laborers & Freight/Stock/Material Movers	ST OJT	137,610	151,530	10.1%	20,297	\$29,840	\$38,900	\$43,360
Today	37-3011	Landscaping & Groundskeeping Workers	ST OJT	36,970	40,550	9.7%	5,349	\$26,160	\$35,880	\$40,670
Today	51-6011	Laundry & Dry-Cleaning Workers	ST OJT	5,940	6,630	11.6%	898	\$23,600	\$29,470	\$32,370
Today	43-4121	Library Assistants, Clerical	ST OJT	5,270	5,200	-1.3%	793	\$20,000	\$28,980	\$33,410
Today	33-9082	Lifeguards, Ski Patrol & Other Protective Service Workers	ST OJT	4,420	6,030	36.4%	1,461	\$19,930	\$24,850	\$27,270
Today	53-3033	Light Truck Drivers	ST OJT	44,880	48,900	9.0%	5,503	\$25,520	\$43,070	\$51,630
Today	53-7063	Machine Feeders & Offbearers	ST OJT	6,020	6,950	15.4%	937	\$29,650	\$41,100	\$46,740
Today	37-2012	Maids & Housekeeping Cleaners	ST OJT	41,880	45,470	8.6%	6,136	\$23,230	\$29,880	\$33,150
Today	48-9071	Maintenance & Repair Workers, General	MT OJT	57,830	62,780	8.6%	6,138	\$31,560	\$47,080	\$54,720
Today	43-6013	Medical Secretaries & Administrative Assistants	MT OJT	22,410	24,860	10.9%	2,767	\$31,210	\$38,930	\$42,740
Today	51-2090	Misc. Assemblers & Fabricators	MT OJT	46,610	42,270	-9.3%	4,434	\$28,530	\$39,110	\$44,320
Today	51-4081	Multiple Machine Tool Setters/Oprs/Tenders	ST OJT	8,850	10,390	5.5%	1,068	\$32,970	\$42,880	\$47,750
Today	43-9061	Office Clerks, General	MT OJT	150,220	147,140	-2.1%	16,622	\$27,620	\$41,880	\$48,900
Today	47-2073	Operating Engineers	MT OJT	21,070	22,120	5.0%	2,359	\$39,550	\$58,310	\$67,550
Today	51-9111	Packaging & Filling Machine Oprs/Tenders	MT OJT	19,530	20,530	5.1%	2,255	\$31,630	\$42,570	\$47,960
Today	53-7064	Packers & Packers	ST OJT	23,910	25,490	6.6%	3,565	\$27,620	\$36,150	\$40,340
Today	47-2141	Painters, Construction & Maintenance	MT OJT	8,700	9,210	5.9%	818	\$33,810	\$48,770	\$56,130
Today	51-9196	Paper Goods Machine Setters/Oprs/Tenders	MT OJT	6,820	6,800	-1.7%	752	\$34,690	\$44,340	\$49,090
Today	53-6021	Perking Attendants	ST OJT	4,820	5,130	6.4%	798	\$23,460	\$30,620	\$34,140
Today	41-2022	Parts Salespersons	MT OJT	10,350	10,880	5.1%	1,313	\$27,030	\$38,580	\$44,270
Today	53-3058	Passenger Vehicle Drivers	ST OJT	34,830	44,930	29.0%	5,620	N/A	N/A	N/A
Today	28-2052	Pharmacy Technicians	MT OJT	19,460	20,980	7.9%	1,574	\$26,660	\$36,890	\$40,930
Today	27-4021	Photographers	ST OJT	3,720	4,330	16.4%	423	\$28,580	\$41,860	\$48,400
Today	31-2022	Physical Therapist Aides	ST OJT	1,910	2,320	21.5%	292	\$26,000	\$32,480	\$35,880
Today	33-3051	Police & Sheriffs Patrol Officers	MT OJT	28,290	29,760	5.2%	2,346	\$50,490	\$75,260	\$87,460
Today	43-5052	Postal Service Mail Carriers	ST OJT	13,570	12,450	-8.3%	808	\$41,110	\$55,750	\$62,960
Today	51-5112	Printing Press Operators	MT OJT	8,030	8,070	0.5%	862	\$31,180	\$44,500	\$51,050
Today	43-5061	Production, Planning & Expediting Clerks	MT OJT	11,080	11,950	7.9%	1,246	\$33,870	\$50,320	\$58,430
Today	41-9022	Real Estate Sales Agents	MT OJT	14,610	15,410	5.5%	1,365	\$33,280	\$55,760	\$68,810
Today	43-4171	Receptionists & Information Clerks	ST OJT	39,030	41,490	6.3%	5,275	\$23,300	\$32,570	\$37,130
Today	39-9032	Recreation Workers	ST OJT	12,460	14,420	15.7%	2,259	\$22,300	\$32,540	\$37,580
Today	53-7081	Refuse & Recyclable Material Collectors	ST OJT	4,750	5,340	12.4%	728	\$26,850	\$39,300	\$45,440
Today	39-9041	Residential Advisors	ST OJT	6,760	7,410	9.6%	1,058	\$27,350	\$36,120	\$40,430
Today	41-2031	Retail Salespersons	ST OJT	140,210	143,580	2.4%	19,990	\$21,760	\$33,120	\$38,710
Today	41-4012	Sales Representatives	MT OJT	56,370	59,060	4.8%	5,875	\$42,510	\$78,550	\$96,300
Today	41-3081	Sales Representatives - Services	MT OJT	31,110	35,030	12.6%	4,130	\$33,310	\$65,440	\$81,260
Today	33-9098	School Bus Monitors & Other Protective Svc Workers	ST OJT	4,100	4,580	11.7%	1,126	N/A	N/A	N/A

2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Employment			Wages (2022)			
				Estimated 2020	Projected 2030	Percent Change	Annual Demand	Entry Level	Annual Average	Exper. Level
Today	38-3091	Amusement & Recreation Attendants	ST OJT	7,820	11,880	51.9%	2,470	\$18,100	\$24,300	\$27,350
Today	38-2021	Animal Caretakers	ST OJT	10,650	13,750	29.1%	2,106	\$21,930	\$29,850	\$33,760
Today	38-2011	Animal Trainers	MT OJT	1,260	1,480	17.5%	185	\$29,810	\$39,650	\$44,450
Today	39-6011	Baggage Porters & Bellhops	ST OJT	920	1,050	14.1%	138	\$23,020	\$32,080	\$36,540
Today	51-3011	Bakers	MT OJT	9,090	9,840	8.3%	1,309	\$23,670	\$32,840	\$37,350
Today	35-3011	Bartenders	ST OJT	22,100	29,050	31.4%	4,953	\$17,460	\$26,310	\$30,680
Today	43-3011	Bill & Account Collectors	MT OJT	7,660	7,200	-6.0%	753	\$32,790	\$44,620	\$50,450
Today	43-3021	Billing & Posting Clerks	MT OJT	20,210	20,640	2.1%	2,133	\$32,590	\$44,200	\$48,910
Today	53-3052	Bus Drivers, Transit & Intercity	MT OJT	5,750	6,720	16.9%	816	\$33,480	\$49,550	\$57,460
Today	41-2011	Cashiers	ST OJT	128,680	122,750	-4.6%	22,138	\$20,600	\$25,680	\$28,180
Today	39-9011	Childcare Workers	ST OJT	37,800	40,820	7.7%	5,691	\$21,390	\$27,330	\$30,250
Today	53-7061	Cleaners of Vehicles & Equipment	ST OJT	12,030	13,140	9.2%	1,846	\$24,300	\$32,560	\$36,640
Today	51-9161	CNC Tool Operators	MT OJT	11,060	11,160	0.9%	1,210	\$35,660	\$48,430	\$54,720
Today	51-9124	Coating, Painting & Spraying Machine Setters/Opr's/Tenders	MT OJT	6,720	7,220	7.4%	742	\$33,630	\$45,530	\$51,390
Today	48-9091	Coin, Vending & Amusement Machine Servicers	ST OJT	920	1,070	16.3%	130	\$24,500	\$36,490	\$42,380
Today	21-1094	Community Health Workers	ST OJT	2,820	3,130	10.5%	347	\$32,960	\$45,790	\$52,110
Today	39-6012	Concierges	MT OJT	880	1,020	15.9%	137	\$26,900	\$34,380	\$38,060
Today	47-2051	Construction Laborers	ST OJT	47,820	52,000	9.2%	5,274	\$34,520	\$50,150	\$57,860
Today	35-2011	Cooks, Fast Food	ST OJT	7,600	7,400	-2.6%	1,063	\$18,660	\$24,220	\$26,960
Today	35-2012	Cooks, Institution & Cafeteria	ST OJT	14,270	15,240	6.8%	2,228	\$25,510	\$33,990	\$38,170
Today	35-2014	Cooks, Restaurant	MT OJT	40,280	60,080	49.2%	9,228	\$23,250	\$31,400	\$35,410
Today	33-3012	Correctional Officers & Jailers	MT OJT	18,290	17,180	-6.1%	1,516	\$43,970	\$58,190	\$65,180
Today	41-2021	Counter & Rental Clerks	ST OJT	9,370	10,150	8.3%	1,186	\$24,570	\$36,140	\$41,840
Today	39-9098	Crematory Oprs & Other Personal Service Workers	ST OJT	1,210	1,570	29.8%	220	N/A	N/A	N/A
Today	33-9091	Crossing Guards & Flaggers	ST OJT	7,880	8,880	12.7%	1,752	\$27,030	\$35,090	\$39,060
Today	43-4051	Customer Service Representatives	ST OJT	121,580	120,300	-1.1%	15,067	\$28,410	\$41,810	\$48,420
Today	51-9081	Dental Laboratory Technicians	MT OJT	1,460	1,560	13.7%	217	\$31,840	\$46,720	\$52,560
Today	35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	ST OJT	11,920	15,130	26.9%	2,658	\$19,010	\$26,170	\$29,690
Today	35-9021	Dishwashers	ST OJT	15,890	18,800	18.3%	3,045	\$19,940	\$26,400	\$29,570
Today	53-3031	Driver/Sales Workers	ST OJT	14,290	16,280	13.9%	1,861	\$18,850	\$34,830	\$42,700
Today	51-2028	Elec. & Electromechanical Assemblers	MT OJT	12,430	12,890	3.7%	1,366	\$30,350	\$40,210	\$45,060
Today	43-4061	Eligibility Interviewers, Government Programs	MT OJT	8,730	9,100	4.2%	828	\$42,770	\$53,540	\$58,840
Today	39-9031	Exercise Trainers & Group Fitness Instructors	ST OJT	11,970	16,800	40.4%	2,890	\$25,210	\$40,740	\$48,390
Today	45-2092	Farmworkers & Laborers: Crop, Nursery & Greenhouse	ST OJT	22,080	22,670	2.7%	3,564	\$23,660	\$34,820	\$40,310
Today	45-2093	Farmworkers: Farm, Ranch & Aquacultural Animals	ST OJT	11,300	11,300	0.0%	1,771	\$20,630	\$32,860	\$38,890
Today	35-3023	Fast Food & Counter Workers	ST OJT	140,080	161,790	15.5%	32,762	\$20,040	\$25,330	\$27,930
Today	51-3092	Food Batchmakers	MT OJT	6,180	6,460	4.5%	793	\$27,700	\$39,890	\$45,870
Today	35-2021	Food Preparation Workers	ST OJT	17,140	18,300	6.8%	3,137	\$21,820	\$28,760	\$32,160
Today	35-3041	Food Servers, Nonrestaurant	ST OJT	13,060	14,870	13.8%	2,378	\$23,230	\$29,470	\$32,540
Today	39-3011	Gambling Dealers	ST OJT	2,220	3,140	41.4%	479	\$19,750	\$32,590	\$38,910
Today	51-9198	Helpers--Production Workers	ST OJT	9,780	9,240	-5.5%	1,288	\$29,180	\$37,990	\$42,330
Today	47-4051	Highway Maintenance Workers	MT OJT	12,530	13,230	5.6%	1,383	\$32,780	\$46,780	\$53,690
Today	31-1120	Home Health & Personal Care Aides	ST OJT	175,140	214,740	22.6%	27,478	\$23,760	\$28,760	\$31,210
Today	35-9031	Hosts & Hostesses, Restaurant/Lounge/Coffee Shop	ST OJT	11,960	14,830	24.0%	3,382	\$19,550	\$25,510	\$28,450

2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Estimated 2020	Projected 2030	Employment Percent Change	Annual Demand	Wages (2022)		
								Entry Level	Annual Average	Exper. Level
Future	29-1223	Psychiatrists	DOCT	1,350	1,530	13.3%	57	\$130,490	\$293,230	N/A
Future	27-3031	Public Relations Specialists	BD	7,690	8,380	9.0%	799	\$39,740	\$67,300	\$80,880
Future	29-1141	Registered Nurses	BD	147,280	160,380	8.9%	9,284	\$62,360	\$80,630	\$89,630
Future	21-1015	Rehabilitation Counselors	MD	7,160	7,650	6.8%	729	\$27,870	\$41,930	\$48,850
Future	11-2022	Sales Managers	BD+	9,930	10,730	8.1%	936	\$73,150	\$135,100	\$165,620
Future	41-4011	Sales Representatives, Technical & Scientific Products	BD+	11,390	12,030	5.6%	1,200	\$55,150	\$107,050	\$132,610
Future	25-2031	Secondary School Teachers	BD	49,250	51,990	5.6%	3,670	\$51,990	\$73,610	\$84,560
Future	41-3031	Securities, Commodities & Financial Services Sales Agents	BD+	12,610	13,320	5.6%	1,175	\$40,690	\$81,870	\$102,150
Future	11-9151	Social & Community Service Managers	BD+	8,500	9,280	9.2%	820	\$53,270	\$81,740	\$95,760
Future	15-1256	Software Developers & QA Analysts	BD	39,220	50,170	27.9%	4,323	N/A	N/A	N/A
Future	27-1014	Special Effects Artists & Animators	BD	1,320	1,540	16.7%	165	\$30,260	\$54,570	\$69,550
Future	29-1127	Speech-Language Pathologists	MD+	6,230	7,800	26.8%	584	\$58,200	\$85,600	\$99,090
Future	15-2041	Statisticians	MD	3,000	4,120	37.3%	362	\$55,570	\$89,540	\$106,260
Future	21-1018	Substance Abuse, Behavioral Disorder & MH Counselors	BD	23,260	27,640	18.8%	2,774	\$35,070	\$51,650	\$59,620
Future	25-3031	Substitute Teachers, Short-Term	BD	12,460	13,810	10.8%	1,023	\$25,640	\$38,580	\$44,950
Future	27-3042	Technical Writers	BD+	2,320	2,590	11.6%	244	\$48,640	\$74,990	\$87,980
Future	13-1151	Training & Development Specialists	BD+	8,760	10,700	9.6%	1,030	\$41,140	\$74,180	\$90,460
Future	29-1131	Veterinarians	DOCT	3,770	4,320	14.6%	182	\$76,220	\$117,050	\$137,160

Educational Attainment Abbreviations:

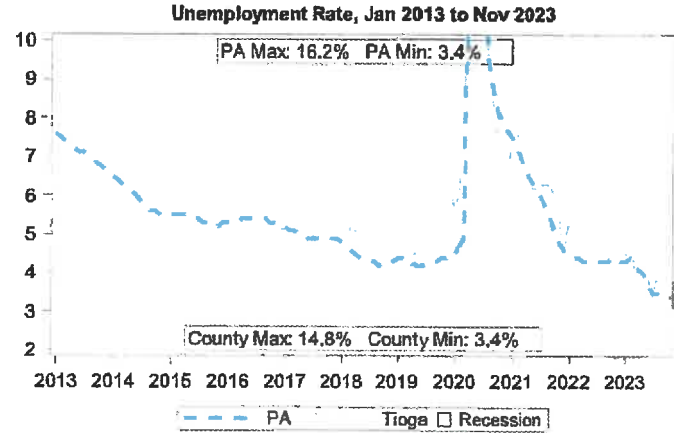
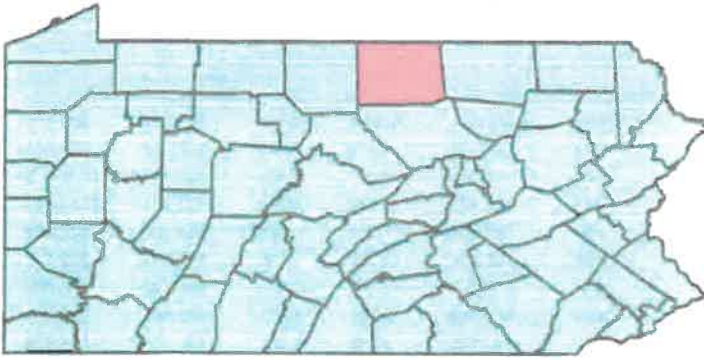
- Short-term or Moderate-term training (ST OJT or MT OJT) – basic tasks and skills are learned through a period of on-the-job training. A high school diploma may be required.
- Long-term training (LT OJT) – a high school diploma and at least one year of on-the-job training or an apprenticeship.
- Related 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.
- 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 (PhD) or First Professional Degree (PROF) – degree programs requiring 3-6 years of education at the college or university level beyond a four-year bachelor's degree.

2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Employment			Wages (2022)			
				Estimated 2020	Projected 2030	Percent Change	Annual Demand	Entry Level	Annual Average	Exper. Level
Future	11-3021	Computer & Information Systems Managers	BD+	17,410	19,340	11.1%	1,535	\$103,600	\$155,290	\$180,750
Future	15-1211	Computer Systems Analysts	BD	22,030	23,710	7.6%	1,739	\$63,130	\$95,740	\$111,800
Future	11-9021	Construction Managers	BD+	12,380	13,860	12.0%	1,082	\$77,320	\$118,940	\$138,450
Future	13-1051	Cost Estimators	BD+	8,250	8,410	1.9%	754	\$49,130	\$75,760	\$88,870
Future	29-1031	Dietitians & Nutritionists	BD+	3,980	4,440	11.6%	329	\$48,840	\$65,580	\$73,830
Future	21-2021	Directors, Religious Activities & Education	BD+	6,610	6,690	1.2%	757	\$27,100	\$49,160	\$60,040
Future	21-1012	Educational, Guidance & Career Counselors/Advisors	MD	7,860	8,460	7.6%	809	\$43,570	\$66,080	\$77,170
Future	25-2021	Elementary School Teachers	BD	50,980	53,590	5.1%	3,961	\$48,760	\$69,700	\$78,520
Future	13-2061	Financial Examiners	BD+	1,790	2,150	20.1%	179	\$46,160	\$66,750	\$106,740
Future	11-3031	Financial Managers	BD+	21,700	25,660	18.2%	2,071	\$91,010	\$149,150	\$177,790
Future	27-1013	Fine Artists	BD+	890	1,040	16.9%	112	N/A	N/A	N/A
Future	11-1021	General & Operations Managers	BD+	83,640	90,970	8.8%	7,891	\$52,860	\$121,750	\$155,680
Future	27-1024	Graphic Designers	BD	8,810	9,200	3.3%	842	\$34,670	\$56,360	\$67,040
Future	25-1071	Health Specialties Teachers, Postsecondary	DOCT	9,040	10,850	20.0%	1,091	\$47,590	\$105,060	\$133,370
Future	21-1022	Healthcare Social Workers	MD+	7,530	8,380	11.3%	811	\$45,660	\$62,410	\$70,660
Future	13-1071	Human Resources Specialists	BD	25,550	28,020	9.7%	2,752	\$42,050	\$68,680	\$81,800
Future	17-2112	Industrial Engineers	BD	10,250	11,550	12.7%	805	\$61,250	\$87,010	\$99,700
Future	15-1212	Information Security Analysts	BD+	3,260	4,320	32.5%	372	\$58,680	\$100,370	\$120,910
Future	27-3081	Interpreters & Translators	BD	1,190	1,460	22.7%	150	\$37,180	\$55,170	\$64,030
Future	23-1011	Lawyers	DOCT	30,730	33,820	10.1%	1,802	\$68,210	\$144,570	\$182,180
Future	13-2072	Loan Officers	BD+	11,070	11,350	2.5%	878	\$44,310	\$81,240	\$99,430
Future	13-1081	Logisticians	BD	7,170	8,490	18.4%	805	\$52,320	\$79,930	\$93,530
Future	13-1111	Management Analysts	BD+	29,600	33,710	13.9%	3,250	\$58,750	\$94,630	\$112,290
Future	13-1161	Market Research Analysts & Marketing Specialists	BD	25,780	31,250	21.2%	3,307	\$39,090	\$66,580	\$80,120
Future	11-2021	Marketing Managers	BD+	8,180	10,040	8.4%	885	\$75,240	\$131,590	\$159,350
Future	21-1013	Marriage & Family Therapists	MD+	2,300	2,590	12.6%	254	\$41,770	\$57,570	\$65,350
Future	17-2141	Mechanical Engineers	BD	15,600	16,700	7.1%	1,053	\$68,010	\$109,460	\$129,870
Future	11-9111	Medical & Health Services Managers	BD+	17,890	23,830	33.2%	2,175	\$74,170	\$120,910	\$143,930
Future	18-1042	Medical Scientists	DOCT	7,860	9,270	17.9%	748	\$60,240	\$104,210	\$125,860
Future	13-1121	Meeting, Convention & Event Planners	BD	4,970	5,680	14.3%	621	\$37,250	\$58,220	\$68,550
Future	21-1023	Mental Health & Substance Abuse Social Workers	MD+	9,670	10,890	12.6%	1,061	\$33,190	\$46,360	\$52,840
Future	25-2022	Middle School Teachers	BD	22,000	23,140	5.2%	1,711	\$47,300	\$71,140	\$82,890
Future	11-9198	Misc. Personal Svc, Entertainment & Other Managers	BD+	24,000	25,140	4.8%	1,889	N/A	N/A	N/A
Future	15-1244	Network & Computer Systems Administrators	BD	11,610	12,220	5.3%	824	\$52,630	\$91,980	\$111,360
Future	28-1151	Nurse Anesthetists	MD	2,240	2,530	12.9%	148	\$171,940	\$203,620	\$219,220
Future	29-1171	Nurse Practitioners	MD	6,210	8,240	32.7%	581	\$91,490	\$120,550	\$134,870
Future	25-1072	Nursing Instructors & Teachers, Postsecondary	DOCT	2,840	3,410	20.1%	343	\$67,940	\$88,960	\$104,230
Future	29-1122	Occupational Therapists	MD	7,590	8,930	17.7%	582	\$65,280	\$88,560	\$100,030
Future	15-2031	Operations Research Analysts	BD	3,690	4,650	26.0%	368	\$48,500	\$79,260	\$94,420
Future	13-2052	Personal Financial Advisors	BD+	11,980	12,710	6.1%	958	\$62,200	\$163,400	\$213,240
Future	29-1123	Physical Therapists	DOCT	11,970	14,320	19.6%	768	\$73,790	\$97,490	\$109,150
Future	28-1071	Physician Assistants	MD	7,370	9,840	33.5%	720	\$81,110	\$110,140	\$124,440
Future	27-2012	Producers & Directors	BD+	3,040	3,560	17.1%	332	\$42,340	\$64,390	\$105,100
Future	13-1198	Project Mgmt & Other Business Oprs Specialists	BD	24,940	26,350	5.7%	1,994	N/A	N/A	N/A

Tioga County Profile

January 2024



2022 Population

Demographic	County	PA
Total Population	41,186	12,989,208
Female	20,510	6,578,442
Male	20,676	6,410,766

Population by Race		
White	96.3%	77.1%
Black	0.9%	10.8%
Other	2.8%	12.1%
Hispanic Origin (all races)	1.4%	8.1%

Population by Age

Ages 0 to 17	19.6%	20.5%
Ages 18 to 24	8.8%	9.2%
Ages 25 to 34	10.7%	13.1%
Ages 35 to 44	10.8%	12.1%
Ages 45 to 54	12.1%	12.4%
Ages 55 to 64	15.2%	14.0%
Ages 65 to 74	12.8%	10.8%
Ages 75 and Older	9.8%	7.9%
Median Age	45.0	40.8

Source: U.S. Census 5 Year Estimates 2018-2022 (Tables: DP05 and B01001)

Online Job Postings

	County	PA
November 2023	317	189,572
November 2022	197	178,883
Annual Percent Change	60.9%	6.0%
Annual Volume Change	120	10,689

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

2022 Veterans

	County	PA
Total Veterans	3,678	680,824
Veteran Median Income	\$37,898	\$46,106
Non-Veteran Median Income	\$29,905	\$37,475
Veteran Unemployment Rate	5.8%	4.2%
Non-Veteran Unemployment Rate	4.3%	5.3%

Source: U.S. Census 5 Year Estimate 2018-2022 (Table: S2101)

2022 Resident Income

	County	PA
Per Capita Income	\$45,977	\$64,506
Total Personal Income (in thousands)	\$1,889,936	\$836,778,334
Total Earnings (in thousands)	\$1,007,279	\$511,019,899
Total Dividends/Interest/Rent (in thousands)	\$312,614	\$151,238,652
Total Transfer Payments (in thousands)	\$570,043	\$174,519,783

Source: Bureau of Economic Analysis

Local Area Unemployment Statistics

Nov 2023	County	PA
Unemployment Rate	3.8%	3.4%
Labor Force	19,100	6,516,000
Employed	18,400	6,291,000
Unemployed	700	225,000

Notes: Current month's data are preliminary. Data are Seasonally Adjusted.

Unemployment Compensation Exhaustees

Dec 2022 to Nov 2023 Pre-UC Industry	Volume		Percent of Total	
	County	PA	County	PA
Natural Resources & Mining	0	310	0.0%	0.5%
Construction	20	6,310	18.0%	14.5%
Manufacturing	20	4,600	18.0%	10.5%
Trade, Transportation & Utilities	20	7,880	18.0%	18.5%
Information	0	980	0.0%	2.5%
Financial Activities	10	2,600	9.0%	6.0%
Professional & Business Services	20	8,780	18.0%	20.5%
Education & Health Services	10	6,590	9.0%	15.5%
Leisure & Hospitality	10	2,890	9.0%	6.5%
Other Services	0	1,020	0.0%	2.5%
Government	0	960	0.0%	2.0%
Info Not Available	0	80	0.0%	0.0%
Total	110	43,000	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 Q2 of 2023

- UPMC Wellsboro
- Ward Manufacturing LLC
- Keystone Clearwater Solutions LLC
- Northern Tioga School District
- Westlake Management Services Inc
- State Government
- PA State System of Higher Education
- Wal-Mart Associates Inc
- MedPlast Engineered Products Inc
- Truck-Lite Co LLC

Source: Quarterly Census of Employment and Wages

Quarterly Census of Employment and Wages, 2022 Annual Averages

NAICS	NAICS Description	Estab.		Employment		Employment %		Wages	
		County	LQ	County	PA	County	PA	County	PA
	Total, All Industries	1,021	1.00	12,590	5,863,297	100.0%	100.0%	\$49,295	\$67,279
11	Agriculture, Forestry, Fishing and Hunting	24	1.92	112	27,150	0.9%	0.5%	\$36,333	\$42,543
21	Mining, Quarrying, and Oil & Gas	19	6.35	295	21,631	2.3%	0.4%	\$95,765	\$102,977
22	Utilities	21	2.94	211	33,477	1.7%	0.6%	\$83,996	\$106,982
23	Construction	67	0.81	464	267,291	3.7%	4.6%	\$54,503	\$75,093
31-33	Manufacturing	37	1.53	1,855	564,391	14.7%	9.6%	\$50,892	\$72,172
42	Wholesale Trade	36	0.80	366	213,153	2.9%	3.6%	\$65,098	\$85,505
44-45	Retail Trade	149	1.42	1,835	603,195	14.6%	10.3%	\$31,925	\$36,323
48-49	Transportation and Warehousing	68	1.05	777	344,384	6.2%	5.9%	\$59,986	\$56,878
51	Information	24	0.85	176	96,291	1.4%	1.6%	\$41,779	\$114,641
52	Finance and Insurance	31	0.64	372	269,171	3.0%	4.6%	\$78,707	\$114,792
53	Real Estate and Rental and Leasing	20	0.72	104	67,208	0.8%	1.1%	\$77,449	\$73,430
54	Professional and Technical Services	50	0.54	462	395,104	3.7%	6.7%	\$74,798	\$113,475
55	Management of Companies and Enterprises	5	ND	ND	145,205	ND	2.5%	ND	\$145,955
56	Administrative and Waste Services	37	0.36	243	311,279	1.9%	5.3%	\$43,451	\$49,964
61	Educational Services	25	ND	ND	474,147	ND	8.1%	ND	\$65,366
62	Health Care and Social Assistance	178	0.93	2,132	1,063,096	16.9%	18.1%	\$52,549	\$62,217
71	Arts, Entertainment, and Recreation	11	0.39	81	96,469	0.6%	1.6%	\$24,079	\$41,986
72	Accommodation and Food Services	92	1.07	1,019	443,283	8.1%	7.6%	\$18,086	\$23,614
81	Other Services (Except Public Administration)	78	0.84	357	197,858	2.8%	3.4%	\$25,510	\$42,746
92	Public Administration	51	1.28	633	229,515	5.0%	3.9%	\$41,924	\$70,964
	Total, Suppressed Local Industries	30		1,095		8.7%			

Company Ownership

Total, All Ownership	1,021	1.00	12,590	5,863,297	100.0%	100.0%	\$49,295	\$67,279
Private Ownership	908	0.94	10,520	5,210,523	83.6%	88.9%	\$48,808	\$67,336
Federal Ownership	24	0.61	129	99,050	1.0%	1.7%	\$80,301	\$85,530
State Ownership	14	2.08	557	124,829	4.4%	2.1%	\$66,903	\$71,477
Local Ownership	76	1.50	1,383	428,895	11.0%	7.3%	\$44,924	\$61,144

Notes: 'Estab.'-Establishments. 'LQ'-(Location Quotient) is the percent of county employment by sector divided by the percent of PA's employment by sector.

Occupational Wages, 2022 Annual Averages

SOC Code	Major Occupational Group	Entry-Level Wage		Average Wage	
		County	PA	County	PA
00-0000	Total, All Occupations	\$25,630	\$27,980	\$48,880	\$58,470
11-0000	Management	\$50,960	\$61,570	\$103,210	\$126,450
13-0000	Business & Financial Operations	\$40,940	\$46,220	\$72,310	\$80,280
15-0000	Computer & Mathematical	\$41,120	\$52,800	\$67,450	\$94,730
17-0000	Architecture & Engineering	\$41,980	\$53,320	\$68,590	\$89,330
19-0000	Life, Physical, & Social Science	\$46,050	\$44,240	\$77,710	\$75,920
21-0000	Community & Social Service	\$31,360	\$33,860	\$45,200	\$51,980
23-0000	Legal	\$30,210	\$48,780	\$62,700	\$109,460
25-0000	Educational Instruction & Library	\$31,990	\$32,650	\$62,520	\$66,040
27-0000	Arts, Design, Entertainment, Sports, & Media	\$25,390	\$30,610	\$50,970	\$59,420
29-0000	Healthcare Practitioners & Technical	\$40,230	\$45,120	\$84,840	\$89,820
31-0000	Healthcare Support	\$25,080	\$25,040	\$32,480	\$33,120
33-0000	Protective Service	\$29,130	\$27,470	\$50,250	\$52,870
35-0000	Food Preparation & Serving Related	\$18,440	\$20,130	\$26,900	\$29,460
37-0000	Building & Grounds Cleaning & Maintenance	\$23,170	\$25,020	\$31,990	\$34,860
39-0000	Personal Care & Service	\$19,650	\$20,700	\$29,090	\$33,020
41-0000	Sales & Related	\$20,650	\$23,000	\$35,270	\$47,010
43-0000	Office & Administrative Support	\$26,990	\$29,710	\$40,490	\$44,850
45-0000	Farming, Fishing, & Forestry	\$26,850	\$25,180	\$41,780	\$39,290
47-0000	Construction & Extraction	\$35,890	\$38,120	\$59,340	\$59,770
49-0000	Installation, Maintenance, & Repair	\$32,570	\$35,130	\$53,080	\$55,080
51-0000	Production	\$31,150	\$31,100	\$42,020	\$45,620
53-0000	Transportation & Material Moving	\$26,040	\$28,010	\$40,630	\$42,490

Note: 'ND' represents Non-Disclosable information.



pennsylvania

DEPARTMENT OF LABOR & INDUSTRY
CENTER FOR WORKFORCE INFORMATION & ANALYSIS



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EVERY CHILD,
 EVERY OPPORTUNITY,
 EVERY DAY...
 STRIVING FOR SUCCESS

CTE Stakeholders Committee Meeting

Meeting Date: December 18, 2023 synchronous and asynchronous meeting Start: 11:15 AM

Location: Virtual

Final: Jan. 4, 2024

Committee Members/Guests Attending: Sign in

Melanie Berndtson	Brittany Rice
Louis Prevost	Jeremy Byrd
Dana Coots	Henry Whitney
Erick J. Coolidge	Lisa Leete
Representative Clint Owlett	Amber Whitney
Alanna Huck	Susan Sticklin
Susan Gage	Aaron Stevens
Kristin Hamilton	Karen Farrer
Tanya Harmon	Jerome Manley
Amy Coots	Jake Rogers
Ben Largey	Katrina Doud
Kris Davis	James Mack
Bianca Parsons	Francis Novak

Purpose- Provide overall direction for the entire CTE Program of the School District. The committee provides valuable advice to the program, plans, implements or supports activities to aid the program, and helps to promote the program in the community. Local advisory committees are a vital link between the career and technical education program and business and industry.

WASD is a comprehensive high school offering the same programs at Career Technical Centers only in our high school.

2 Agenda Items:

1. Comprehensive Local Needs Assessment (CLNA)
2. Gen. Ed. as a possible program to explore for CTE as part of the CLNA

1. CLNA: The committee discussed that the meeting is required, biannual, and required to have our minutes uploaded. An audio power point narrated and open comment, question, feedback window was provided until Jan. 4, 2024 to gain more input to the CLNA.

The committee reviewed the current PDE approved programs in CATS.

	Program Name	Program CIP #
1	Agriculture, General	01.0000

2	Agriculture, Mechanization	01.0201
3	Institutional Food Workers	12.0508
4	Engineering/Engineering-Related Technologies/Technicians	15.9999
5	Carpentry	46.0201
6	Health Professions and Related Clinical Science	51.9999

The committee reviewed the required stakeholders need for the CLNA and will present the meeting virtually asynchronous and synchronous with an open comment/feedback period.

- ▶ Representatives of CTE Programs
- ▶ Postsecondary educational institutions –CTE Representation
- ▶ Representatives of the state board or local workforce development boards
- ▶ Range of local or regional businesses
- ▶ Parents and students
- ▶ Representatives of special populations
- ▶ Representatives of regional or local agencies serving out-of-school youth, homeless children and youth, and at-risk youth

The committee shared the [2023 PA. In Demand Occupation List \(IDOL/attached\)](#) and went through a few examples of IDOL information that must be in the CLNA. The examples were CNC Tool Operators which fall in our Engineering as it is a program that covers a continuum in engineering- technician to professional engineer. Construction laborers falls under Carpentry and we reviewed the educational attainment column, projected, percent change, annual demand, entry level, annual, and experienced salaries. All of this information is required in the CLNA. We reviewed cooks both institutional and fast food. Our last example reviewed was farm workers and laborers.

In addition to the state wide required IDOL data we must use local employment data. The committee reviewed the [2023 November Tioga County PA Employment Profile](#) (included attachment). The job data shows a lower unemployment rate from 2020, 2021- Tioga County is the red line and has a slight increase. We reviewed our alignment to the "Top 10 Employers by Employment in Q2 of 2023" which has been consistent data in the county. With UPMC at the top and if we added Laurel and Guthrie Systems in our area -this aligns to the job need in our area for Health Occupations. The employment needs in our area- when generating CTE programs are to mirror programs pursued and offered. When we see Ward, Keystone Clearwater, Westlake, MedPlast and Trucklite these align to our Engineering program. If we added Northern Tioga SD, Southern Tioga SD, and Wellsboro ASD it would also be in the top 3. We will come back to this data. This data is required in the local data section of the CLNA. (Slide 10-11 the sections of the CLNA were shown as these are entered in narrated tables.)

Demographic data is also required for the CLNA by CTE program.

Enrollment totals	Single Parent
Male/Female	Out of Work Individuals
Disabled	Homeless
Economically Disadvantaged	Foster Care
Nontraditional	Military Family

The CLNA requires the committee to review our performance indicators as we are required to meet goals or meaningful progress.

4 Year Graduation Rate- 100% (21-22) Discussed that graduation rate is a year behind. This means all CTE students graduated in this reporting year.

Includes individuals with disabilities & economically disadvantaged- for each indicator

Academic Math Proficiency- 60% (F=66.67% and M=50%) This indicator is the Algebra Keystone's. Taken as an end of course exam in Algebra course. We have an improvement plan for this indicator- required by the state.

Academic Literature Proficiency- 80% (F=66.67% and M=100%) This indicator is the Literature Keystone exam taken at the end of the English 10 course. We have an improvement plan for this indicator- required by the state.

Non-Traditional -0% (Engineering, Carpentry, etc.) Non-traditional refers to females in a male dominated field or vice versa. In our case a few years back this was not enough females in construction. Last year's data it was not enough females in engineering. Our improvement plan is required due to this. We tend to meet the non-traditional indicator in the area of Engineering this year.

Technical Skill Attainment CTE Concentrators who complete the NOCTI: 75% (F=100% and M=60%) from 1 Foods and 1 Engineering. The NOCTI is the National Occupational Competency Testing Institute and students take these exams with a written and performance components for skill attainment in their program area. This percent for the indicator is good and we continue to work on skill attainment.

Post Program Placement: 100% (21-22)

Definition: The number of CTE concentrators who, in the second quarter after exiting from secondary education, are in postsecondary education or advanced training, military service or a service program. Post program placement is a survey by PDE with a unique login that students take 6-9 months or so after graduating. This indicator has been one we have struggled with at times. The difficulty can be that there is nothing that requires students to participate. It can be difficult to make contact with them. The 100% is the result of creating and implementing and improvement plan in alignment with stakeholder feedback.

Recognized Post-Secondary Credentials: 77.78% (F=66.67% and M=83%) This indicator is our industry based credentials built into each program. We will go through what they are for each program based on the CATS system. (CATS is where we upload all program required information and the state approves our career technical programs.) Offering industry-based credentials is a required component of CTE education.

Agriculture General CIP 01.1000

Industry-Recognized Credentials Available:

OSHA Certification- Agriculture
Dairy Leaders of Tomorrow
National Tractor and Machinery Operator
Youth for the Quality Care of Animals
PA Pesticide Applicator Certification

Agricultural Mechanics CIP 01.0201

Industry-Recognized Credentials Available:

OSHA Certification- Agriculture
Outdoor Power Equipment Technical Certification
OSHA Certification Career Safe

Culinary Arts CIP 12.0508

Industry-Recognized Credentials Available:

ServSafe/Manager Food Safety Certification
ProStart National Certificate
ProStart National Certificate and Achievement
OSHA Certification CareerSafe

Engineering Technologies/Technician Program CIP 15.9999

Industry-Recognized Credentials Available:
OSHA Certification CareerSafe

Carpentry/Carpenter Construction CIP 46.0201

Industry-Recognized Credentials Available:
OSHA Certification CareerSafe
Fork Lift Operator

Health Occupations CIP 51.9999

Industry-Recognized Credentials Available:
Heartsaver CPR- American Heart Association

The Comprehensive Local Needs Assessment also requires the overarching CTE committees to review employment data and if there is a possibility of adding an additional CTE program in the next 2 years it must be added to the CLNA. One program that we have mentioned is General Education CIP Code 13.0101. Motion by Susan Gage, second by Eric Coolidge.

As we discussed early when we add NTSD, STSD, and WASD we are in the top 3 employers in the local area, TC. We have been experiencing along with across the state shortages in all areas- this is not just teachers it would be paraprofessionals, counselors, and all types of teachers. One element that makes different that an example like Health Occupation is that the teacher does not need to come from industry- any of the certifications listed in slide 23 can be used and it can be various teachers. We probably have about 2/3rds of the content already occurring this would be formalizing a program for PDE approval. Additionally, we already have students participating in supervised experiences in classrooms (work-based learning). Mrs. Coots would like to stress that voting to add to the CLNA does not mean this will occur as this would be a local board decision. It simply means it provides the option for the future, within the next 2 years. It does not have to occur.

All in the virtual setting were in favor.

Feedback from asynchronous meeting -Yes, Lisa Leete, Ben Largey, Jake Rogers, Karen Farrer, Katrina Doud, James Mack, Amber Whitney, Francis Novak, Henry Whitney
None opposed.

Adjourned with feedback/comment/question period ending Jan. 4, 2024



WELLSBORO AREA SCHOOL DISTRICT

Power Point for CLNA was and is available online

District webpage.

Link: <https://www.wellsborosd.org/page/curriculum>

Please scroll to the bottom and it is linked "Comprehensive Local Needs Assessment"
Click presentation mode for audio version.

Goals of the LAC and Stakeholders:

- Provide information to update, modify, expand and improve the quality of career and technical education programs
- Support and strengthen the relationship between business, industry, the community and education
- Make recommendations to strengthen and expand the curriculum, and provide assistance in implementing these recommendations
- Assist in identifying needs, determining priorities, and reviewing and evaluating programs
- Articulate long-term goals and objectives of the career and technical education program to parents, employers and the community
- Student Recruitment & Public Relations