

WIOA Plan Review and Modification Form (Regional Plan)

A plan modification may be submitted at any time; however, there are certain procedural steps required as part of the modification process. Please refer to the Commonwealth of PA's **Workforce System Policy No. 108-01, Change 1**. Direct plan submissions and questions to PA Department of L&I's Bureau of Workforce Development Administration, or BWDA, Policy Coordination resource account: RA-LI-BWDA-Policy@pa.gov

I. Regional Plan: Designated Submitting Local Workforce Development Board (LWDB)	
Region Name: <i>Northern Tier</i>	LWDB Name (i.e. designated name, not D.B.A.): <i>Northern Tier Workforce Development Board</i>
Region includes the Local Workforce Development Areas (LWDA) included in Region: <i>Northern Tier</i>	
Name of Designated Point of Contact (POC): <i>Melissa Fleming</i>	
Organization: <i>NTRPDC</i>	Title: <i>WDB Director</i>
Telephone Number: <i>570-265-9103</i>	E-mail Address: <i>fleming@northerntier.org</i>

II. Plan Review and Modification Information		
Was the plan reviewed per WIOA regulations and PA WSP# 108-01, Change 1? <i>(yes)</i>		
Indicate the economic condition and labor market information source(s) used in the plan review process: <i>CWIA</i>		
Did the plan review warrant plan modifications? <i>(yes)</i> If "no" plan modification, proceed to section IV.		
Was the modified plan draft provided to affected LWDB(s) prior to public posting? <i>(yes)</i>		
Have all affected LWDB(s) approved final plan mod: <i>(yes or no)</i>	Public Comment Period: <i>08/29/19 – 09/27/19</i>	Comments received: <i>(yes or no)</i>
Submitting LWDB Approval Date: <i>MM/DD/YYYY</i>	Plan Modification Effective Date: <i>MM/DD/YYYY</i>	

III(a). Requested Plan Changes		
Page #	Change due to a public comment	Describe change in as few words as possible to direct reviewer to the marked narrative. Do not describe mechanical or grammatic edits.
#Cover	<i>(yes or no)</i>	Date change, added modification date
#All	<i>(yes or no)</i>	Changed dates of plan in header and footer
#1	<i>(yes or no)</i>	Added modification date
#11-12	<i>(yes or no)</i>	Deleted 2017 High Priority List
#13	<i>(yes or no)</i>	Added 2019 High Priority List
#15	<i>(yes or no)</i>	New 1.3
#19	<i>(yes or no)</i>	JobGateway to PA CareerLink
#20	<i>(yes or no)</i>	Update to mobile service information
<i>If needed, please use supplemental Section III(b). Requested Plan Changes – Continuation Page</i>		

IV. Submitting LWDB Executive Director's Attestation		
Submitter attests affected LWDA Chief Elected Officers (CEO) and LWDB Chairs approved the plan review or the submitted plan.		
Name: <i>Name</i>	Signature:	Date: <i>MM/DD/YYYY</i>

V. Submission and Feedback Information (L&I Use Only)	
Date L&I received:	Are plan modification documents complete? Y / N
Date L&I acknowledged:	Has a cursory review been completed, and if needed, acted upon? Y / N
Has the plan been reviewed? Y / N	Are the plan and supporting documents satisfactory? Y / N

VI. BWDA Chief or Policy Coordination Supervisor Recommendation for Approval		
Name:	Signature:	Date:

VII. BWDA Bureau Director's Approval		
Name:	Signature:	Date:

If after the mandated WIOA plan review it is determined no plan modifications are required provide a copy of this form's page 1 to L&I as evidence that a plan review occurred.



Northern Tier

(Region 5)

WIOA PY 2017-20~~19~~20

Regional Plan

Modified August 27, 2019



northern tier
regional planning &
development
commission

Region Workforce Development Area name:
Northern Tier Region

Effective Date: January 1, 2018

Modified: August 27, 2019

1.1. Identification of the region.

- Name: Northern Tier Region
- Workforce Development Area: Northern Tier Workforce Development Area comprising the counties of Bradford, Sullivan, Susquehanna, Tioga and Wyoming
- Key Region Committee Members: Frank Thompson, NT WDB
- Key Regional Committee meetings:

In the spring of 2017, the board held several meetings with local partners and stakeholders to gather their input and discuss methods to continue to enhance the local and regional workforce system. These meetings included:

April 12 – WDB, Youth Committee

April 21 – NTRPDC Executive Committee – Commissioners

April 25 – PA CareerLink Management Team

May 22- Susquehanna County Outreach meeting – stakeholders

May 23 – Bradford County Outreach meeting – stakeholders

May 24- Wyoming County Outreach meeting – stakeholders

May 24 – Youth Coordination meeting - staff

May 25 – Sullivan County Outreach meeting – stakeholders

June 1 – Tioga County Outreach meeting – stakeholders

June 14 – WDB, Youth Committee

June 16 – Executive Committee

June 28 – Adult/DW Coordination meeting – staff

Northern Tier Region of Pennsylvania



1.2. Describe the collection and analysis of regional labor market data (in conjunction with the commonwealth).

The Northern Tier Workforce Development Area, comprised of Bradford, Sullivan, Susquehanna, Tioga and Wyoming counties, is a rural region appropriately located across Pennsylvania’s Northern Tier with a population of 172,272. With the Workforce Innovation Opportunity Act (WIOA) requiring greater services to those individuals with barriers to employment and concurrently greater services to employers and their sectors, the analysis of regional labor market data is critical to the success of the Northern Tier Workforce Development Area and the Commonwealth.

With a large expansive rural region such as this, it is important to best understand the critical labor market issues as they relate to the general population, the population with barriers, the overall employment opportunities, the sectors that comprise them, and the key issues the data drives the Northern Tier Workforce Development Board and the Local Elected Officials in both the regional and local (including individual county) multi-year WIOA plans.

Regional Labor Market Overview

The population in the Northern Tier region is estimated to have declined since the 2010 census and is projected to continue to decline over the next five years, while the population in Pennsylvania is projected to grow slightly. The population is estimated to change from 182,663 to 177,272, resulting in a decline of 3.0% between 2010 and 2017. Over the next five years, the population is projected to continue to decline by 1.6%¹. The population in the state is estimated to change from 12,702,379 to 12,822,858, resulting in a growth of 0.9% between 2010 and 2017. Over the next five years, the population is projected to grow by 0.8%. All counties within the Northern Tier region are expected to experience decline over the next several years with Susquehanna County expected to

¹ Population Estimates per Claritas, Nielsen Answers

experience the greatest percent decline (2.45%).²

The current year median age for the region is 45.1, while the average age is 42.9. Five years from now, the median age is projected to be 45.4. Comparatively, the current year median age for the state is 40.9, while the average age is 41. Five years from now, the median age is projected to be 41.6. Sullivan County has the oldest population with the median age of 53.4, while Tioga County has the youngest with a median age of 43.2. Tioga County has the highest percentage of the population age 18 to 24 (10.4%).³

EDUCATION

Currently, it is estimated that 4.8% of the population age 25 and over in the Northern Tier region had earned a Master's Degree, 0.9% had earned a Professional School Degree, 0.7% had earned a Doctorate Degree and 11.3% had earned a Bachelor's Degree. In comparison, for the state, it is estimated that for the population over age 25, 8.0% had earned a Master's Degree, 1.8% had earned a Professional School Degree, 1.4% had earned a Doctorate Degree and 17.3% had earned a Bachelor's Degree. Bradford County has the highest percentage of the population who does not have a high school diploma or GED (12.2%) and Tioga County has the highest percentage with a Bachelor's degree or greater (19.7%).⁴

INCOME

The average household income is estimated to be \$66,792 in 2017, which is lower when compared to the state, which is estimated to be \$77,812 for the same time frame. The average household income in the region is projected to change over the next five years, from \$66,792 to \$72,776. While the average household income in the state is projected to change over the next five years, from \$77,812 to \$84,180.⁵

EMPLOYMENT

For the region, the employment status of the population age 16 and over is as follows: 53.7% are employed civilians (compared to 57.7% for Pennsylvania overall), 4.3% are unemployed civilians (vs. 5.0% for the state), and 42.0% are not in the labor force (vs. 37.3% for the state overall).

The occupational classification for the region include: 32.8% hold blue collar occupations (compared to 21.3% for the state overall), 49.5% hold white collar occupations (vs. 60.6% for the state), and 17.6% are employed as service & farm workers (vs. 18.1% for the state).⁶

Overall the general population of the Northern Tier Workforce Development Area is declining in the region while those remaining are older than the Commonwealth average or median. The per capita income is lower than the state with most families. Employment and labor market participation is

² Ibid.

³ Ibid.

⁴ Ibid.

⁵ Ibid.

⁶ Ibid.

significantly higher than the state average. General observation of employment indicates broad categories that largely require minimal education (i.e., less than a bachelor degree) compared to other sectors across the Commonwealth. This usually portends a population that is generally stable and wishes to maintain their residence and work in their current community with minimal commuting.

WIOA emphasizes serving those with barrier to employment. This next section reviews those with barriers and suggests priorities for consideration for serving and addressing.

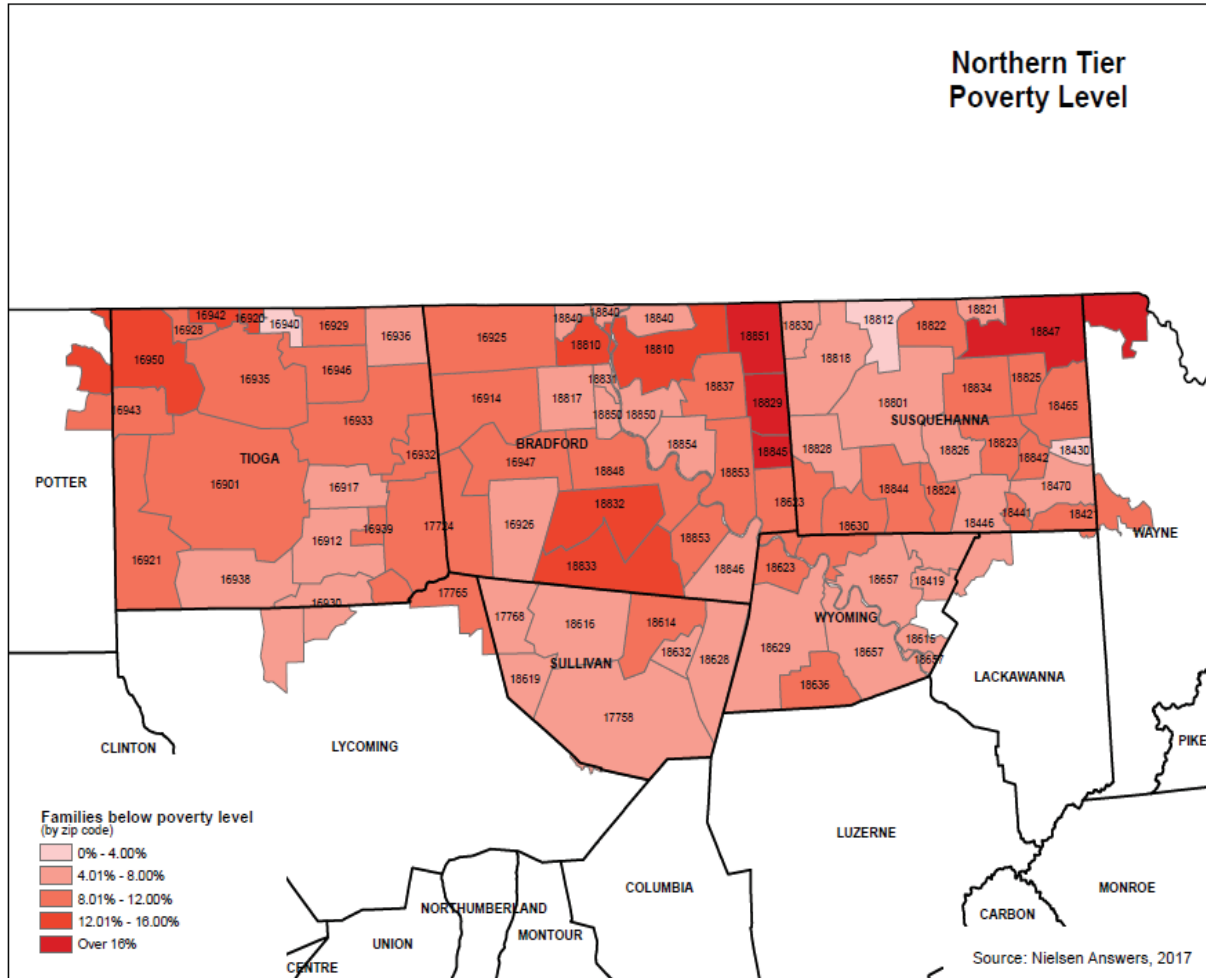
POPULATIONS WITH BARRIERS

With the increased availability of labor market data, there is extensive information available on individuals with barriers across the Northern Tier. This includes poverty, youth aging out of foster care, language, returning citizens (ex-offenders), juvenile delinquency, TANF, teen pregnancy, maternal education, youth with disability, disability, homeless (both adults and youth). These barriers are examined here with suggestions on prioritizations for the Northern Tier region.

POVERTY

Poverty does not work in a vacuum or silo on its own, it is often the foundation for other challenges that impact those with barriers. Poverty is a place to start, but this also encompasses other barriers.

Among the factors that often contribute to poverty are unemployment and underemployment. Many people live in poverty because they are unable to find a job that pays a living wage or to find a job at all. When looking at the region, 9.1% of families are living in poverty. There is a portion of Bradford County (Warren Center, Le Raysville, and Stevensville) and Susquehanna County (Susquehanna) with poverty levels greater than 20%. Bradford County (9.8%) has the highest percentage of families living in poverty. Single parents are more likely to be living in poverty, with 11.5% of households in the county considered single parent households. Bradford (12.2%) and Wyoming (11.8%) Counties have the highest percentage of single parent households.



EX-OFFENDERS

According to the Urban Institute⁷, most individuals released from prison held some type of job prior to incarceration and want legal, stable employment upon release. Some criminal justice research suggests that finding and maintaining a legitimate job can reduce former prisoners' chances of reoffending, and the higher the wage, the less likely it is that individuals will return to crime. However, most former prisoners experience difficulty finding a job after release. During the time spent in prison, many lose

⁷ Urban institute is a non-profit organization dedicated to elevating the debate on social and economic policy. They conduct research and offer evidenced based solutions to improve lives and strengthen communities (www.urban.org).

work skills and are given little opportunity to gain useful work experience. Moreover, the availability of job training programs in prison has declined in recent years. A large proportion of former prisoners have low levels of educational attainment and work experience, health problems, and other personal characteristics that make them hard to employ. Once in the community, not only are many employers reluctant to hire convicted felons, but many former prisoners are legally barred from certain occupations. In the Northern Tier region overall, in 2016 there were 263 individuals released from a state prison and in 2015 there were 2,553 released from a county prison (data not available for Sullivan County). Bradford County had the largest number released from a state (100) or county prison (1,148).⁸

INDIVIDUALS WITH A DISABILITY

According to the Division for Social Policy and Development Disability, in developing countries, 80% to 90% of persons with disabilities of working age are unemployed, whereas in industrialized countries the figure is between 50% and 70%. Persons with disabilities are frequently not considered potential members of the workforce.⁹ Perception, fear, myth and prejudice continue to limit understanding and acceptance of disability in workplaces everywhere. Myths abound, including that persons with disabilities are unable to work and that accommodating a person with a disability in the workplace is expensive. Contrary to these notions, many companies have found that persons with disabilities are more than capable.

When looking at the region, 6.0% of those employed have a disability, while 12.0% of those unemployed have a disability. In the region, unemployment is 77.3% higher for those with a disability (11.9%) compare to those without a disability (6.7%).¹⁰ Sullivan County has the largest percentage of individuals with a disability who are working (9.1%) and Wyoming County (19.8%) has the highest percentage of individuals with a disability who are unemployed. There are also 6,937 students receiving services through the local Intermediate Units, with over half (56.0%) of those students having a learning disability, 11.1% have an intellectual disability, 0.2% have a speech/language impairment, 10.8% have emotional disturbances, 15.6% have health implications and 6.3% have autism.¹¹

ADDITIONAL BARRIERS

Many additional barriers are key to understanding the Northern Tier region. In the region, there were 523 children between the ages 0-17 receiving TANF Assistance¹², 327 youth had a juvenile disposition in 2015¹³, and there were 201 births were to mothers with less than high school education¹⁴. According to the PA Department of Health, teenage pregnancy rate in Bradford County (31.2%) was above the state

⁸ PA Department of Corrections

⁹ The Division for Social Policy and Development is part of the Department of Economic and Social Affairs which focuses on strengthening international cooperation for social development (www.un.org).

¹⁰ U.S. Census Bureau, American Community Survey, 5 Year Estimates

¹¹ PA Department of Education Bureau of Special Education

¹² PA Department of Public Welfare (now PA Department of Human Services)

¹³ PA Juvenile Court Judge's Commission Annual Report

¹⁴ PA Department of Health

average (27.2%) while Susquehanna (14.0%), Tioga (19.4%) and Wyoming (20.5%) were below the state average. Data was not available for Sullivan County¹⁵.

In summarizing the additional demographics of the region, significant populations comprise the labor force that most likely have a lower participation rate than the general population. Additional demographics for those with barrier show significant populations:

- 9.1% of the families are living below poverty (Nielsen Answers)
- 2.5% of households speaks a language other than English at home (Nielsen Answers)
- 11.5% of the families are single parent families (Nielsen Answers)
- 2,563 individuals were released from county jail in 2016 and 263 individuals were released from state prisons in 2015 (PA Department of Corrections)
- In 2015, 167 children left foster care, 7.2% (12) aged out of the foster care system (PA Partnerships for Children)
- In June 2016, 523 children between the ages of 0-17 were receiving TANF Assistance (PA Department of Public Welfare)
- Of the estimated 74,237 individuals in the labor force:
 - 6.0% (4,460) of those employed have a disability
 - 12.0% (500) of those unemployed have a disability
 - 11.9% of the disabled population is unemployed
 - Unemployment is 77.3% higher for those with a disability
 - 6.7% unemployment rate for those without a disability
 - 7.5% is the overall unemployment rate(Source: US Census Bureau, American Community Survey, 5 Year Estimates)
- During the 2015 Point in Time Count, 50 people were counted homeless that evening in January (HUD, Point in Time Count)
- In 2016, 155 students were homeless as defined by the McKinney-Vento Homeless Assistance Act (PennLive)

Populations with barriers typically are not one barrier but often multiple barriers. Based on this extensive review of those with barriers, it appears that key populations with barriers include generally those in poverty, disability and returning citizens. Emphasis on some youth/young adult populations could include teen pregnancy (depending on the county), youth aging out of foster care, and TANF. The labor market information demonstrates the need for ongoing priorities of those with barriers as they relate to primarily WIOA related to context provided by other local partners.

¹⁵ *ibid.*

REGIONAL EMPLOYER OVERVIEW

Understanding where the jobs are and what jobs they are emphasize a demand side understanding of the labor market. This section reviews general employment trends, then sector trends and finally the county level occupations.

The Northern Tier region has a significant employer base. Comparing the density of the employment concentration (through Location Quotients), concentrated employment opportunities in the region and historical and emerging sector trends help better understand the gaps for employers and businesses across the Northern Tier Workforce Area.

Location quotient (LQ) is a valuable way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. Per EMSI, LQ can reveal what makes a particular region “unique” in comparison to the national average. The Location Quotients for the key industry clusters as delineated by the Center for Workforce Information by Local Workforce Area are as follows:

Industry Cluster Statistics for Northern Tier WDA

	Agriculture and Food Production	Advanced Manufacturing	Building & Construction	Bio-Medical	Business Services	Education	Energy	Health Care	Hospitality, Leisure & Entertainment	Logistics & Transportation	Real Estate, Finance, and Insurance	Wood, Wood Products & Publishing
2015 Employment	2,891	5,116	4,580	123	3,003	5,701	4,668	9,272	4,982	2,287	1,568	4,151
Percent WIA Employment	4.94	8.75	7.83	0.21	5.13	9.75	7.98	15.85	8.52	3.91	2.68	7.10
Employment Growth (2010-2015)	264	-262	65	47	730	-606	2,348	135	160	440	-2	-105
Percent Growth (2010-2015)	10.0	-4.9	1.4	61.8	32.1	-9.6	101.2	1.5	3.3	23.8	-0.1	-2.5
2015 Average Wage (\$)	39,315	46,686	41,213	44,313	49,786	42,205	80,145	45,629	13,677	44,452	45,287	55,111
2015 National Location Quotient	1.38	1.16	1.21	0.18	0.40	1.01	3.73	1.09	0.70	1.12	0.49	4.70

Based on these Location Quotients, the top five industry clusters are Wood, Wood Products & Publishing, Energy, Agriculture and Food Production, Building & Construction, and Advanced Manufacturing. Given the history of extraction industries including Wood, Wood Products & Publishing and Energy, particular attention may need paid to these clusters.

Additionally, long term industry cluster projections for the Northern Tier Region also provide a window to employer demand to match job seeker supply. When looking at long-term industry projections, Construction, Professional and Business Services, and Education & Health Services account for significant growth in the region.

Long-Term Industry Projections for Northern Tier WDA (2014-24)

Industry	Employment (2014)	Projected Employment (2024)	Employment Change (2014-2024)	
			Volume	Percent
Total Jobs	69,820	72,400	2,580	3.7%
Goods Producing Industries	20,000	20,290	290	1.5%
Agriculture, Mining & Logging	8,120	8,040	-80	-1.0%
Construction	2,530	2,970	440	17.4%
Manufacturing	9,360	9,280	-80	-0.9%
Services-Providing	43,970	46,170	2,200	5.0%
Trade, Transportation & Utilities	12,420	12,880	460	3.7%
Information	580	520	-60	-10.3%
Financial Activities	2,030	2,070	40	2.0%
Professional & Business Services	3,130	3,440	310	9.9%
Education & Health Services	14,480	15,700	1,220	8.4%
Leisure & Hospitality	4,760	5,070	310	6.5%
Other Services, Except Public Admin.	2,320	2,370	50	2.2%
Federal, State & Local Government	4,250	4,130	-120	-2.8%

Source: Long-Term Industry Employment Projections (2014-24)

*Data may not add due confidentiality

While construction is the highest volume with a projected increase of 17.4%, a special note must be made for the impact of the energy industry and its potential impact on the region.







Education and Health Services, Leisure and Hospitality, and Professional and Business Services are also projected to grow significantly. Information, Federal, State and Local Government, as well as Manufacturing are projected to decline. The region’s workforce and economic development agencies are working to identify strategies to attract and train talent to reverse the decline in manufacturing employment. Several initiatives detailed below, directly address the challenges. Manufacturing, because of the strong supply chain effects, is a critical component along with Healthcare, Education and Professional & Business Services.

GENERAL EMPLOYMENT AND OCCUPATIONS

Often analysis of specific occupations across a rural area such as this provide for interesting and sometimes skewed data. Further analysis is appropriate in these cases. Largest and fastest growing occupations offer snap shot of the jobs.

Occupations related to the Oil and Gas industry are declining while those related to Motor Vehicle Parts Manufacturing, Animal Slaughtering and Vocational Rehabilitation Services are increasing. While Heavy and Tractor Trailer Truck Drivers is a declining occupation, it continues to be the top posted position.

GROWING AND DECLINING INDUSTRIES

Industry	Change in Jobs (2015-2016)	
Other Motor Vehicle Parts Manufacturing	95	
Animal (except Poultry) Slaughtering	66	
Vocational Rehabilitation Services	50	
Specialized Freight (except Used Goods) Trucking, Local	-230	
Oil and Gas Pipeline and Related Structures Construction	-264	
Support Activities for Oil and Gas Operations	-429	

The recent boom then decline in the Marcellus Shale gas exploration and extraction demonstrates the volatility of the energy and extraction industries. While this has declined significantly because of the volatility combined with the volume does not mean there are not jobs in this sector.

Another method of confirming and corroborating long-term industry projections for the Northern Tier Region is through the North American Industrial Classification System (NAICS) codes. The Center for Workforce Information and Analysis on their website (www.workstats.dli.gov) notes, “data contained in these tables are the best available source of information for estimating job opportunities, developing training programs and gaining an insight into future employment trends”. The chart below is the ten-year Long-Term Industry Projections for the Northern Tier Planning Region.

Northern Tier WDA Industry Employment 2014-2024 Long-Term Projections						
NAICS	Industry Title	Employment*		Change		Avg
		2014	2024	Level	Percent	Annual Change
	TOTAL ALL INDUSTRIES	69,820	72,400	2,580	3.7%	258
	GOODS-PRODUCING	20,000	20,290	290	1.5%	29
11	Agriculture, Forestry, Fishing & Hunting	4,690	4,600	-90	-1.9%	-9
21	Mining, Quarrying & Oil & Gas Extraction	3,430	3,440	10	0.3%	1
23	Construction	2,530	2,970	440	17.4%	44
31-33	Manufacturing	9,360	9,280	-80	-0.9%	-8
	SERVICES-PROVIDING	43,970	46,170	2,200	5.0%	220
22	Utilities	360	370	10	2.8%	1
42	Wholesale Trade	1,600	1,600	0	0.0%	0
44-45	Retail Trade	7,550	7,740	190	2.5%	19
48-49	Transportation & Warehousing	2,910	3,170	260	8.9%	26
51	Information	580	520	-60	-10.3%	-6
52	Finance & Insurance	1,390	1,350	-40	-2.9%	-4
53	Real Estate & Rental & Leasing	640	720	80	12.5%	8
54	Professional & Technical Services	1,380	1,510	130	9.4%	13
55	Management of Companies & Enterprises	510	560	50	9.8%	5
56	Administrative & Waste Services	1,240	1,370	130	10.5%	13
61	Educational Services	4,980	4,990	10	0.2%	1
62	Health Care & Social Assistance	9,500	10,710	1,210	12.7%	121
71	Arts, Entertainment & Recreation	540	590	50	9.3%	5
72	Accommodation & Food Services	4,220	4,480	260	6.2%	26
81	Other Services, Ex. Public Admin	2,320	2,370	50	2.2%	5
99	Government	4,250	4,130	-120	-2.8%	-12
	Self-Employed Workers	5,850	5,940	90	1.5%	9

FOOTNOTES:
 -Data may not add to totals due to rounding.
 -Confidential data and industries with employment less than 10 are not shown but are included in all sub-total and total employment values.
 Source: Center for Workforce Information & Analysis

An analysis of the above confirms growth in Health Care & Social Assistance, Accommodations & Food Service, and Construction as the top three projected growth industries. Another NAICS industry cluster that the Northern Tier Planning Region may explore is the Self-Employed Workers. Sometimes also called the “Gig Economy”, this may be an area of consideration.

HIGH PRIORITY OCCUPATIONS

The WDB is works with local training providers to ensure that there is an adequate supply of trained workers for these high priority occupations. The 2017-2019 High Priority Occupations provide a confirming view of the occupations, based on the data above, that will lead toward quality jobs in the Northern Tier Region.

PY 2017-2019 20 WIOA Multi-Year Regional Plan

2017 High Priority Occupations for Northern Tier Workforce Development Area

SOC Code	SOC Title	Educational Attainment	Wages (2016)			Employment			
			Entry Level	Annual Average	Exper. Level	Estimated 2014	Projected 2024	Percent Change	Annual Openings
13-2011	Accountants & Auditors	BD	\$28,900	\$54,630	\$67,490	370	400	8.1%	12
17-2112	Industrial Engineers	BD	\$63,360	\$98,470	\$116,030	400	380	-5.0%	12
25-2022	Middle School Teachers	BD+	\$54,720	\$65,120	\$70,320	360	360	0.0%	8
29-1141	Registered Nurses	BD	\$44,130	\$59,250	\$66,810	1,230	1,370	11.4%	43
29-2061	Licensed Practical & Licensed Vocational Nurses	PS	\$31,620	\$40,820	\$45,420	360	390	8.3%	13
31-1014	Nursing Assistants	PS	\$21,930	\$27,850	\$30,810	990	1,130	14.1%	36
41-1011	Supervisors - Retail Sales Workers	WK EXP	\$28,360	\$44,660	\$52,810	640	670	4.7%	16
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$23,910	\$33,300	\$38,000	910	840	-7.7%	9
43-6014	Secretaries	ST OJT	\$21,300	\$30,680	\$35,370	1,220	1,220	0.0%	13
45-2004	Agricultural Equipment Operators	ST OJT	N/A	N/A	N/A	170	100	11.8%	7
47-2031	Carpenters	LT OJT	\$26,650	\$39,370	\$45,730	610	670	9.8%	13
47-2073	Operating Engineers & Other Construction Equipment Operators	MT OJT	\$28,380	\$41,370	\$47,870	860	950	10.5%	22
47-4011	Construction & Building Inspectors	WK EXP	N/A	N/A	N/A	190	220	15.8%	8
47-4051	Highway Maintenance Workers	MT OJT	\$27,360	\$36,890	\$41,660	370	370	0.0%	10
49-3021	Automotive Body & Related Repairers	LT OJT	\$20,880	\$34,360	\$41,090	210	230	9.5%	7
49-3023	Automotive Service Technicians & Mechanics	PS	\$23,630	\$32,210	\$36,510	650	670	3.1%	20
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	\$30,110	\$38,780	\$43,110	340	370	8.8%	8
49-9041	Industrial Machinery Mechanics	LT OJT	\$37,180	\$52,020	\$59,430	240	300	25.0%	11
49-9071	Maintenance & Repair Workers, General	LT OJT	\$23,450	\$34,810	\$40,490	730	780	6.8%	24
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$37,640	\$58,270	\$68,590	970	940	-3.1%	15
51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	\$32,690	\$44,150	\$49,890	180	210	16.7%	8
53-3021	Bus Drivers, Transit & Intercity	MT OJT	N/A	N/A	N/A	N/A	N/A	N/A	N/A
53-3022	Bus Drivers, School or Special Client	ST OJT	N/A	N/A	N/A	420	430	2.4%	7
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$33,100	\$45,170	\$51,210	2,140	2,310	7.9%	54
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$27,190	\$39,220	\$45,240	380	400	5.3%	12

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2019 High Priority Occupations for Northern Tier Workforce Development Area

SOC Code	SOC Title	Educational Attainment	Wages (2018)			Employment			
			Entry Level	Annual Average	Exper. Level	Estimated 2016	Projected 2026	Percent Change	Annual Demand
11-1021	General & Operations Managers	BD+	\$44,580	\$98,050	\$124,790	610	660	8.2%	55
13-2011	Accountants & Auditors	BD	\$29,800	\$54,250	\$66,480	380	410	7.9%	37
17-3025	Environmental Engineering Technicians	AD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
17-3031	Surveying & Mapping Technicians	MT OJT	\$32,470	\$43,170	\$48,530	20	20	0.0%	1
21-1021	Child, Family & School Social Workers	BD	\$29,300	\$39,210	\$44,170	310	320	3.2%	32
29-1141	Registered Nurses	BD	\$49,200	\$62,830	\$69,650	1,170	1,320	12.8%	78
29-2061	Licensed Practical & Licensed Vocational Nurses	PS	\$35,330	\$43,730	\$47,930	370	360	-2.7%	25
31-1014	Nursing Assistants	PS	\$23,940	\$28,170	\$30,290	830	890	7.2%	100
31-9092	Medical Assistants	PS	\$26,680	\$33,400	\$36,760	N/A	N/A	N/A	N/A
31-9097	Phlebotomists	PS	\$27,760	\$31,060	\$32,720	20	20	0.0%	2
33-3051	Police & Sheriff's Patrol Officers	MT OJT	\$25,640	\$55,210	\$69,990	420	440	4.8%	29
39-5012	Hairdressers, Hairstylists & Cosmetologists	PS	\$17,730	\$19,770	\$20,800	N/A	N/A	N/A	N/A
41-1011	Supervisors - Retail Sales Workers	WK EXP	\$25,780	\$41,350	\$49,140	610	630	3.3%	68
43-3021	Billing & Posting Clerks	MT OJT	\$27,470	\$34,520	\$38,040	260	290	11.5%	29
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$21,980	\$33,230	\$38,860	730	700	-4.1%	74
43-6013	Medical Secretaries	MT OJT	\$26,880	\$33,440	\$36,720	290	330	13.8%	37
45-2091	Agricultural Equipment Operators	MT OJT	N/A	N/A	N/A	200	210	5.0%	33
47-1011	Supervisors - Construction Trades & Extraction Workers	WK EXP	\$42,020	\$69,110	\$82,660	390	420	7.7%	41
47-2031	Carpenters	LT OJT	\$27,710	\$38,770	\$44,300	440	470	6.8%	44
47-2061	Construction Laborers	ST OJT	\$26,290	\$34,630	\$38,800	870	970	11.5%	103
47-2111	Electricians	LT OJT	\$42,230	\$60,210	\$69,210	140	150	7.1%	16
47-4051	Highway Maintenance Workers	MT OJT	\$27,180	\$36,560	\$41,260	440	460	4.5%	47
49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	\$44,100	\$64,610	\$74,860	270	290	7.4%	26
49-3021	Automotive Body & Related Repairers	LT OJT	N/A	N/A	N/A	110	120	9.1%	12
49-3023	Automotive Service Technicians & Mechanics	PS	\$20,320	\$32,030	\$37,880	450	480	6.7%	45
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	\$34,620	\$41,730	\$45,290	290	320	10.3%	30
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	PS+	\$32,480	\$41,540	\$46,070	140	150	7.1%	16
49-9041	Industrial Machinery Mechanics	LT OJT	\$41,050	\$54,550	\$61,300	320	340	6.3%	30
49-9043	Maintenance Workers, Machinery	LT OJT	\$29,990	\$49,780	\$59,680	160	170	6.3%	18
49-9071	Maintenance & Repair Workers, General	MT OJT	\$23,670	\$33,370	\$38,220	710	730	2.8%	72
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$37,400	\$59,630	\$70,740	430	440	2.3%	43
51-2022	Electrical & Electronic Equipment Assemblers	MT OJT	\$19,250	\$27,180	\$31,140	300	260	-13.3%	29
51-2092	Team Assemblers	MT OJT	\$17,480	\$29,440	\$35,420	470	400	-14.9%	44
51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	\$36,200	\$45,900	\$50,750	170	180	5.9%	21
51-9023	Mixing & Blending Machine Setters, Operators & Tenders	MT OJT	N/A	N/A	N/A	200	190	-5.0%	21
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$23	\$35	\$41	230	220	-4.3%	24
53-3022	Bus Drivers, School or Special Client	ST OJT	\$34	\$39	\$41	410	430	4.9%	52
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$34	\$45	\$50	1,700	1,870	10.0	204
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$25	\$34	\$38	310	330	6.5%	37

Source: CWIA, [20172019](#)

These high priority occupations represent the occupations most likely to be considered by job seekers and be requested by employers throughout the Northern Tier Region.

Based upon the occupational and sector demands, the key industries for consideration include health care, logistics and transportation, and construction. Additional review and sub-sector considerations lead the region to consider specific areas such as government, professional support services and other service industries.

These occupations appear appropriate to the job seekers needs and capabilities based upon the demographics of the Northern Tier Workforce Development Area.

1.3. Based on the analysis of the regional labor market and economic conditions, describe the region's workforce and economic development-oriented vision and goals.

The vision of the Northern Tier Workforce Development Board is that the local area will be a destination of choice for employers and jobseekers, where existing businesses experience growth and where new businesses are eager to locate because of the excellent job opportunities, economic vitality, quality of life and the presence of a skilled workforce. Therefore, the local

workforce system will increase the employment, retention, and earnings of customers, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the five-county workforce area.

The Northern Tier's economic future depends on a workforce able to compete in today's global economy. In order for the region to be economically competitive and its residents to acquire careers that pay family-sustaining wages, the region needs to ensure that its workforce system is steered by business and job seeker needs. A skilled and well-trained workforce can be achieved by better aligning the workforce development system with industry and education.

The mission of the LWDB is to provide responsive and innovative leadership that meets the current and future needs of employers and jobseekers.

The current key workforce priorities of the Northern Tier Workforce Development Board are to:

- Strengthen the system's impact on the secondary school system which will increase awareness of job opportunities, necessary skills, PA CareerLink®, and help create a youth talent pipeline.
- Strengthen relationships with economic development and education partners
- Strengthen the relationships between the PA CareerLink® and the business community
- Ensure the workforce development system meets the needs of its customers, both businesses and jobseekers

The local area's mission, vision, and strategic goals, the local area as well as the state seek a business focused workforce system with a special care given to those with barriers in alignments with the state plan. This focus creates a better link between business and jobseekers. It allows business to grow and create more jobs. At the same time, it allows jobseekers to be trained in the skills that employers need. Both the state and the local area supports training for high priority occupations, career pathways, better job matching, and programs that address skill gaps.

The Northern Tier Workforce Development Area and the Northern Tier Workforce Development Board's workforce and economic development goals are strongly aligned with the Governor's vision and goals for the Commonwealth. Please refer to section 2.3 of the Northern Tier Local Plan for specific information in this regard.

The NTWDB will continue to convene all regional partners including education providers, economic development agencies (local and regional), workforce partners, employers and other community based agencies, etc. on a regular basis to ensure that all partners have access to the

labor market information to support the connection between education and training and the economy and align training provider curricula to the needs of existing and emerging sectors.

Additionally, through its industry partnerships, the NTWDB will continue to convene employers from the targeted sectors along with education and training providers and other partners to identify the specific skill needs and related training curricula that are required to fill the in-demand, growth, and emerging occupations of the local area. The NTWDB will continue to monitor the effectiveness of existing education and training activities by collecting information on programs that are being supported by WIOA funds as well as the funds of core partners. It will identify the programs that have the strongest ties to employers' needs and the best success rates for producing graduates and job placements.

Finally, The NTWDB, NTRPDC, and PREP will continue to collaborate and coordinate our efforts while utilizing DCED's Executive Pulse system. This is the economic development system of record for tracking businesses served and business services. This will enable us to better coordinate business outreach services, share information and measure results.

NEW - Add how the local board will work with local economic development organizations to achieve strategic goals. The Northern Tier Workforce Development Board and the Northern Tier Partnership for Regional Economic Performance (PREP) coordinator both operate under Northern Tier Regional Planning and Development Commission and continue to achieve strategic goals by participating in PREP meetings and activities. The NTWDB is a PREP partner engaging local economic development organizations by sharing information at local meetings, participating in local economic efforts and bridging the gap between PREP partners, employer visits and the PA CareerLink® system. The PREP coordinator attends NTWDB meetings and is a standing agenda item. Referrals are made to the NTWDB by economic development partners through the Executive Pulse system. Executive Pulse is the system of record for PREP and referrals are made through the system once a business visit or contact is made. This communication allows for immediate attention to the business requesting information such as available training, posting a position, participating in a job fair, etc. The NTWDB has been part of local initiatives such as the Tioga County Economic summits. This close partnership allows for open and frequent communication including collaboration on projects to achieve the goals of the region.

1.4. Describe the regional service strategies aimed at achieving the vision and goals established for the region.

The LWDB cooperation with the Local Development District (LDD), the Northern Tier Regional Planning and Development Commission (NTRPDC), which is the agency housing services of both the Department of Community and Economic Development (DCED) and the LWDB, creates a partnership that is efficient and well-rounded for employer engagement. Employer outreach is necessary for both groups and the shared information helps identify challenges and develop solutions to those strategies. By further developing these partnerships, engagement is improved

as well. There are six employers in the region with more than 500 employees, so beyond those six, every other employer is considered a small business.

Staff outreach, meeting and participation in events with businesses will be crucial as the area works to implement new programs such as apprenticeship models, career pathways initiatives, and transitional employment while enhancing the more traditional OJTs and incumbent worker training.

The LWDB works closely with Partnerships for Regional Economic Performance (PREP) which include the Small Business Development Center (SBDC), Northeast Pennsylvania Industrial Resource Center (NEPIRC), and county economic development partners among others to offer support and outreach to meet the needs of employers and jobseekers and identifying in-demand sectors and employers.

Working with employers in existing or emerging industries to determine their skill needs is crucial in meeting the workforce needs of the local area. When skill needs for high-growth occupations are known, the local area is better prepared to work with the needs of under-skilled workers. In order to meet workforce needs, the local area works with educational entities and businesses to design training programs with the skills that businesses need. In addition, the local area works with jobseekers to identify the types of job opportunities that are available and what transferrable skills that they have. This allows the businesses to get the candidates that they need. By working together in industry partnerships, employers can more easily learn the resources available to help with business startup, hiring, and finance. In addition, the local area works with the local Small Business Development Centers in the region and often refer businesses to them for assistance. When possible, employers are encouraged to work together for cost savings and to develop training programs together when similar needs are present.

The LWDB's use of funds is geared to serving both the job seeker and the employer and to support the local area's vision for workforce development. The LWDB supports the PA CareerLink® and attempts to eliminate duplication of services and funds through the coordination of services in the one-stop centers. The LWDB offers ITAs to qualified individuals in the high priority occupations in order to gain better employment, wages, and retention. The LWDB leverages WIOA funds to serve as many people as possible. The LWDB is active with the industry clusters in the five counties which assist in training jobseekers in the skills that employers need. As a result of the successful consortium groups, members have received additional sources of training funds for their respective clusters. The work of the LWDB in industry partnerships in health care, technology, and manufacturing has helped the group to attract new participants and allowed them to focus on both higher and lower order activities.

The Northern Tier Workforce Development Board is cognizant of the need to leverage WIOA funds where possible and allowable to support the local workforce development plan beyond the constraints of WIOA. The LWDB's support of the industry cluster consortia is an excellent model of how the LWDB used its resources to capture seed money for the establishment of the groups, provided coordination to ensure support for the groups and leveraged funds to allow the groups to secure additional funding to assist in workforce development and staff capacity building. Because the LWDB has developed a level of local trust, many partners share information about potential funding streams with the LWDB staff. The LWDB works closely with the local economic development corporations to remain current on economic designations and needs in the area which could affect eligibility for grant monies. Our vision of a responsive system, greater service of employers, increased outreach to education, and a prepared workforce is what leads the LWDB, the staff, and the communication throughout the public workforce system.

By guiding workforce investments to the skill needs of the employers, the local area will be able to accomplish its vision of people being self-sufficient, a growing economy, and a trained workforce that attracts business to the community.

1.5. Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations for the region.

The LWDB works closely and collaboratively with the state and local areas and economic development for the sustainability of existing businesses and the growth and creation of small, new and emerging industries. The LWDB continues to strengthen ties to economic development and supports all the local industry partnerships. The one stop centers also work closely with new and emerging industries, the LWDB, and economic development to determine and meet critical needs. By learning about workforce needs from data, economic development, and employers themselves, LWDB is able to better design workforce and training programs with service providers and educational entities. The collaboration allows a case management system that communicates employer needs across multiple entities and allows for the leveraging of resources to meet those needs. Ongoing efforts between economic development and the LWDB are crucial in order to achieve regional prosperity. A region that has a strong workforce that is adaptable to new technologies and has success in attracting business is better able to retain business. This will allow the community to grow. By working with business to determine their skill needs for existing and emerging employers to prepare for high-growth occupations, the local area is better prepared to work with the needs of under-skilled workers. Workers that are under-skilled can be assessed to their aptitudes and skills levels and then advised of career pathways. The workers are then presented with training opportunities as well as supportive services.

Partnerships include the Governor's Action Team (GAT), of Partnerships for Regional Economic Performance (PREP) which include the Small Business Development Center (SBDC), Northeast Pennsylvania Industrial Resource Center (NEPIRC), and county economic development partners among others offer support to meet the needs of employers and jobseekers. Partnerships also include a very successful collaboration with the Northeast PA Region and their three Local Workforce Development Areas. Please refer to section 4.14 of the Northern Tier Local Plan for further information and detail on this part.

Based on employment figures, the largest industries within the region area are Health Care, Public Administration, Manufacturing and Retail Trade. When reviewing figures for the largest average wages by industry, manufacturing, education, health care, and information technology have the largest salaries. Industries that have high location quotients in the area include manufacturing, health care, energy, and building and construction. Therefore, the NTWDB focuses on industry partnerships, the Next Gen model, and communication as a crucial strategy in identifying skills needs, promoting career pathways, matching jobseekers to available jobs and training. These focuses are on healthcare and manufacturing. In addition, the NTWDB utilizes the High Priority Occupation List when reviewing regional and sector strategies.

These strategies link to the state as Pennsylvania promotes a workforce system based on the needs of employers, promotes career pathways, promotes industry partnerships, plans to better connect jobseekers and employers, and wants to utilize the HPO List more effectively.

The NTWDB cooperation with the Local Development District (LDD), the Northern Tier Regional Planning and Development Commission (NTRPDC), which is the agency housing services of both the Department of Community and Economic Development (DCED) and the LWDB, creates a partnership that is efficient and well-rounded. Employer outreach is necessary for both groups and the shared information helps identify challenges and develop solutions to those strategies. By further developing these partnerships, engagement is improved as well.

Our local system will enable us to embrace the Next Gen model of employer engagement. This comprehensive and holistic approach will enable better services for the healthcare, manufacturing and any other sectors deemed appropriate within our area.

1.6. Describe how the region will connect employer labor force requirements and occupational demands with the region's labor force, including individuals with barriers to employment.

Our goal is to enhance the ability of workforce development and lifelong learning systems to service the underemployed worker and those with additional barriers. This includes participating in dialog with agencies in the community who are the primary point of contact for those issues.

The communication and referrals between PA CareerLink® partners and the many different agencies assisting those with additional barriers is the key to providing a comprehensive system. These groups include, but are not limited to: the county assistance offices, community action agencies, probation offices and non-profits such as Serve Inc, Futures, YMCA, and Area Agency on Aging.

Engagement with business organizations like Chambers of Commerce and the Business Service Team (BST) help determine employer needs, whether the needs are based on recruitment, skills, turnover, etc. This valuable interaction comes in the form of group interaction, which also can lead to one-on-one meetings. These meetings provide guidance on occupations and needs, which lead to the development and/or determining training gaps and opportunities.

Continuously educating PA CareerLink® staff, service agencies and the community regarding the spectrum of available services both inside and out of the PA CareerLink® system is necessary to avoid duplication of services and maximize and leverage resources. The PA CareerLink® management team continuously examines ways to align the PA CareerLink® service delivery system to more directly address issues involving underemployment, business services, and service to special populations. This population includes dislocated workers including displaced homemakers, migrant/seasonal workers, TANF customers, veterans, minorities, women and those with additional barriers to employment including older individuals, ex-offenders, persons with disabilities and persons with limited English proficiency. The PA CareerLink® Management Team assists the LWDB in ensuring availability of employment and training services to these special populations. Services for these individuals are equal to any other including all of the PA CareerLink® workshops, one-on-one services with staff, testing, referral process, as well as online opportunities such as [PA CareerLink® Job Gateway](#).

PA CareerLink® partners from Office of Vocational Rehabilitation, Veterans, Trade and Department of Public Welfare assist in accessibility and availability to these populations. Each individual is assessed by PA CareerLink® staff and referred to appropriate services. Options for skills training are explored utilizing various partnerships with Educational Opportunity Center (EOC), Office of Vocational Rehabilitation (OVR), school district guidance departments, post-secondary education provider admissions offices and the WIOA Title I program. These same partners will assist in outreach services directly to special populations, and involve reasonable efforts to include members of both sexes, various racial and ethnic groups, individuals with disabilities, and individuals in differing age groups. Such efforts may include, but are not limited to: Advertising provider programs and/or activities in media, such as newspapers or radio programs, that specifically target various populations; Sending notices about openings in the programs and/or activities to schools or community service groups that serve various

populations; and Consulting with appropriate community service groups about ways in which the providers may improve its outreach and service to various populations.

1.7. Describe the coordination of transportation and other supportive services for the region.

The transportation issues related to workforce development revolve around the lack of a local or regional transportation system. The system that does exist visits most communities twice daily at most. Any workforce customer without a vehicle or driver’s license must rely on others for a ride, or face extremely restrictive windows to get to the PA CareerLink®, training, or employment. While the system provides the best service possible under the circumstances, the financial hurdles and lack of demand makes expanding these systems extremely cost prohibitive. There is a ride-share, low-income, and senior transportation program which serves Bradford, Tioga and Sullivan Counties. All transportation providers are partners with the system.

The area ~~plans to address~~addresses the issue with an increase in the hub and spoke concept, which ~~will send~~s staff to other community partners on a regular basis that will extend the services without bricks and mortar. The Title I providers ~~are going to begin traveling~~travel to community facilities, like libraries, where they can meet with customers and provide PA CareerLink® services. During the last year, nearly 100 people were served through our mobile service that may not have otherwise had the opportunity to access service.

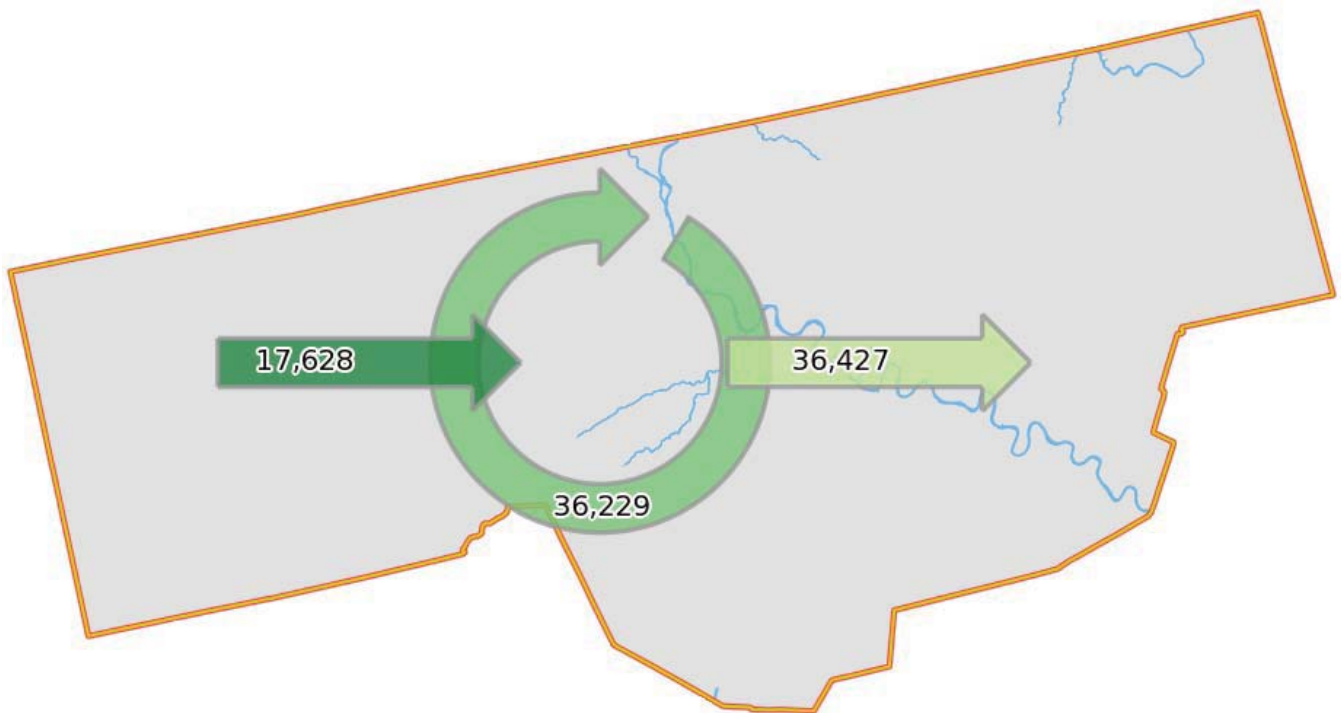
While the issues revolve around a lack of transportation opportunities, the following data and map outline the commuter patterns for the Northern Tier.

Inflow/Outflow Report, Northern Tier County, 2013		
	2013	
	Count	Share
Selection Area Labor Market Size (Primary Jobs)		
Employed in the Selection Area	53,857	100.0%
Living in the Selection Area	72,656	134.9%
Net Job Inflow (+) or Outflow (-)	- 18,799	-
In-Area Labor Force Efficiency (Primary Jobs)		
Living in the Selection Area	72,656	100.0%

PY 2017-2019 ~~20~~ WIOA Multi-Year Regional Plan

Living and Employed in the Selection Area	36,229	49.9%
Living in the Selection Area but Employed Outside	36,427	50.1%
In-Area Employment Efficiency (Primary Jobs)		
Employed in the Selection Area	53,857	100.0%
Employed and Living in the Selection Area	36,229	67.3%
Employed in the Selection Area but Living Outside	17,628	32.7%
Outflow Job Characteristics (Primary Jobs)		
External Jobs Filled by Residents	36,427	100.0%
Workers Aged 29 or younger	7,675	21.1%
Workers Aged 30 to 54	19,941	54.7%
Workers Aged 55 or older	8,811	24.2%
Workers Earning \$1,250 per month or less	7,386	20.3%
Workers Earning \$1,251 to \$3,333 per month	13,080	35.9%
Workers Earning More than \$3,333 per month	15,961	43.8%
Workers in the "Goods Producing" Industry Class	7,492	20.6%
Workers in the "Trade, Transportation, and Utilities" Industry Class	9,161	25.1%
Workers in the "All Other Services" Industry Class	19,774	54.3%
Inflow Job Characteristics (Primary Jobs)		
Internal Jobs Filled by Outside Workers	17,628	100.0%
Workers Aged 29 or younger	4,003	22.7%
Workers Aged 30 to 54	9,766	55.4%
Workers Aged 55 or older	3,859	21.9%
Workers Earning \$1,250 per month or less	3,521	20.0%
Workers Earning \$1,251 to \$3,333 per month	6,091	34.6%
Workers Earning More than \$3,333 per month	8,016	45.5%
Workers in the "Goods Producing" Industry Class	5,489	31.1%
Workers in the "Trade, Transportation, and Utilities" Industry Class	4,315	24.5%
Workers in the "All Other Services" Industry Class	7,824	44.4%
Interior Flow Job Characteristics (Primary Jobs)		
Internal Jobs Filled by Residents	36,229	100.0%
Workers Aged 29 or younger	8,019	22.1%
Workers Aged 30 to 54	19,820	54.7%
Workers Aged 55 or older	8,390	23.2%
Workers Earning \$1,250 per month or less	8,296	22.9%

Workers Earning \$1,251 to \$3,333 per month	14,156	39.1%
Workers Earning More than \$3,333 per month	13,777	38.0%
Workers in the "Goods Producing" Industry Class	10,955	30.2%
Workers in the "Trade, Transportation, and Utilities" Industry Class	6,947	19.2%
Workers in the "All Other Services" Industry Class	18,327	50.6%
Source: U.S.Census Bureau, LED OnTheMap, 2013 Annual Average		



In-Commuting Patterns

Northern Tier Commuting Patterns					
<i>Where Workers Live Who Are Employed in the Northern Tier</i>					
Home County	2011	2012	2013	Average	
				Count	Percent
Bradford County, PA	14,989	15,865	15,491	15,448	28.6%
Sullivan County, PA	1,134	1,172	1,072	1,126	2.1%
Susquehanna County, PA	6,680	6,824	6,804	6,769	12.5%
Tioga County, PA	9,353	9,083	8,452	8,963	16.6%
Wyoming County, PA	4,076	4,443	4,410	4,310	8.0%
Other Counties	16,991	17,630	17,628	17,416	32.2%
Total Jobs Held in REGION	53,223	55,017	53,857	54,032	100.0%

Northern Tier Commuting Patterns					
<i>Where Workers Live Who Are Employed in the Northern Tier</i>					
Home County	2011	2012	2013	Average	
				Count	Percent
Northern Tier	36,232	37,387	36,229	36,616	67.8%
Luzerne County, PA	2,154	2,123	2,212	2,163	4.0%
Lackawanna County, PA	2,002	2,021	2,106	2,043	3.8%
Tioga County, NY	1,705	1,753	1,764	1,741	3.2%
Chemung County, NY	1,036	1,143	1,173	1,117	2.1%
Lycoming County, PA	1,127	999	1,040	1,055	2.0%
Other Counties	8,967	9,591	9,333	9,297	17.2%
Total Jobs Held in REGION	53,223	55,017	53,857	54,032	100.0%

- 1.8. *(Planning Regions Only)* Describe how the region established administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate, for the region.

The planning region is a local area with administrative cost arrangements.

- 1.9. *(Planning Regions Only)* Describe the agreement between the local boards that describes how the planning region will collectively negotiate and reach agreement with the Department on local levels of performance for, and report on, the performance accountability measures described in section 116(c), for each of the local areas within the planning region.

The Northern Tier is a regional and local area, which already works across five counties and its local elected officials to meet performance and serve the area.