



Quarterly Meeting Briefing Book

November 10, 2020
10:00 AM to 2:00 PM

Tom Wolf
Governor

Jeff Brown
Chair



Quarterly Meeting Briefing Book

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Quarterly Meeting
Tuesday, November 20, 2020
10:00 AM to 2:00 PM

Skype

Agenda

- 10:00 AM Welcome, Introductions, and Roll Call, Chair Jeff Brown
- 10:05 AM Chair's Updates, Jeff Brown
- Approve August 12, 2020 Quarterly Meeting Minutes – **VOTE**
- 10:20 AM PA WDB Committee Updates
- Industry Partnership and Employer Engagement, Chair John "Ski" Sygielski
 - Youth, Chair Chekemma J. Fulmore-Townsend
 - Reentry Ad Hoc, Chair Jeff Brown
 - Career Pathways and Apprenticeship, Chair Richard Bloomingdale
 - Continuous Improvement, Chair Brian Funkhouser
 - One Stop Service Delivery System, Chair Sarah Hollister
 - Healthcare Workforce Ad Hoc, Chair Matt Yarnell
- 11:00 AM Pennsylvania Rehabilitation Council Presentation
- Chair, Ms. Passle Helminski
- 11:20 AM PA WDB Agency Updates
- Labor & Industry
 - Office of Vocational Rehabilitation
 - Aging
 - Agriculture
 - Community and Economic Development
 - Corrections
 - Education
 - Human Services
- 12:15 PM Public Comment Period
- 12:30 PM Adjourn – **VOTE**

Next Meeting: TBD February 2021

PA WDB Quarterly Board Meeting

Wednesday, August 12, 2020

10:00AM to 1:00PM

Skype

Meeting Minutes

Attendance

Members:

- Chair Jeff Brown
- Idayat Adewunmi
- Denise Andahazy
- Shannon Austin
- Tim Bean
- Richard Bloomingdale
- Representative Morgan Cephas
- Wendie DiMatteo-Holsinger
- Patrick Eiding
- Chekemma Fulmore-Townsend
- Nick Gilson
- James Harper, Jr.
- Sarah Hollister
- Timothy James
- Marguerite Kline
- Bob McAuliffe
- Secretary Teresa Miller
- Henry Nicholas
- Jodi Pace
- Michael Pipe
- Tom Redden
- Secretary Russell Redding
- Gregg Riefenstahl
- JoAnne Ryan
- Robert Scaer
- Jessica Trybus
- Dionne Wallace-Oakley
- Yvette Watts
- Senator Lindsey Williams
- Matt Yarnell
- Deputy Secretary Allison Jones for Governor Tom Wolf
- Eric Kratz for Senator Camera Bartolotta
- Deputy Secretary Carol Kilko for Secretary Dennis Davin
- Kendra Weiderhold for Representative Ryan Mackenzie
- Deputy Secretary Shelia Ireland for Secretary Jerry Oleksiak
- Julie Kane for Secretary Pedro Rivera
- David Miles for Secretary Robert Torres
- Amy Schwenk for Secretary John Wetzel

Presenters:

- Chair Chekemma Fulmore-Townsend, Youth Committee
- Executive Director James Martini, Continuous Improvement and Industry Partnership and Employer Engagement Committees
- Chair Sarah Hollister, One-Stop Service Delivery System Committee
- Chair Rick Bloomingdale, Career Pathways and Apprenticeship Committee
- Dr. Steve Herzenberg, Keystone Research Center
- Chair Matt Yarnell, Healthcare Workforce Ad Hoc Committee

- Jeffrey Abramowitz, Reentry Ad Hoc Committee
- Dr. Blaire Toso
- Kaylynn Hamilton
- Deputy Secretary Allison Jones, Governor's Office
- Amanda Harrison, Division of Adult Basic Education
- Destiny Simpson
- Deputy Secretary Shelia Ireland, PA Department of Labor and Industry
- Ruben Pachay, Bureau of Workforce Partnership Operations
- Dan Kuba, Bureau of Workforce Development Administration
- Julie Kane, PA Department of Education
- Sara Gligora, PA Department of Agriculture
- Deputy Secretary Carol Kilko, PA Department of Community and Economic Development
- Amy Schwenk, PA Department of Corrections
- Secretary Teresa Miller, PA Department of Human Services
- Executive Director Shannon Austin, Office of Vocational Rehabilitation

Staff: Executive Director James Martini, Deputy Director Tracey Turner, Shuana Davis, Mary Hoskins, Michelle Lengel

Welcome and Introductions

Chair Brown called the meeting to order.

Chair Brown noted that they might have to move items on the agenda around.

He then announced the newest Board member, Tom Redden, from the Steamfitters Local 420. Mr. Redden said that he was a 24 year member of Steamfitters Local 420 operating out of Philadelphia and was born and raised in Chester County. He remarked that he currently oversees the territory of Montgomery County for the union and that he was on the Chester County Workforce Development Board for the last year and a half and with their Apprentice Director, Pete Klein, having to step away from the Board, Mr. Redden was pleased to join the Board.

Chair Brown reminded everyone that the Board meeting was a public session and that it was being recorded.

Chair's Updates

Chair Brown said he was looking for a motion to approve the minutes.

MOTION: Henry Nicholas moved to approve the minutes from the May 5, 2020 PA WDB Meeting. Bob Scaer seconded the motion. Motion passed unanimously.

Chair Brown then noted that one of the most important parts of the work of the Board was the recommendations that they make to the Governor on policy. He remarked that they divide the work into committees that take a deep dive into different issues.

Committee Update- Youth

Chair Chekemma Fulmore-Townsend remarked that at the last Board meeting, the PA Workforce Development Board approved their recommendation for the definition of outcomes. The committee continued to work in that vein, focused on understanding where the programs across the commonwealth fit into the outcomes definition so that could better plan for training needs and think through capacity building related to services and help programs meet those goals. As a result, their next steps were to establish a survey that would be distributed to youth serving programs across the commonwealth, to better understand the types of evidence that they have and understand what their needs are and how they see the definition and if they could meet it. She said they were hoping the survey would go out in the fall. Additionally, their focus had also been on understanding the impacts of COVID-19 on opportunity youth specifically. She noted that there are about 4.6 million opportunity youth throughout the country. Their first effort was to understand how COVID-19 was impacting different programs across the Commonwealth and what was needed to pursue in person services. The next step for the Board to understand, was to look at the national impacts and compare those to what was happening in the Commonwealth. She remarked that after the Board meeting, the Youth Committee had a presentation from the Aspen Institute to understand what was happening nationally and to get some best practices on policy and investments in supports. Chair Brown asked if there were any questions and there were none.

Committee Update- Continuous Improvement

James Martini then presented the Continuous Improvement Committee update on behalf of Chair Brian Funkhouser. He noted that they had worked with the Youth Committee to put out a survey to all programs to see where they currently stand with respect to evidence in their ability to evaluate their programs. He noted that they were in the final stages of launching the survey and just had to determine which programs were going to be included. Another project that the committee had actively been engaged on over the last several months was working on ways to improve the system of record to make sure that the state was getting the best information possible from the participants that were signing up to use the PA CareerLink® online system. That is a really good example of an opportunity for a committee to provide feedback to the workforce development system without going through the formal recommendation process. A lot of what the committee learned and shared was incorporated into the work that the state program staff were doing. Mr. Martini said it was a really good opportunity to point out how valuable the contributions of board and committee members were. Mr. Martini also mentioned that they had been on track to get a newsletter out prior to the pandemic and that they were going to pick it back up in the following quarter to get the word out about the good work that was being done in the workforce development system and specially the efforts of the Board.

Committee Update- Industry Partnership and Employer Engagement

James Martini then presented the Industry Partnership and Employer Engagement Committee update on behalf of Dr. John “Ski” Sygielski. There were a few priorities and the biggest was encouraging the use and increasing awareness of the one-stop program in PA for employers. There were a number of ideas that the committee came up with and those were incorporated into a marketing document that was put together by L&I’s communications team and Bureau of Workforce Partnership and Operations. Mr. Martini said he was more than happy to share the marketing document with everyone. He remarked that he thought it does a good job of speaking to things that would entice employers to become part of the system. Another piece that the committee worked on was the job portal that the Commonwealth created for COVID-19 job postings. He said that the portal was being shut down but they wanted to take the

opportunity and learn what went well and where they can improve. They were hopeful that the feedback that they would get would help inform future improvements to the CWDS/ PA CareerLink® online system. Their priority of focus within the committee was to align resources, policies, and strategies between state, local, and regional systems to raise employer awareness of the One-Stop.

Committee Update- One-Stop Service Delivery System

Chair Sarah Hollister then presented the One-Stop Service Delivery System Committee update. Ms. Hollister noted that one-stop system was already mentioned multiple times during the meetings so it overlaps with other committees as well. She noted that they were working on setting up the best structure for the committee and is part of Pennsylvania's WIOA State Plan. She noted that if anyone wanted to join the committee to let PA WDB staff know. She noted that the committee wanted to involve multiple stakeholders especially those related to customer service like consumers, operators, etc. Ms. Hollister stated that they expected the first part of committee work to be digging into a deeper understanding of how it operates across the state.

Committee Update- Career Pathways and Apprenticeship

Chair Rick Bloomingdale then presented the Career Pathways and Apprenticeship Committee update. He remarked that they had several productive meetings and they had a robust discussion on their second goal but they were moving ahead with their first goal. That goal was establishing career pathways as the primary model for skilled credential and degree attainment and provide all Pennsylvanians with an emphasis on Pennsylvanians with barriers to employment as an opportunity to attain a job that pays. Steve Herzenberg from the Keystone Research Center then presented about the report they compiled on career pathways. The first key finding was that there is a shared broad understanding of career pathways. He remarked that when they first started the project, one of the motivations was to study how people viewed career pathways in different ways. He thinks that there is more common understanding of career pathways are than people recognize. There are distinct applications of career pathways that exist for people for different groups of folks at different ages. K-12 is more about career exploration and when it is adults there are different applications. For people with barriers it is about barrier remediation and getting them skills that will get them to the bottom rung that will lead to family supporting wages. He stated that the 2nd part of the report would flesh out examples career pathways exist in the distinct groups. The third finding was that there is almost a bewildering amount of high-quality career pathways that exist in Pennsylvania. He said some of that has to do with the fact of there being 500 school districts and more than 20 local workforce board areas, and a rich post-secondary infrastructure. He said that there are a lot of good examples in high schools like technical schools as well as comprehensive secondary education. He noted that in the last several years there were efforts led by local workforce boards and counties where there was an attempt to develop a common understanding of career pathways in the key industries of those geographical areas. He noted that a lot of the people they interviewed know the world of advancement is not as linear as the phrase "career pathways" conveys. It is also an important concept particularly for people with barriers, people in the current labor market that might be in danger of a low wage job. The notion of career pathways is all about the notion of lifting peoples' aspirations and get them to think in terms of how they might move up over time and what they have to learn and credentials they could get to make that progress. The next observation is that in terms of connecting training and education to the world of work, strong connections with employers are essential. Dr. Herzenberg remarked that exemplary programs at every level tend to be associated where business education

partnerships with industry associations. One way or another the employers are organized enough that they are able to lift up their voice around their workforce needs and their skills requirements. He remarked that there was a lot of great career pathways work going on in the state but the work is by no means universal. There often is there is a challenge around scale and spreading the good practices. He noted that the rest of the report focused around current policy and policies that would get the state to a more universal system of career pathways. He said that there are a series of policies that Pennsylvania has pursued that really helped career pathways spread. Some of it is around the Future Ready PA Index and Career Readiness standards that have been incorporated as goals into Pennsylvania's public schools. Pennsylvania's tradition of industry driven education and training gives Pennsylvania more places and industries where connections to employers are strong. During the Wolf administration, pre-apprenticeship and apprenticeship work has been pivotal around strengthening those connections. The restoration of Industry Partnership funding has helped as well as the Teacher in the Workplace program. Through the PAsmart program that deals with STEM education, it is enriching the discussion of how K-12 connects to careers. In terms of looking forward, there is an issue of scale in the employer connections and how they take the good quality of work and experimentation and innovation and make sure it is more universal. The last sector of the reports maps out their recommendations for how to take the good work being done and build on it. Dr. Herzenberg then noted that there was a great deal of overlap between the recommendations of the committee and the recommendations from the report. He noted that there should be a common definition in the state, to scale the sectoral strategies, capacity building, and having a conversation and state-level industry infrastructure being a critical part of spreading career pathways. Chair Bloomingdale thanked Dr. Herzenberg for the thorough review of the work they have been doing.

Chair Bloomingdale then reviewed the recommendation and said that it would be for if funding became available. Chair Brown asked if there were any questions or concerns about the recommendation. Chair Brown asked Dr. Herzenberg if there was anything the committee should consider adding or changing since the recommendation isn't exactly the same as what the report is proposing. Dr. Herzenberg said no, as the recommendation is general enough that it can incorporate what they are talking about. James added that within the recommendation, it does allow space for additional activities recommended by the committee including those in the Keystone Research report. He continued that the recommendation is set up as to involve as they continue to receive more information. Wendie Holsinger stated that they were struggling with having the restaurant industry understand parallel career pathways with many of the people in food production as they have many positions that unemployed people in the restaurant industry can do. She said that the connection for that is people in the restaurant industry can work in the food production industry for competitive pay. She said that that is currently an issue as they are desperately looking for people. Chair Brown said that that is an interesting comment as many restaurant industry people can't imagine that their skills are transferable. Chair Brown asked Mr. Martini how they communicate and educate people that their skills can be transferable to a different industry. Mr. Martini said that within the career and business awareness piece they can add an education around transferable job skills. Chair Bloomingdale said that the addition made a lot of sense. Ms. Holsinger said that they were actually starting and trying to do ads on Indeed to the people in the restaurant industry that are not employed.

Chair Brown asked for a motion to approve the Career Pathways and Apprenticeship recommendation.

MOTION: Matt Yarnell made the motion and James Harper seconded it. Motion was unanimous.

Chair Brown thanked Chair Bloomingdale and Dr. Herzenberg for their work. Chair Bloomingdale thanked the committee members and Shuana Davis for putting everything together.

Committee Update: Healthcare Workforce Ad Hoc

Chair Matt Yarnell then presented the Healthcare Workforce Ad Hoc Committee update. He said during the last meeting they had brought forward a crisis statement that they had started before the pandemic. They then began to work on recommendations to put before the Board and they have two to put before them. The first recommendation is around Temporary Nursing Assistants that came into existence because of COVID and it started with the Center for Medicaid Services' (CMS) emergency declaration. The emergency declaration said that people could work as temporary nurse aids if they took an online 8 hour course. Chair Yarnell commented that there was about 2,300 hundred people temporarily working as nurse aids across the Commonwealth and there was not a path for those people to continue to do that important work at the bedside for folks in need post the expiration of the emergency declaration waiver. The recommendation that the Committee was putting forth on a path to allow those workers into the CNA registry. He said that this is specifically recommending a waiver for these individuals.

Chair Brown asked if the state had the authority to do what the recommendation was asking in creating a waiver. Chair Yarnell said the committee believed so and that it is a recommendation as it is a path and there is also a legislative path. Chair Yarnell commented that they thought that it was important as the workforce board to say that it was important issue and that they should come up with a solution quickly. Chair Brown asked if there were any questions. Sarah Hollister asked if it would be a temporary or permanent solution. Chair Yarnell that people had to go through a nurse aid training program and people that do the work understand that an 8 hour training is not enough and that it is just an emergency waiver. He thinks that there should still be a path for them to be able to work and to demonstrate and test their competencies. Allison Jones commented and thanked Chair Yarnell and the committee for bringing the issue forward. She remarked that the Governor's Office is aware of the challenge and are working closely with multiple departments to try to figure out a solution. She said in general, there had been a lot of work in the healthcare field to make sure that they have adequate workforce to respond to the pandemic.

Chair Brown sought a motion to approve the recommendation.

MOTION: Bob McAuliffe made the motion and Wendie DiMatteo-Holsinger seconded it. Motion passed unanimously.

Chair Yarnell commented that they had a lot of ideas on how to modernize the system around CNA training in trying to get digital.

He commented that Recommendation #2 was straight-forward but that given the crisis, they think that it is important to have a strong urging of a living wage for the workforce. He then read the second recommendation and said that it was a statement of concern and while there is a hazard pay type program out there, it speaks to the need that they need to come up with bold solutions to make sure the workforce can get to a living wage. Chair Yarnell noted that the preamble spoke to those ideas.

Chair sought a motion to approve the recommendation.

MOTION: Dionne Wallace-Oakley made the motion and Henry Nicholas seconded the motion. Motion passed unanimously.

Committee Update: Reentry Ad Hoc

Chair Brown then asked Jeff Abramowitz to give Reentry Ad Hoc Committee update. Mr. Abramowitz then introduced KayLynn Hamilton to present their research that they conducted for the committee. KayLynn Hamilton began the presentation and noted that Dr. Blaire Toso would be joining her for the presentation. They would be sharing the final results of the Reentry Inventory report that they were contracted to conduct. She began by giving a recap of the processes that they used to conduct the research. Their work plan included three phases of information gathering. Phase 1 was to survey the 22 local workforce development boards, reentry coalitions, chambers of commerce, and parole and probation Offices. Phase 2 was to survey additional reentry stakeholders. Phase 3 was phone interviews. The final phase was to compile all of the information and create a comprehensive report. Survey 1 was sent to 220 respondents; 83 surveys were submitted. Most respondents submitted complete information and were willing to participate in further activities. Survey 2 was sent to 94 respondents with 40 surveys were submitted. Many respondents submitted complete information. The third phase involved reentry interviews, 10 people were invited to be interviewed and they conducted 8 interviews. The participants included people representing local workforce development boards, adult education providers, chambers of commerce, and community based organizations. Service provider organization interviews included educational programs for incarcerated individuals and/or returning citizens and provided workforce development and workforce preparation programs. The interview questions focused on describing the services they provide, essential partnerships to deliver those activities, and identifying their most successful activities. Participants were also asked about gaps in the system and what might facilitate a smoother entry into society with the goal of reducing recidivism. The interview data and analysis substantiated the findings from the first two surveys, however respondents highlighted new areas and provided insights that offered better understanding of the complexities serving reentering citizens given their needs. The overarching findings from the interviews were summarized by saying that returning citizens need coordinated and multipronged and long-term approach to help them reenter society and avoid recidivism. Dr. Blaire Toso then talked about the gaps in service that they had identified. She noted that the gaps in service were problematic as it impacted how they were able to access the needed services to create a stable and supportive base in which they could be able to reconstruct their lives. Partners acknowledged the need for greater coordination between service providers to provide housing, employment training, and other services. Also, participants focused on informing and assuring access for clients as opposed to supporting individualized and isolated needs. Within the facilitated transition theme, they had talked that there needed to be a warm handoff from the inside to the outside. They said the gaps mainly occurred in the bridge from the moment that someone leaves prison until they enter reentry programming. They said that the services are often disorganized and that the reentering citizen usually has to navigate that space. Another theme was characteristics or qualifications needed for staff who are supporting the reentrant. It was talked about that there needed to be a lead staff. The third theme was the essential services needed for reentrants and was confirmed throughout the interviews and surveys. The scope of services needed is everything from training and education, digital literacy classes, health services, supportive services, anything from substance abuse counseling and family support as well as transportation and housing. Another area was helping reentrants figure out how to pay their fines. Part of the work was also identifying best and promising practices in Pennsylvania. She noted that some of the highlighted ones such as the Philadelphia County Workforce Development Area which was highlighted for having a robust and engaged group of stakeholders. The Lancaster County Workforce Development Area which was lauded for innovative reentry programs which reflect of collaborative programs. The McKean County Good Growing

Gardens was highlighted for providing community service hours for offenders to tend gardens. They also looked at national best practices and what they found was that they were supported by what the survey takers and interviewees also discussed. They identified a strong focus on housing, supported transitions, comprehensive suite of services, collaborative activities and partners and a centralized location to access services. The recommendations that they came up with were categorized and have implications cut across categories which stresses that collaborative, intertwined nature of services. The interviewees didn't always agree on who should lead the initiatives. Creating a more consistent and supported reentry process was highly stressed because it would alleviate that crucial period of reentry where reentering citizens need to find housing and other supports so they don't fall through the cracks. Several people commented on the need to create a common measurable definition of reentry service success as well as a set of benchmarks. Another recommendation was to create stronger communications flow across local reentry and state systems. Beginning the reentry process prior to leaving the correctional facility and structure the transitional process with a handoff are also recommendations. Dr. Toso also remarked about working with partners and service providers to offer full services with the final recommendation being boosting the image of reentering citizens.

Chair Brown asked Mr. Abramowitz to go through the recommendations. Mr. Abramowitz thanked Governor Wolf for signing the law that changed the way occupational licensing is looked at, including for reentering citizens and that law had not been looked at since the early 1970s. He also gave a shoutout to James Martini and Mary Hoskins for their work in pushing the committee forward. Mr. Abramowitz noted that the first recommendation from the committee was to assist county jails in working to increase access to government issued IDs when exiting county jail. He then noted that the Department of Corrections was working to create a pilot project to make sure that anyone that a corrections institution at the state level has state identification. The pilot project had been moving forward with the PA Reentry Council and PENNDOT and while it was moving forward somewhat, it really hadn't touched the local jails. He noted that the committee felt it important so that everyone could have an ID to gain lawful employment when they leave. Chair Brown asked if there were any questions on the recommendation. Chair Brown then commented that it made sense.

Chair Brown then said he was looking for a motion to approve the recommendation.

MOTION: Sarah Hollister made the motion to approve and Matt Yarnell seconded it. Motion passed unanimously.

Mr. Abramowitz then moved onto the second recommendation of increasing digital literacy skills for returning citizens so they can succeed in an increasingly virtual world. Instead of state-run facilities, there is little access to technology and the committee wants to see a concerted effort to see digital literacy within the prison walls. He noted that digital literacy and being able to survive in today's world, especially with COVID-19, is extremely important. Chair Brown commented that he knew some usage was restricted because of security concerns and asked if they could get the education without going afoul of security protocols. Mr. Abramowitz said he was doing the work across the country and there are facilities everywhere that were successfully integrating digital literacy and were doing it safely without security risks. He said they don't need internet access necessarily as there are standalone systems that can be used. Amy Schwenk commented that they were in the process of putting out an RFP to combine all of the ideas so she agrees that the tablets is the future for educational and vocational programming inside of the institutions in the future. She noted that the prisons typically are in areas with poor Wi-Fi capability

but they do have a plan in place. She said they were anticipating that RFP in about a year/year and a half. However, that doesn't mean that the inmates currently don't have access to a tablet function but it is typically used to connect to family. Chair Brown asked if she thought that this recommendation was where they needed to go and she replied in the affirmative.

Chair Brown then sought a motion to approve the digital literacy recommendation.

MOTION: Senator Lindsey Williams made the motion and Yvette Watts seconded. Motion passed unanimously.

Recommendation 3 was supporting reentrants coming home with digital literacy and technology education support as they enter the workforce. One of the things they talked about from the study is the tremendous impact when a reentrant leaves the prison walls and a drop-off from when their next step is and how and when they are going to receive services. The recommendation therefore is that the commonwealth should support reentrants in identifying resources to assist those individuals in acquiring technology devices that will enable their success in the workforce. Chair Brown asked if the "Obamaphone" was in their thinking. Jeff A. said that a smartphone was in their thinking but he wasn't sure if the "Obamaphone" was specifically.

Chair Brown sought a motion to approve the recommendation.

MOTION: Bob Scaer made the motion and Matt Yarnell seconded. The motion passed unanimously.

Recommendation 4 was stirred in part by the Economy League as they had published regarding investing in pardons as a strategy and came to the conclusion that granting of pardons allowed recipients to earn an estimated \$16 million in additional income and wages. He said they found that the Board of Pardons is really in need of staff to increase their ability to handle the number of pardons within any particular year. The recommendation therefore is to increase the capacity of the Board of Pardons (BOP) to both decrease the amount of time for an application to be considered and to increase the number of individuals who can have their pardons heard within one year. He commented that since Secretary Flood took over, the process had been streamlined. He said they had done an amazing job at making it easier to file one and understand the process but to also obtain one. He said that within the economy, there is a plethora of people that are unemployed but there are also people whose records date back to their teenage years that are serving as an impediment to them getting back in the workforce. Chair Brown asked if there were any questions and there were none.

Chair Brown sought a motion to approve the recommendation.

MOTION: Chair Brown made the motion and Matt Yarnell seconded. The motion passed with Timothy Bean being opposed.

Mr. Abramowitz then thanked everyone as they had been working hard over the last few months in coordination with PARC. They also were working on an employer tip sheet for hiring returning citizens.

Governor's Office Update

Deputy Secretary Allison Jones presented the report for the Office of Governor Tom Wolf. She thanked all of the committees including their members and chairs for the updates, work, and recommendations. She

said they are showing that even during a global pandemic the work will continue. The pandemic has created some unique workforce challenges that they are working to address and the healthcare committee was some very specific ones in particular. She noted that many employees are not feeling safe at work and many businesses are struggling. Some of the ongoing long-term and short-term problems had been exacerbated by the pandemic. The Commonwealth is also experiencing less revenue and the economic impact of the pandemic will affect the state budget. She said all of the agencies had been working diligently to try to address the situations. She said she appreciated the Board for being a resource as the state tries to navigate it. The benefit of a business driven board like the PA WDB is that they can hear directly from businesses and stakeholders in understanding the impact of the pandemic.

Chair Brown thanked Dep. Sec. Jones and asked if there was a way to keep a log of the recommendations and the Governor's thoughts on them as well as actions. Deputy Secretary Jones said she would talk to James Martini about it since they were trying to keep a more direct dialogue between the Board and the Governor. Chair Brown said that it would really motivate the Board to see how their work and recommendations turned into actions.

Presentation- Department of Education

Chair Brown then introduced Amanda Harrison for their presentation for the Department of Education. Ms. Harrison noted that she and her team would be talking about the cross-training module. Ms. Harrison noted that she is the chief of the PA Department of Education's Division of Adult Education which oversees adult and family literacy programs funding under Title II of WIOA. Kaylynn Hamilton and Destiny Simpson lead staff on two of their state leadership projects and their goal is to provide a brief overview of a cross training module that they have developed for workforce development system staff. Kaylynn Hamilton said the overarching goal of the module is to ensure that all WIOA staff can make informed referrals to appropriate services that will benefit customers. The activities within the module are interactive. The idea for the work was conceptualized as a result of Pennsylvania's participation in the Operationalizing Co-enrollment Cohort. The final activity of the cohort was to create a statewide action plan that will eventually lead to increased co-enrollments. Destiny Simpson said that she worked with a team of instructional designers at TIU 11 to develop the module. She noted that they worked with subject matter experts across the state provide input and guidance. The module is in an online format which allows consistent training and on-demand access for staff across the state. It introduces each of the WIOA core programs and presents several examples of best practices for co-enrollment when it is appropriate for customers. They designed the module to be interactive so that users can engage with the content as they work through it. The module also shows best practices for referring customers to a different program. The module also provides case studies and shows the benefits of referrals and co-enrollment in actual work situations that the users would be able to relate to. The module also includes opportunities for staff to think about actions that they will take with the new information. Ms. Hamilton then talked about the Companion User Guide and how it was designed to supplement the information presented in the module. Ms. Harrison said that in-line with the cohort's action plan, they see this module as the first in a series on the many one-stop partners and the services they provide. Completion of the series will be a benchmark of Goal 5.3 of the PA WIOA Combined State Plan, which is to increase training to front-line staff. She noted that this first module was developed using Title II funds from the Division of Adult Education. She noted that they do not have the resources to support the whole series however if the Board and other workforce development partners would like to have such a series of such modules, funding will need to be identified

and agencies will need to decide on a learning management system. Chair Brown asked if there were any questions and there were none.

Agency Report- Department of Labor and Industry

Deputy Secretary Sheila Ireland presented for the Department of Labor and Industry. She remarked that she was new to the deputation. She remarked that for the last 25 years she was in the people business and the last 13 years was focused on workforce development. She remarked on some of her history. She noted that she had been charged with running the Philadelphia Mayor's Office of Workforce Development. She joined the Department of Labor and Industry on June 15th. She remarked that she has spent almost three decades in the people business, workforce is her passion and she believes that it is a place where they have a rare opportunity to fundamentally change the trajectory of people's lives. She said she believed that work was fundamental to the shared human experience and the ability to provide for one's self and family. She noted how impressed she had been with the leadership and bureau directors in the workforce deputation but she believed there was work that they needed to get done. She said they needed to provide clarity for the people they serve, the services they deliver, the performance that they measure, and the metrics that they use. Wendie Holsinger asked about a temp agency they work with that they had brought in some workers from Nigeria but they were having trouble getting approval for them to begin to work. Shelia said that the H1B and the H2B process wasn't under the workforce deputation at the Department of Labor and Industry and that she would work with James Martini to get her an answer.

Ruben Pachay then began his report. He said he would like to provide an overview of where PA CareerLink® was at the moment. He said they had 45 PA CareerLink® offices opened and most were by appointment only and some were staff only as they were familiarizing themselves with the layout of PA CareerLink®. In the rural area of the North Central/Northern Tier area, they did have one or two PA CareerLink® that have morphed into walk-ins. Mr. Pachay noted that back in March when they abruptly closed due to the pandemic they quickly started discussing what reopening looked like. The local partners and local boards provided an array of ideas that speaks to their creativity. Some ideas were drive-throughs, an expansion of capabilities beyond the four walls of a physical PA CareerLink®, expansion of virtual services that are available, and continuing to take care of customers whose digital literacy still needs one on one assistance. Those conversations began in late March and bled into April. The department then decided to hold technical assistance calls with every region in Pennsylvania. He remarked that the calls were centered around bringing the PA CareerLink® back to homes. The technical assistance calls focused around three main subjects. The first was the eventual reopening of PA CareerLink® and taking the precautionary measures like social distancing, planning for possible outbreaks, proper signage, and proper cleaning. The second phase was based on service delivery and the third was communication. That focused around informing internal and external customer of what the PA CareerLink® would look like upon return. Because of the collaboration of the partners, they were able to have a robust plan for each of the main subjects. That is one of the main reasons that they were able to open the amount of offices they did. He noted that a PA CareerLink® was averaging around 15 appointments per day with the amount increasing with 700 customers being served per day roughly. They continue to increase those numbers and they received word that morning that there would be more offices opening taking the same precautionary measures. Mr. Pachay said there had been risks with reopening as they had several scares with possible exposure but every plan had a breakout of what to do if there was exposure to the virus. The two main things that there were looking at as of the meeting was continued expansion of virtual services but they are cognizant of areas in the commonwealth that don't

have broadband capabilities to engage fully in whatever innovative process they have. He noted that they had had conversations with the PA Department of Education and the PA Department of Human Services on how they could continue to expand broadband capabilities in more rural areas. He noted that they broke records of how many had an active account on PA CareerLink®. He noted that the number of new CWDS registrations was over 62,000 and that was with the job search requirements turned off which was normally a conduit with customers having the obligation to use it. They really want to dive into having a virtual platform that is easy to use and does not require a lot of broadband connectivity. They still do want to serve the customers that need to see them one on one and do not want to cut them off. He said there is a rarity that with chaos and they have an opportunity to look at the processes that had been set for years and look at it with a lens on how to change the processes. He said that a lot of recommendations from the PA WDB going live in October.

Dan Kuba then said that in order to put the Department, the local PA CareerLink®, and local boards in a position to support the reopening of the PA CareerLink®, there were a lot of things that had to happen behind the scenes. In working with the Governor's Office, they were able to identify areas and it was critical that they looked at the health and safety of the employees but also the general public. In a collaborative effort, they made sure that the PPE was purchased at the state level and was distributed but they also advised on purchasing of the equipment as they didn't want a site to open and then run out of cleaning agents. He said they worked with some amazing people at Department of Corrections and their creation of the desk shields and in a partnership with them they were able to buy and distribute 300 desk shields. They wanted to ensure that each PA CareerLink® had at least 5. Mr. Kuba said there was hills and valleys that they went through but every person that participated in the process was fantastic and they were able to get all of the necessary equipment out. Another part was that they brought in a service to clean all of the offices and because of that procurement they were able to piggy back and were able to ensure that every PA CareerLink® was disinfected prior to opening. He said that when they were notified of a possible exposure they were able to have that service go in and disinfect that office within 24 hours. He said that even in the trying times that had people stepping up. Mr. Kuba noted that a little over 2 years ago they had received a \$5 million grant that was a braided fund from Health and Labor on a federal level that focused on opioids pandemic. They had targeted some of the money for an app and noted that agencies stepped up and worked on resources and referral pieces and Mr. Kuba credited the Opioid Taskforce established Governor Wolf. They report out to the committee on the activities of the grant and were really proud of the work that is being done in that neighborhood. He said there is a new project that was created and is called the Penn State Project ECHO which is an extension for community healthcare outcomes. What is interesting about it is that it is an online Zoom based training program that will be done over 10 1-hour sessions and while there is still spots available for it. They are providing lectures about several subjects and launches on in the fall and is a great opportunity to take a look at activities that employers are doing in the world of recovery. He noted that the opioid crisis is ever increasing. He said if anyone had interest to reach out to James Martini. He said there was also a nice write-up about the National Dislocated Worker Grant. The state had submitted a \$21 million request for dislocated worker dollars due to the mass unemployment caused by the pandemic. The received their initial allocation of \$6.9 million which they submitted their new budgetary guidance back to the feds and that was primarily for two areas. One is for contact for temp hires and temp hires of the PA CareerLink®. Those areas were chosen because they will be able to use the money quickly as they get people into the temp program. As they see expenditures rise they will submit their request for the remaining \$14 million. The remaining \$14 million will continue to serve the temp positions but there is also a huge component of dislocated workers

around direct care workers. They are getting an MOU with the Department of Health for part of the \$6.9 million to support the temp jobs in contact tracing and there is about \$1.5 million of that is to support triage folks like security and janitorial staff throughout the PA CareerLink®. He said they were also submitting waivers for the commonwealth's state plan. They also provided some brief updates in the book about some grant activities that were taking place and even in the pandemic environment the staff has been able to work with the local areas.

Chair Brown asked if there were any questions for Labor and Industry and there were none.

Agency Report- Department of Education

Julie Kane then presented for the Department of Education. She remarked that there is a comprehensive update in the packet. She wanted to applaud Amanda Harrison and the Division of Adult Education for the work they continue to do throughout the pandemic as well as schools and school administrators at every single level. With Adult Education they know it can really be a struggle so the fact that that division could keep that work going she thought was very impressive. She noted how efforts had been continuing with the State Board of Education, PDE has been working with the State Board and educators to revise the academic standards for science and technology, and environment and ecology. Pending approval by the State Board in September, they would be put out for public feedback. She also remarked that because of the CARES Act funding they were able to secure additional funding to extend Teacher in the Workplace grants that were awarded the past year to September 30, 2021. The additional funding gave them a year and a half to finish it. They also had been continuing to provide support to schools at all levels. They began issuing reopening guidance at the beginning of June. She said that they provided instruction that as conditions evolve, guidance from the state would evolve. She said it was important to understand that they were recommendations and not mandates. She also gave a shoutout for the Department of Labor and Industry as they published FAQs related to unemployment compensation for parents as well as school employees. She also said that for those that were not aware, Secretary Rivera announced that he would be leaving the Department of Education in the next several weeks as he had been appointed the new president of Thaddeus Stevens College of Technology. She said they were really excited for him to have that opportunity. The new Secretary is Noe Ortega as he was currently the Deputy Secretary for the Office of Postsecondary and Higher Education which is the office that oversees the Division of Adult Education.

Chair Brown asked if there were any questions and there were none.

Agency Report- Department of Aging

James Martini noted that the Department of Aging had nothing to add to what was already in the book.

Agency Report- Department of Agriculture

Sara Gligora then presented for the Department of Agriculture (PDA). She noted that Secretary Redding had to jump off for another call so she would be providing the update. At the last meeting they had discussed the concern with COVID and H2A or the temporary agriculture workforce. Initially there was concern that employers would not be able to secure their usual workforce but fortunately it appeared that it was not an issue for most of the farmers. They switched their focus over to the health and safety of the workers as many were living in farm labor camps where the virus could spread very quickly. They provided enhanced guidance for the farm labor camps to ensure safety for the workers. They would continue to closely monitor the issue and any potential outbreaks but asked that if anyone heard of any

issues to let them know. In May they had another agriculture apprenticeship program registered and approved by the Apprenticeship Training Council and the program was sponsored by PASA and was a two year dairy grazing apprenticeship. That makes it the third agriculture apprenticeship program registered with the state and the other two being with the Northeast Equipment Dealers Association and another program with PASA. The PA Commission for Agriculture Education Excellence approved a 2020 report to the General Assembly. The report recapped the work of the Commission over the past year and the plans for the upcoming year and can be found on the PA Department of Agriculture's website. Additionally, Commission staff had been working to prepare curriculum for K-8 ag literacy and career development which would be put on PDE's Standards Align System. Finally, PDA had been participating with review and revision of the PA standards on science and technology. The Commission's Acting Executive Director, Scott Sheely had been representing ag education on the committee. Other workforce initiatives that the Department of Ag was focused on including continuing to work with the PA Farm Bill grantees to ensure that economic and workforce efforts continue despite the pandemic. PDA is also working to prepare PA Farm Bill programs should they see another round of funding in the final 2020 budget. Finally, PDA is working with Econsult and Team PA on updating the economic impact report.

Chair Brown asked if they had any information on supplemental SNAP that is being paid during the pandemic and whether it will continue. Ms. Gligora said she could look into it if there were any questions and get back him.

Agency Report- Department of Community and Economic Development

Deputy Secretary Carol Kilko then presented the Department of Community and Economic Development's report. She remarked that at the onset of the COVID pandemic, DCED developed a Manufacturing Call to Action portal which can be found on their website. DCED has been involved in quite a bit of the CARES Act funding distribution. One of the activities they were involved in is the Hazard Pay Program and the program is being run through businesses but is for their employees (those that earn under \$20 an hour) and is \$3 an hour for a 10 week period. They had an overwhelming amount of applications. Over 10,000 applications from business and over \$800 million in requests for the \$50 million amount of money they have. She hoped that they would be announcing those that were awarded. DCED continued to work with Labor and Industry on the WIOA Combined State Plan and are lead agency for Goal 2: Sector Strategies and Employer Engagement and began reconvening in July. DCED's WEDnet program and the state as a whole is working on a 5 month budget and the WEDnet program was taking applications for training. They continue to support Labor and Industry with the Next Generation Industry Partnerships and Gwen Ross had been working with some of the partnerships. A lot of the different companies were using that platform to talk about what was going on at their different companies and how they have been impacted by the pandemic.

Chair Brown asked if they were going to announce the awardees of the Hazard Pay Program on the day of the meeting. Deputy Secretary Kilko responded that if it wasn't that day it would be the next as their plan was to get the email out to all those awarded as soon as possible. Wendie Holsinger asked if there was any possibility to add extra dollars and extend or if it was locked in. Deputy Secretary Kilko said that it would not be expanded. Matt Yarnell commented that he appreciated all of the work that Deputy Secretary Kilko and her team were doing with the issue and that he urged everyone to contact their senators and Congress people for more money that could be brought into states in relief.

Agency Report- Department of Corrections

Amy Schwenk then presented for the Department of Corrections. She highlighted the potential to expand the amount of resources available to inmates. She said they had struggled for a couple of months trying to give them educational tools and were looking at expanding digital resources within the institutions as long as they are safe and secure. She said they had done a really good job inside allowing students and making resources available so that they could continue with their GEDs and programming in cell and have treatment specialists and educational staff be rovers instead of the inmates going to them. She said they used to do reentry fairs often and with everything going on they had to be cancelled so that is one of their challenges. They were looking at how to do the reentry fairs virtually and provide benefit to the inmates and resources that might be available. In July of 2020, Dorenda Hamarlund was working with the Pike County Reentry Coalition reiterating about the benefits of hiring reentrants and the resources they could bring. The Department was also continuing to waive their parole fee because of COVID through the month of August. Ms. Schwenk commented that COVID had hit many reentrants hard with unemployment and the available jobs that are out there. She said they would make a determination shortly about September and the future months.

Chair Brown asked if there were any questions and there were none.

Agency Report- Department of Human Services

Secretary Teresa Miller then presented the Department of Human Services' report. Secretary Miller remarked that as the pandemic and economic downturn continues, they have been continuing to work to help people meet their basic needs, including access to food and healthcare, paying their utility bills, and have been working really hard to get the word out about the programs. She said they were seeing an increase in enrollment. Since February they saw a 5% increase in their Medicaid enrollment and nearly a 10% increase in their SNAP enrollment. Secretary Miller commented on Chair Brown's question about SNAP emergency allotments, they have been approved for every month since March. However, it is a month by month decision. They were approved for August's allocations and those would start going out on August 18th. They were not able to request the September allotments until August 15th but would be submitting a request at that time. She talked about some of the work that they were doing following the murder of George Floyd on May 25th. She commented that protests and demonstrations around the world amplified important and long overdue conversations about systemic racism, overt and covert racism, and conscious and unconscious bias. DHS swerves more than 3 million low income Pennsylvanians and because poverty disproportionately impacts non-white people; Black, Latinx, and other non-white people of color are disproportionately served by DHS administered public assistance programs. Only 12.9% of white Pennsylvanians are below 125% of the federal poverty line compared to 32.9% of Black Pennsylvanians. So that is a poverty rate that is more than two and half times higher. While Black Pennsylvanians represent 13% of the general population, they represent 25% of the Medicaid population, 29% of the SNAP population and 53% of the TANF population. As they move forward, they are going to be talking more about their equity initiatives and really focusing on how they can do a better job serving the people who rely on their services. They will talk about where they are now, where they have to grow, and where they will be taking action to make that possible. One of the actions they had talked about previously was their redesign of the Training and Employment programs which serve primarily the TANF population, to really focus on how they can do a better job of truly supporting that population and helping them move out of poverty. In their written update, they noted the redesign was implemented in July and was a really exciting milestone and the redesign started with an acknowledgement that that population had been neglected almost certainly as a result of the demographics of who is served by TANF. They had been

working to change the incentives in the program to provide more opportunities and to get more education credentials and really move away from focusing on getting participants into low wage jobs only for them to lose those jobs months later and return to the program. TANF can be a hot button topic for some but they need to the role that racism plays in animosity towards that program. 53% of the TANF population is black and many participants are single moms of color. Redesigning the program will allow them to shift the focus away from keeping clients in compliance with the work requirements and doing what they can to help people move and stay out of poverty. She also noted in that in the written update they highlighted working to assist TANF recipients accessing technology for education and training purposes. In addition to all of the work they are doing to assist Pennsylvanians who are struggling during the pandemic, they are also focused on the need to be part of the solution and create a more equitable world. Finally, she introduced Elizabeth Tilahun who joined DHS as the Deputy Secretary for the Office of Income Maintenance. Secretary Miller remarked that she came to the state with experience in the private sector, non- profits, and past government experience as an income maintenance caseworker in the Dauphin County Assistance Office. She is a graduate of Indiana University of Pennsylvania with a degree in Sociology with minors in Political Science and Psychology. Her professional work has been focused on leveraging relationships and partnerships between stakeholders and community partners with a goal to achieve cohesive, comprehensive service delivery. Working directly with clients who need DHS' services and knows first hand the incredible and vital assistance that is provided through that work which is the core of DHS' mission. Secretary Miller commented that she was extremely excited to have Deputy Secretary Tilahun lead OIM and bring her experiences to the role. She noted that DHS has been trying to focus on the individual client's needs. She said there is no one size fits all approach so they are trying to keep the individual focus at the center of their work. Secretary Miller thanked Tara Williams for stepping in and helping with the transition to Deputy Secretary Tilahun.

Chair Brown thanked Secretary Miller and said that they should keep moving the Commonwealth forward as part of the regular dialogue of the Board. Chair Brown asked if there were any questions and there were none.

Agency Report- Office of Vocational Rehabilitation

Executive Director Shannon Austin then presented the report for the Office of Vocational Rehabilitation. She said they had to adjust and pivot due to COVID. She remarked that they were still open for business and they had about 26,000 individuals that they had a case with. They had recently released another 2,200 individuals off the waiting list of the Order of Selection and since COVID hit they had released about 8,300 individuals from the list. They also spent a lot of time training the staff and providers on policy changes for going virtual. She said it was important to recognize the impact to providers that are implementing services for the state and changing and pivoting to continue services. She noted that they had been able to continue a lot of services virtually. They also signed an MOU with the Office of Long-Term Living and were in the process of signing an MOU to do a toolkit with the Department of Education. The goal is to divide roles so they know who is doing what. There will also be several events that will come with school districts and OVR staff to get into the weeds and see what it looks like moving forward so that families understand the changes. OVR was implementing a job jeopardy. If the customer is deemed eligible, if they would get priority within the system, if they are working within a competitive place setting and are at immediate risk of losing their job due to functional limitations due to their disability. They would be able to be pulled off the order of selection. They also have been focusing on prior to COVID, a disability equitable and inclusion initiative that was launched in January of 2020 and they understood being an

employment first state but there was the impact of implicit bias in the workplace so they did multiple trainings. They also understand the importance of staff connecting with consumers that they are implementing services with. They know that they are not closing them as successfully and they hope that they will begin to turn the tide of those numbers and will be more intentional in their outreach. Chair Brown asked if their implicit bias training was brought in from the outside or was done internally. Executive Director Austin said they partnered with Penn State prior to the initiative and they did focus groups to capture what people were feeling and there were some numbers according to the diversity and inclusion index that is available in fourteen key areas and they covered nine of them. She noted they were doing some of the training internally but they were also reaching out to experts throughout the commonwealth so that they can roll out resources.

Public Comments

Chair Brown asked if there was public comment and there was none.

Chair Brown asked for a motion to adjourn the meeting.

MOTION: Rick Bloomingdale made the motion and Chekemma Townsend seconded.

Youth Committee

Quarterly Update

November 10, 2020

The Youth Committee continues to support all youth-related sub-goals of the current WIOA Combined State Plan.

As a follow-up to the board's approval of statewide evidence of effectiveness definitions (sub-goal 3.1) during the May 5th quarterly board meeting, the committee jointly facilitated the development and recent distribution of a survey to assess the capacity of workforce system partners and stakeholders, statewide, to collect data and evidence related to the workforce-related grants and programs that they oversee. The results of this evaluation capacity survey are expected in the next few weeks; and will be compiled, reviewed, and shared at the next quarterly PA WDB meeting.

Youth Committee Next Steps

- Determine next steps and priorities following the results of the evaluation capacity survey.
- Evaluate the current accessibility of youth-related workforce program data.
- Continue to prioritize elements of the four sub-goals related specifically to opportunity youth (sub-goals 3.1, 3.2, 3.4, and 3.5).
- Ascertain youth-related impacts of the COVID-19 pandemic and promising practices for mitigation.

Chekemma Fulmore-Townsend, Chair
Youth Committee

Continuous Improvement Committee

Quarterly Update

November 10, 2020

The committee received an update from Jan Carelock with the CWDS (PA CareerLink® System of Record) project. Many of the system design improvements recommended by committee members have been incorporated, with more to come. A primary focus of that work has been on customer intake, with the goal of improving the consistency of data collection on customers, including demographics and barrier identification. Improvements to this process are targeted to improve customer service delivery and to capture workforce system performance more accurately, while allowing workforce partner flexibility at the Local Workforce Development Area level for local initiatives. It was strongly advised by the committee to replace what currently exists, rather than simply adding to it, in order to not increase the administrative burden on the system and those delivering services.

The committee also provided input on the Bureau of Workforce Development Administration (BWDA) on the system of record policy. This policy is still being refined and BWDA will continue to engage the committee on this work.

Finally, the committee provided input to the currently active survey of workforce programs on their capacity to evaluate workforce program outcomes.

Brian Funkhouser, Chair
Continuous Improvement Committee

Industry Partnerships and Employer Engagement Committee
Quarterly Update
November 10, 2020

The committee membership continues to align its priorities with **WIOA Combined Goal Plan 2.4¹** and the **Priority of Focus**. In addition to **WIOA Combined Goal Plan 2.4**, the committee plans to align its membership to strategically collaborating with the work of **Next Gen Industry Partnerships** statewide, regionally, and locally.

Next Gen Industry Partnerships are partnerships of businesses, from the same industry and in a shared labor market region, who work with education, workforce development and economic development to address the workforce and other competitiveness needs of the targeted industry.

The mission of Next Gen Industry Partnerships is to promote state and regional economic vitality and global competitiveness by providing skilled workers for employers and advancing education, employment, entrepreneurship, and economic development opportunities.

The vision of Next Generation Industry Partnerships is to empower the most dynamic workforce to achieve greater economic vitality and global competitiveness throughout the state.

Encourage use of and increase awareness of the One-Stop System (WIOA Combined Plan Goal 2.4).

The committee membership has discussed the need to increase awareness of the One-Stop System. Committee members identified several priorities and ranked them in order of importance. The priorities for marketing the PA CareerLink system has been created based on feedback and recommendation of the committee. Based on those recommendations a marketing tool was created for employers to increase the use and awareness of the One-Stop System.

The Commonwealth will align resources, policies and strategies between state, local and regional systems to increase employer awareness of the One-Stop System. The commonwealth will increase engagement and develop awareness with business and industry on diversifying their workforce by hiring Pennsylvanians with barriers to employment and provide additional information on the benefits of using the one-stop system. (Priority of Focus)

The committee membership continues to identify strengths and weaknesses of employer engagement within the workforce system and explore ways to increase business and industry engagement. Committee members also identified a need to identify and support policies that highlight or focus on re-entry citizens and track employments gains of re-entry citizens.

John J. “Ski” Sygielski, Ed.D., Chair
Industry Partnership and Employer Engagement Committee

¹ The commonwealth will encourage employers, including those that receive state funds from economic development and other programs, to utilize the public workforce system. The commonwealth will increase employer awareness and use of the one-stop system to recruit and retain talent, to diversify their workforce by hiring Pennsylvanians with barriers to employment, and provide information of other benefits of using the one-stop system.

Career Pathways & Apprenticeship Committee
Quarterly Update
November 10, 2020

The committee membership continues to align its priorities with **WIOA Combined State Plan Goal 1** and the **Career Pathways Grant Program**. In addition, to **WIOA Combined State Plan Goal 1**, the committee has started defining its **Strategic Process** and direction for decisions making on allocating its resources to pursue set priorities and guiding mechanisms to control implementation of the committee's strategies.

The **Strategic Process** continues to ground the committee in actionable steps to achieve strategies the membership agrees that aligns with the purpose of the committee. This ongoing work includes the committee membership defining their purpose, strategies, and key performance indicators.

Career Pathways Grant Program

The committee membership prioritized regionalizing grants for pilot programs in two categories to include barriers that individuals may be facing to get onto a career pathway.

The Career Pathways and Apprenticeship Committee recommends prioritizing funding for a grant program (if and when funding is available) to assist individuals in the Commonwealth in the following categories; entering and progressing along a career pathway, career awareness activities (careers in two-engaging students and parents together), employer engagement in K-12 and expanding access for counselors and teacher to business and industry.

The Career Pathways and Apprenticeship Committee recommends prioritizing funding for a grant program (if and when funding is available) to assist in grants aimed at reducing recidivism and/or restorative justice programs.

The Career Pathway and Apprenticeship Committee continues to support Goal 1 of the WIOA Combined State Plan. Establish career pathways as the primary model for skill, credential, and degree attainment, and provide all Pennsylvanians, with an emphasis on Pennsylvanians with barriers to employment, an opportunity to obtain a job that pays.

The committee membership has discussed the need to increase exposure to career awareness, exploration opportunities for K-12 and postsecondary and engaging students and parents.

Rick Bloomingdale, Chair
Career Pathways and Apprenticeship Committee

One-Stop Service Delivery System Committee
Quarterly Update
November 10, 2020

The One-Stop Service Delivery System Committee continues to support the goals of the WIOA Combined State Plan, specifically those goals related to the strengthening the system and the PA CareerLink®.

First Meeting of the Committee

The Committee met for the first time at the beginning of October and identified action items for the future.

- Incorporate additional voices (i.e. customers and businesses; diversity of Commonwealth)
- Participate in listening-learning sessions about the facets of the work being done across the Commonwealth so the committee's work complements current efforts
- Learn more about the role of Business Service Teams at the One Stop
- Ensure a complete understanding of the data available, what it shows about the system and how it could guide the committee's work.

One-Stop Service Delivery System Committee Next Steps

- Deep dive into system data
- Identify additional committee members – particularly employers and customers
- Continue to explore focus of committee
- Set next meeting for December

Sarah Hollister, Chair
One-Stop Service Delivery System Committee

Healthcare Workforce Ad Hoc Committee

Quarterly Update

November 10, 2020

The Healthcare Workforce Ad Hoc Committee finalized its first two recommendations to address the crisis shortage of professional care workers in Pennsylvania, which were approved by the PA WDB membership during the quarterly board meeting on August 12, 2020.

Following that approval, the committee is continuing with the development of additional recommendations for future presentation to the PA WDB membership for consideration.

Matthew Yarnell, Chair
Healthcare Workforce Ad Hoc Committee

Reentry Ad Hoc Committee

Quarterly Update
November 10, 2020

Reentry remains a priority for Governor Wolf and his vision for Workforce Development in Pennsylvania. The Reentry Ad Hoc Committee of the Pennsylvania Workforce Development Board has continued to engage with several stakeholders in the reentry space, including, but not limited to, Pennsylvania's Local Workforce Development Boards, the Pennsylvania Reentry Council (PARC), the Department of Corrections (DOC), the Department of Labor and Industry (L&I), and the Pennsylvania Commission on Crime and Delinquency (PCCD). The PA WDB Reentry Ad Hoc Committee is currently working on the following initiatives:

Employer One-pager Tip Sheet

The goal of Employer One-pager Tip Sheet is to educate and explain to the employer the benefits of hiring individuals with a criminal history, as well as, what employers should consider during the hiring process.

Virtual Roundtable Listening Sessions

Due to the impact of COVID-19 and the ensuing limitations on in-person meeting, the committee is moving forward with the roundtable discussions in a virtual setting. The committee has advanced to the planning stage of the roundtables, which will include collaboration and coordination with the Local Workforce Development Boards, PA CareerLink® offices, and the Reentry Coalitions in the region.

Pardon Standard Operating Procedure Initiative

Over the course of the last eight months the conversation around pardons has evolved as a priority, as well as an economical imperative for Pennsylvania. The Economy League's conducted a study analyzing pardons and proposes policy options to increase pardons as a positive economic tool.

Reentry Ad Hoc Committee Next Steps:

- Virtual Roundtables
- Career Pathways and Skill Development
- Develop a Toolkit for Employers looking to hire reentrants
- Draft an Employer Hiring Tip Sheet for Hiring Citizens with a Criminal Record
- Continuously Identify Priorities and Barriers facing Returning Citizens

Jeff Brown, Chair
Reentry Ad Hoc Committee

PA REHABILITATION COUNCIL
RECRUITMENT PRESENTATION
TO
THE STATE WORKFORCE DEVELOPMENT
BOARD

NOVEMBER 10, 2020

Presenter: Ms. Passle Helminski, BA, MA, MFA
PaRC Chair



Pennsylvania Rehabilitation Council

The mission of the Council is to inform and advise the Office of Vocational Rehabilitation, the State Board of Vocational Rehabilitation, the Legislature, and the Governor on the diverse issues affecting employment of people with disabilities.

When the Rehabilitation Act Amendments were being considered by the 102nd Congress in 1992, disability rights activism had increased and recommended changes to the Rehabilitation Act that included persons with disabilities be at the table. As a result, Revisions to the act included individual dignity, self-determination, inclusion and full participation of persons with disabilities. In addition, this included the establishment of a State Rehabilitation Advisory Council with a majority of the members (51%) being persons with disabilities.

By the 1998 Amendments, SRC's role and empowerment were recognized and strengthened. The name and role of the body of advocates was changed from the State Rehabilitation Advisory Council to the State Rehabilitation Council. The role changed from being advisory, to being involved in developing policies, planning activities, evaluation the program effectiveness and carrying out other functions related to the vocational rehabilitation program. This also included that the SRC, in conjunction with the VR agency, jointly conduct the comprehensive needs assessment of individuals with disabilities in the state, develop (and agree to) the State's annual goals and priorities, and evaluate the VR performance toward the goals annually. The role of the SRC changed from advisory to working in partnership with the State VR agency.

Section 105 of the Rehabilitation Act of 1973 (as amended) requires consumers, advocates and other representatives of individuals with disabilities to participate in the administration and oversight of a state's VR program. The SRC fulfills this mandate in all states and territories. This is required in order for Vocational Rehabilitation programs to be eligible for and maintain federal VR funds.

The SRC must consist of at least fifteen (15) members. They cannot have less unless they are a commission. There is not a maximum number of members unless Council Bylaws note otherwise.

Members are appointed by the Governor, representing a variety of perspectives from the VR program and disability community as outlined in the legislation.

Members can serve up to two consecutive three-year terms. The SRC must conduct no less than four (4) quarterly meetings throughout the year. The general public will be provided with notice of the meetings in accordance with the state or territory's Open Meeting Act.

Mandated Positions

(As cited in Section 105 of the Rehabilitation Act of 1973, as amended)

At least one representative of the Statewide Independent Living Council established under Section 705, whose representative may be the chairperson or other designee of the council

At least one representative of a parent training and information center established pursuant to Section 682(a) of the Individuals with Disabilities Education Act

At least one representative of the Client Assistance Program established under Section 112

At least one qualified vocational rehabilitation counselor, with knowledge of and experience with vocational rehabilitation programs, who shall serve as an ex officio, nonvoting member of the council if the counselor is an employee of the designated state agency

At least one representative of community rehabilitation program service providers

Four representatives of business, industry, and labor

Representatives of disability advocacy groups representing a cross-section of (1) individuals with physical, cognitive, sensory, and mental disabilities and (2) individuals' representatives individuals with disabilities who have difficulty in representing themselves or are unable due to their disabilities to represent themselves

Current or former applicants for, or recipients of, vocational rehabilitation services

In a state in which one or more projects are carried out under Section 121, at least one representative of the directors of the projects

At least one representative of the state educational agency responsible for the public education of students with disabilities who are eligible to receive services under this title and Part B of the Individuals with Disabilities Education Act

At least one representative of the workforce development board.

Director of designated state unit

Mandated Functions in Partnership with VR

Review, analyze, & advice regarding responsibilities under the Act, particularly related to

- Eligibility & Order of Selection
- Extent, Scope, & Effectiveness of Services
- Functions affecting individual achievement of employment outcomes
- Applications, reports, & evaluations.
- Develop, agree to, & review state goals & priorities.
- Evaluate effectiveness of VR program & submit progress reports to the Commissioner.

Advise & assist in the preparation of

- the State Plan portion of the Unified or Combined State Plan, & Amendments;
- the applications, reports, needs assessments, & evaluations.
Participate in Statewide Needs Assessment every 3-years. Focusing on:
 - Most significant disabilities
 - Minorities
 - Unserved & underserved
 - Served through Workforce Investment System
 - Students & Youths with Disabilities, including Pre-Employment Transition Services
 - Community Rehab Centers

Mandated Functions (continued)

Review & analyze the effectiveness of AND the consumer satisfaction with ~

- VR services
- VR services provided by other state agencies & other public & private entities
- Employment outcomes achieved by eligible individuals (including availability of health & other employment benefits)

Prepare Annual Report on VR Program Status to submit to the Governor & Commissioner. This report is to be made available to the public.

Perform other functions that the ~

- SRC determines to be appropriate & consistent with the purpose of Title I (Subtitle B); and,
- Are comparable to other SRC mandated functions.

Agency Mandates regarding SRC in Title 1 should include:

- o Jointly develop, agree to & review annually VR agency goals & priorities.
- o Consult regularly re development, implementation, & revision of policies & procedures pertaining to VR services.
- o Include summary of SRC input in State Plan.
- o Jointly conduct statewide needs assessment every 3 years
- o Gain SRC review & comment on CSPD.

Mandated Functions (continued)

The agency should be routinely transmitting copies of following to SRC:

- o All plans, reports, & other information required to be submitted to RSA.
- o All policies & information on practices & procedures provided to or used by rehab personnel in carrying out VR program.
- o Due process hearing decisions transmitted to SRC in a manner to protect individual confidentiality.

WIOA mandates the SRC/VR partnership and voice throughout this process and your SRC Needs

- Annual targeted goals & action steps to accomplish SRC charges.
- Member commitment to time & work necessary to achieve the desired outcomes.

PaRC COMMITTEES

- **PaRC currently has six standing committees.**
 - **Executive**
 - **CareerLink/WIOA**
 - **Legislative and Public Awareness**
 - **OVR Policy/State Plan/Customer Satisfaction**
 - **Social Media/Outreach**
 - **Transition and Education**

There are also Ad Hoc committees that work on specific issues for a brief time.

Process to Become a PaRC Council Member

If you would like to receive information on how to be appointed to the Rehabilitation Council, please complete the online appointment form or print and mail the Pennsylvania Rehabilitation Council paper form.

When submitting an application, please include a resume or bio and two or three reference letters from individuals familiar with your background in the disability field and/or your category of representation.

Please complete the appointment form by clicking on the link below:

<http://parac.org/contact.html>

Contact Information:

Pennsylvania Rehabilitation Council

55 Utley Drive, Camp Hill, PA 17011

voice: 717-975-2004

tollfree: 888-250-5175

fax: 888-524-9282

tty: 717-737-0158

email: racucpca@ucpcentralpa.org

Labor & Industry Workforce Deputate Update

Diversity & Inclusion Activities

The bureaus of Workforce Development Administration, Workforce Partnership Operations, the Pennsylvania Workforce Development Board staff and Office of Vocational Administration staff have assembled a diverse workgroup partnering to better connect traditionally underserved Pennsylvanians with training and employment opportunities.

To accomplish this, the workgroup has met with the Spanish American Civic Association, Tec Centro and other workforce system partners to learn how we can better connect with, communicate with, and serve Pennsylvania's Latin and African-American communities with greater cultural fluency and effectiveness using the PA CareerLink® network.

Additionally, the workgroup has explored potential funding sources that could help service-providing organizations, such as Tec Centro, improve their own reach and outcomes for participants.

The workgroup is creating a survey tool that will be shared and discussed with service providers. Responses will be used to guide the preparation of a notice of grant availability (the amount of available funding is not yet determined) that organizations will be able to apply for, with awards being used to better serve Latin and African-American job seekers.

Finally, the workgroup will use survey responses and discussions with workforce system partners to recommend changes to the service models in the state's one-stops that will permit PA CareerLink® to reach more people, better serve Pennsylvanians from these underserved communities, and help deliver the training, education, and employment opportunities that all Pennsylvanians deserve.

Bureau of Workforce Development Administration

Opioid Grant – Project Echo:

The Pennsylvania Department of Labor & Industry on behalf of U.S. Department of Labor- Employment and Training Administration funded through the National Health Emergency Demonstration Grant to Address the Opioid Crisis, have partnered with Penn State College of Medicine on a Recovery Friendly Workplace Initiative to engage and educate employers.

Project ECHO (Extension for Community Healthcare Outcomes) connects specialists with community members across Pennsylvania and beyond. It is an All Teach – All Learn interactive guided-practice model of peer-to-peer learning and collaborative problem solving. The heart of the ECHO model™ is the hub-and-spoke, knowledge-sharing system. Spokes have been recruited from across the Commonwealth and will receive resources, mentoring and feedback, strengthen their skillset related to more complex systematic scenarios, and retain responsibility for their employees, policies and procedures. The hub specialist team is comprised of experts that volunteer their expertise from various fields who attend each session and provide input to spokes based on their area of specialty. Since the start of Project ECHO in 2003, the model has greatly expanded with over 880 ECHO programs and 408 ECHO Hubs in 41 countries.

On September 16, 2020, Project ECHO Supporting Employer, Supporting Employees in Recovery (SESER), launched a no-cost educational series for employers to equip them with the resources and strategies to support employees in recovery. This series aims to increase education and awareness to employers across the Commonwealth to encourage the success of their employees in recovery. There were 20

sessions, 60 minutes per session, every other Wednesday, that the hub specialist team lent knowledge and insight into questions an employer might have regarding an unidentified case they present. The entire team carefully dissected a case and answered any questions the employers had regarding their concerns. Each session included a 10-minute brief lecture with topics that are relevant to employers and employees in recovery. Attached is a flyer with some additional information.

For more information on Project ECHO, please consider watching this brief video from the founder of the movement: An Introduction to Project ECHO by Dr. Sanjeev Arora (3:03)
<https://youtu.be/TKLIi8SNhlw>

Bureau of Workforce Partnership & Operations

Rapid Response Updates:

The L&I Rapid Response continues to expand virtual services to address temporary/permanent layoffs throughout the commonwealth. To date, 377 WARNs have been filed, affecting 70,209 workers. The RR has worked with many employers to establish virtual Rapid Response Information Meetings for the affected workers. Virtual platforms such as Zoom®, Microsoft Teams®, WebEx®, and Skype® are used to connect workers with RR. Realizing that not all customers have access to virtual services, RR and PA CareerLink® make the necessary arrangements to hold sessions at brick-and-mortar sites broadcasting the virtual information meetings in meeting rooms that meet social distancing guidelines. The information sessions are also recorded and posted on the L&I website to allow customers who were not able to attend the live sessions to take advantage of the information presented. RR is also engaged with PA CareerLink® Business Service Team to continue to expand virtual Job Fairs throughout the state. Participation in such job fairs range from 35 – 45 job seekers per session with about 5 – 8 employers in breakout rooms.

PA CareerLink® Services and Outreach Initiatives:

PA CareerLink® continues to diversify its strategy to provide re-employment services to Pennsylvanians. To date, 43 PA CareerLink® offices have re-opened their doors at limited capacity, mostly by appointment only. All offices have developed pandemic plans to maintain safety for customers/staff at the forefront. The local workforce boards are to be commended for their efforts to expand services in their communities. In recent months, local boards, in partnership with L&I, have worked “curb-side assistance” workforce services (extending Wi-Fi capabilities outside brick-and-mortar to parking lots, allowing customers and staff to communicate without the need for in-person interaction). Other concepts include drive-thru job fairs in 2 workforce areas to assist employers in their recruitment efforts. Promising practices, such as these, are being reviewed to determine its efficacy.

At present, the Bureau of Workforce Partnership & Operations is piloting an outreach project with 5 workforce areas to reach out to customers that have recently filed an initial UC claim. The aim of this initiative is to use the information that a customer provided during the initial claim process (data that already flows into the Commonwealth Workforce Development System) and use it to tailor a personalized outreach approach based on the information available. There is a coaching training that will be provided to PA CareerLink® staff for the purposes of this pilot that is geared to using conversational skills in an empathetic manner to engage with customers. This process is different than the bulk emails, phone calls, and flyers that are sent to customers providing them with a menu of services that at times lacks the personal touch that is needed to attract a customer. This pilot will consider information gathered from our online foot-traffic showing what customers are searching for on

our website (e.g., approx. 1.8 million job search visits, 550k training searches, etc.). With the revamp of the PA CareerLink® website, we hope to learn more about what re-employment services our customers are accessing and use the information for more coordinated outreach.

Apprenticeship and Training Office

Grants:

For the quarter ending 9/30/2020, Pennsylvania performance reflects the addition of 221 apprentices and achievement of 156% of its baseline goal for the 4 year grant period ending 10/30/2020.

The bureau secured federal approval of a Period of Performance extension for SAE Rd 1 and 2 federal grant funding. This extension will permit advancement of Certified Production Technician (CPT) and Multi-Craft Core Curriculum (MC3) trainings. These partners include USW District 10, Beaver County Building & Construction Trades Council, Beaver County Career & Technical Center and Southwest Corner Workforce Development Board.

Apprenticeship State Expansion funding, in excess of \$2.1 million to support registration of 800 new apprentices, has progressed to the final review stage at the national Office of Apprenticeship. This effort has been over a year in the works and will support a DLI and DCED collaboration

Program:


For the year ended 9/30/2020, Pennsylvania ATO supported the successful registration of 36 new registered apprenticeship programs, 16 new pre-apprenticeship programs and addition of over 100 previously registered apprenticeship programs to the statewide ETPL.

The ATO serves 861 active programs and 18,121 registered apprentices.

Center for Workforce Information Analysis

The **Center for Workforce Information & Analysis** added an [online job postings dashboard](#) to its website. The dashboard summarizes job posting data by workforce development area and includes breakouts by categories, including industry, occupation, and employer.

PY2019 Annual Performance Reports were submitted and accepted at the end of September. Pennsylvania exceeded all performance goals except for Youth Credential Attainment Rate.



OVR EXECUTIVE DIRECTOR QUARTERLY REPORT TO THE WORKFORCE DEVELOPMENT BOARD

November 2020

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AGENCY UPDATE & STATISTICS

COVID-19 PANDEMIC

In order to mitigate the spread of COVID-19 in Pennsylvania, Governor Wolf announced temporary closures of most Commonwealth offices as of March 17, 2020. OVR staff continues to telework, with designated staff going into the district offices and Central Office on a rotating basis in order to handle mail and other essential tasks. As the mitigation efforts continue, we will continue to seek guidance and work internally to develop processes and procedures to ensure the health and safety of staff and customers as we plan for an eventual return to normal operations.

EMPLOYMENT OUTCOME STATISTICS

Successful Closures Across OVR

The COVID-19 pandemic impacted the delivery and direct management of services. The OVR Executive Team, Regional Management, local District Administrators, and direct staff continued to thrive in the face of adversity. In consideration of the closed Order of Selection and the impact of the COVID-19 pandemic, BVRS and BBVS achieved the following:

Program	Goal for the Program Year (PY)	# of Successful Closures in PY 19-20	% of Goal Expected for the PY	% of Goal Achieved for the PY
BVRS	7,751	6,717	100%	87%
BBVS VR Program	295	239	100%	81%

ORDER OF SELECTION

In 2019, RSA approved OVR's request to temporarily close the Order of Selection (OOS). A wait list was implemented on July 1, 2019. The following chart reflects the number of OVR customers on the wait list as of October 26, 2020.

All Customers on Wait List as of 10/26/2020	3,986
Net Decrease Since 10/12/2020	(29)
Net Increase Since 7/1/2019	2,525

Customers with Most Significant Disabilities (MSD) on Wait List as of 10/26/2020	3,124
Net MSD Decrease Since 10/12/2020	(42)
Net MSD Increase Since 7/1/2019	1,663

As of February 1, 2020, OVR was able to begin serving customers off the wait list. The initial wave included over 2,200 customers. After a delay due to the pandemic, another round of approximately 5,000 customers was selected in May, and in August OVR released another round of approximately 2,500. Although the OOS remains closed, we continue to reevaluate our financial and staffing resources routinely to determine when additional customers can be removed from the wait list. OVR's goal is to begin routine selection of additional cases once a state and federal budget has been enacted.

In accordance with RSA federal regulations, all OVR district offices received procedures to establish contact with customers by utilizing the *OVR Now Able to Serve OOS* letter. Each customer is given the opportunity to respond and be placed into a plan status within 90 calendar days of their release off the wait list.

The OVR Executive Team will continue to monitor the progress of the customers released from the list and will work with the Secretary's and Governor's Offices to determine when additional releases can occur.

BUREAU OF CENTRAL OPERATIONS (BCO)

GENERAL UPDATE

The Bureau of Central Operations (BCO) is focused on the monitoring and refinement of the implementation of WIOA. OVR was one of the state VR agencies to be monitored by the Rehabilitation Services Administration (RSA) in FFY 2019. We are currently reviewing and responding to RSA's monitoring report.

BCO continues to work with staff throughout the agency to implement guidance and changes as a result of COVID-19. BCO has updated vendor and staff guidance and implemented a variety of protocols to aid with work-from-home guidance. We will continue to roll with the changes that have been necessitated by the pandemic and work with our staff, stakeholders and partners to implement services to ensure we are able to safely provide as many services as possible while under the mitigation restrictions.

STATE PLAN

The new VR Services Portion of the Combined State Plan became effective on July 1, 2020, following federal approval. BCO will continue to monitor activities related to the implementation of the State Plan to ensure compliance. One of the first major activities under the State Plan was to implement the Job Retention service process within CWDS and across the agency. Ralph Roach, BCO Manager, and Lee Ann Stewart, Division Chief Policy, Staff Development, and Training continue to regularly participate in Workforce Development Board Interagency Working Group meetings to continue a focus on State Plan collaboration and future planning.

BUSINESS SERVICES & OUTREACH DIVISION (BSOD)

The Business Services & Outreach Division (BSOD), along with all OVR, continues telework activities. In this new normal, guidance and support to OVR staff and business customers continues. During these months, BSOD has increased its partnership with Unique Source and its member companies, including InspiriTec, which have contracted with the PA Department of Labor for Unemployment Compensation (UC) and Pandemic Unemployment Assistance (PUA) call center positions starting at \$14.00 per hour. These positions offer qualified OVR customers opportunities to build their work history and market themselves for full-time, benefitted careers in the IT help desk field. OVR's on-going relationship with retailers in the grocery and pharmacy sectors

continues to provide opportunities for qualified OVR customers. As an example, each week, BSOD staff share approximately 200-300 job openings with CVS Health for positions in PA retail pharmacies, distribution centers, and pharmacy direct operations. BSOD specialists and district office business services staff work with VRCs to encourage all employment-ready customers to register with their local CareerLink, the national Talent Acquisition Portal, USA Jobs for federal career positions, PA Civil Service Commission for state and municipal civil services positions, and with many private sector job boards.

CareerLink Accessibility Reviews

Discussions with the Bureau of Workforce Development Programs (BWDP) regarding ADA accessibility reviews at all PA CareerLink offices continue, and these reviews will resume when it is safe to do so. Approximately 12 CareerLink sites were reviewed prior to the COVID-19 closure. OVR has provided an outline of a potential re-opening plan which had been discussed and relayed to all CareerLink site administrators. OVR has been asked to provide a review to one of NE PA CareerLink offices that has opened. OVR is reviewing the current guidelines on Tele Work to determine if and when such reviews can resume.

Job Retention

BSOD and BCO staff developed a comprehensive Job Retention service modality as identified in the 2020 Combined State Plan. BSOD staff, in close work with OVR's Executive Team, Policy, Training & Staff Development and Systems & Evaluation divisions, provided a roll-out of these new services effective July 1, 2020.

These services allow for an exemption to the current wait list for all eligible customers so they can receive immediate assistance to help them retain a job that is in jeopardy due to their disability, upon verification with their employer of imminent loss of employment.

- OVR staff identified all potential job retention customers on the wait list prior to July 1 and reached out to them to discuss if job retention services were appropriate and needed.
- Each district office created a job retention team consisting of a manager, job retention supervisor/coordinator and up to five primary job retention counselors.

Focus on the Expansion and Development of Apprenticeship Pathways and Internships

To date, deliverables include:

- Networking and expressed interest by the PA AFL-CIO in assisting with expanding apprenticeship pathways to any qualified OVR trainee.
- Networking and expressed interest by regional labor councils and their trade locals to expand apprenticeship pathways to any qualified OVR trainee.
- Networking with PA Department of Labor & Industry and Keystone Development Partnership (KDP) to explore collaboration in the Philadelphia and western PA regions to introduce qualified OVR customers in both pre- and registered apprenticeships.
- Work toward development of statewide legislative office aide internship and/or job positions for qualified OVR customers with both caucuses of the PA house and senate.
- Plans to resume a 2021 State Summer Internship program in collaboration with the Office of Administration.
- Initiated discussion with PSSU SEIU Local 668 leadership in exploring development of Public Sector apprenticeships within 668.

TRANSITION & PRE-EMPLOYMENT TRANSITION SERVICES (Pre-ETS)

The MOU with the Bureau of Special Education has been finalized and we will begin the implementation process, including developing an accompanying toolkit to increase collaboration between OVR and schools.

POLICY, STAFF DEVELOPMENT & TRAINING DIVISION

POLICY

The following OVR policies are currently under revision:

- Transition/Pre-ETS
- Vehicle Modification
- Independent Living Older Blind (ILOB)
- Supported Employment

RECRUITMENT

Due to directives given by Governor Wolf as related to COVID-19, all Commonwealth agencies are under a hiring freeze; therefore, OVR is currently unable to hire interns and entry-level VR professionals. OVR is working diligently with the Office of Administration (OA) to develop a strategic plan for future recruitment.

DIVERSITY, EQUITY & INCLUSION (DEI) INITIATIVE

Due to COVID-19, planned DEI trainings were put on hold until mid-spring 2021; however, we have decided to transition into deeper cultural topics regarding racial and social injustice.

BUDGET UPDATE

OVR was allocated \$19.976M in state funds (VR Transfer) through the enacted interim state budget.

State Fiscal Year Summary (SFY19)

Targeted Budget State and Federal (Estimated)	\$215,131,000.00
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State Fiscal Year Summary (SFY20)

Current Interim Budgeted Amount (State and Federal)	\$161,864,000.00
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BUREAU OF BLINDNESS & VISUAL SERVICES (BBVS)

INDEPENDENT LIVING OLDER BLIND PROGRAM (ILOB)

At the end of SFY 19/20, there were **1,308** customer referrals to the ILOB program.

At the end of SFY 19/20, **1,143** ILOB cases were successfully closed.

SPECIALIZED SERVICES FOR ADULTS (SS-A)

At the end of SFY 19/20, there were **73** customer referrals to the SS-A program.

At the end of SFY 19/20, **41** SS-A cases were successfully closed.

SPECIALIZED SERVICES FOR CHILDREN (SS-C)

At the end of SFY 19/20, there were **197** customer referrals to the SS-C program.

At the end of SFY 19/20, **93** SS-C cases closed successfully.

BUREAU OF VOCATIONAL REHABILITATION SERVICES (BVRS)

GENERAL UPDATE

BVRS focuses on the delivery and direct management of services per the Workforce Innovation and Opportunity Act (WIOA). A strategic plan is utilized to engage employees, assess priorities to service both internal/external customers, and ensure responsible fiscal management, employee retention, and effective program management. The goal will be to maintain ongoing active engagement that promotes a productive working relationship with the essential parties to achieve OVR's mission to assist Pennsylvanians with disabilities to secure and maintain employment and independence.

THE RE-AUTHORIZATION OF THE REHABILITATION ACT IN TITLE IV OF WIOA

WIOA, effective July 22, 2014, continues to be implemented per the law to help individuals with disabilities to access employment, education, training, and support services to succeed in the labor market, and to match employers with the skilled workers they need to compete in the global economy.

During the COVID-19 pandemic, BVRS has continued to prepare and explore possibilities to serve students during the school year. BVRS will be utilizing virtual services and front-line staff such as our Vocational Rehabilitations Counselors (VRCs), Early Reach Coordinators (ERCs), and Business Services Reps (BSRs) to provide the five required pre-employment transition services. VRCs, ERCs, and BSRs have continued to maintain relationships virtually with school districts, customers, employers, and other stakeholders to ensure they remain abreast of OVR services.

HIRAM G. ANDREWS CENTER (HGAC)

The Commonwealth Technical Institute (CTI) began the summer term on 5/4/20 for continuing students via remote instruction. Following approval of a reopening plan, CTI offered these students the opportunity to return to complete hands-on components of their training programs. 77 students elected to return, representing approximately one-quarter of our normal capacity in the classrooms. The summer term concluded on 8/21/20 with 36 graduates. A modified walk-through graduation was held to celebrate the graduates' accomplishments.

CTI's fall term began on 8/31/20, and 173 students indicated their desire to continue or begin their training programs. This number, while over one-half our normal capacity, does put our classrooms at a new maximum where we can sustain safe social distancing guidelines. In addition, a new dormitory capacity is a consideration as we have placed all students in single occupancy rooms.

In September, HGAC resumed other in-person services in the Vocational Evaluation Department and Center for Assistive and Rehabilitative Technology.

Quarterly Meeting Agency Update

November 10, 2020

Agency: Department of Education

Career and Technical Education

All current Perkins postsecondary recipients have submitted applications for Perkins V Grants for 2020-21. Perkins V requires postsecondary entities to support the local one-stop centers. For example, Bucks County Community College supports its local workforce development board (LWDB) with an in-kind contribution by providing office space and equipment for the CareerLink at its Upper Bucks Campus. In addition to the EARN office at UBC, the college has a Memorandum of Understanding with the LWDB for "all services rendered" that covers contracts awarded through the contractual process (Title 1, In-School Youth, EARN) and WIOA mandatory partnerships. The college and local high schools provide space for WIOA Title 1 and In-School Youth (ISY) programming. PA CareerLink Bucks Director Brian Cummings and Bucks County Workforce Board Executive Director Billie Barnes have spoken to students about CareerLink services, providing career advice and sharing inspiring life lessons with the ISY class.

Career Ready PA Coalition

The Career Ready PA Coalition launched this fall with a virtual kickoff. In October, PDE began hosting sessions to engage statewide stakeholder champions in conversations on strategies and best practices to increase awareness for career and workforce readiness to ensure that all learners have equitable access to effective career readiness training for postsecondary workforce success. Participants include regional stakeholders from education, advocacy and non-profit organizations, business and industry, STEM Ecosystems, workforce, military, libraries, and state and local government agencies.

Title II Adult Education

Adult education and family literacy programs funded by PDE's Division of Adult Education have demonstrated flexibility and innovation to ensure continued services to their communities during the Covid-19 pandemic. They have implemented a range of orientation, intake, and assessment procedures to allow students to participate either remotely or in person with health and safety measures in place. Programs are providing instruction and student support services using a range of technology-enhanced and in-person activities. Programs are investing local and grant funds in technology and implementing lending programs to support students' access to technology. Program staff are helping students in their programs who are also parents of school age children to navigate the challenges of remote learning. Both the GED® Test and HiSET® Exam are now available with virtual proctoring.

Governor Wolf committed \$500,000 in grants for adult basic education from the Governor's Emergency Education Relief (GEER) fund, a federal fund provided to states through the CARES Act. PDE distributed the funding to 40 adult basic education providers across the commonwealth. PDE additionally distributed \$27.3 million in GEER funds to postsecondary institutions for health and safety mitigation in response to the Covid-19 pandemic.

Elementary and Secondary Education

In September, the State Board of Education adopted as proposed regulation a set of updated academic standards for science, technology and engineering, and environment and ecology. As part of the regulatory process, the Board will accept public comment on the proposed standards later this year.

Quarterly Meeting Agency Update

November

Agency: Aging

Issue/Topic

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the second quarter of its program year. We have tried to open our program as much as possible, but we are still limited because of COVID. We utilize many training sites that are currently closed to the public or have limited services. Furthermore, since we provide training to participants that are 55 years and older, we have only been able to open at 70% capacity. We have provided training services to 310 participants this program year which is 70% of SCSEP maximum enrollment. We are still limited by COVID to enroll new participants and sending participants to train in host agencies. 43 participants have exited the SCSEP with 16 participants exiting due to employment. The 2nd quarter employment rate of 29.4%. Furthermore, 30% of the participants that found employment have retained employment through the fourth quarter after exiting the program. Most in need, community service, and median earnings goals and targets are either exceeding or on pace to exceed when all required updates are performed in the SPARQ system.

The new Grant Performance Management System (GPMS) was scheduled to be rolled out to the SCSEP program in March 2020, but it has now been pushed back indefinitely. We have received some direction from the US Department of Labor on the functionality of the new management system, and we are preparing to roll out technical training to all the sub-grantees as soon as it is available. This program should be a large upgrade to the current SPARQ system as it will include many additional functions that SPARQ lacks.

Quarterly Meeting Agency Update

November 10, 2020

Agency: PA Department of Agriculture

USDA Farm Labor Survey and AEWR

- Last month the US Department of Agriculture (USDA) announced they would be discontinuing their Agricultural Labor Survey (ALS) and its quarterly Farm Labor Report. The survey and report have been used to set the Adverse Effect Wage Rate (AEWR) for the H2A program.
- On November 1st, the US Department of Labor (USDOL) announced a new rule updating the methodology for determining the annual AEWR.
- For the vast majority of agricultural jobs, the rule stabilizes the wage rate through calendar year 2022 by using the average hourly wages for field and livestock workers (combined), as reported by the U.S. Department of Agriculture's Farm Labor Survey published in November 2019. Then, starting in 2023, the department will make adjustments by relying on the Bureau of Labor Statistics' Employment Cost Index (ECI) from the preceding year.
- PA's current AEWR is \$13.34 and will remain at this level until 2023 when adjustments will be made based on the ECI.
- The change is aimed at stabilizing wages, addressing a concern from farmers that H-2A pay rates can jump around inconsistently. But farmworker advocates warn that switching up the formula could lead to depressed wages that don't reflect the market.

National Apprenticeship Week

- The Department of Agriculture is aligning with USDOL's National Apprenticeship Week, November 8th- November 14th, and will be posting a number of social media stories focused on agricultural apprenticeships across the state. The week's events will open with a panel discussion including PDA, L&I, and apprenticeship program sponsors and apprentices.

PA Commission for Agricultural Education Excellence

- The Commission continues its work in encouraging agriculture education programs for K-8. Commission staff is participating in the revision of the PA Science and Technology Standards with PDE.

Equity, Inclusion, and Diversity

- PDA has been focused on issues of equity, inclusion, and diversity within agriculture. This work has included diversity of the agricultural workforce and education system.
- The Department has held two equity and diversity listening sessions. One of these sessions was focused on agriculture education and workforce. This session brought together stakeholders throughout the state involved with education and workforce development within agriculture. The session was very successful and allowed the Department to hear firsthand of the challenges and needs surrounding equity and diversity in agriculture. The information gained from these sessions will help to inform the Department's work going forward.
- The PA Commission for Agricultural Education Excellence has established new goals on equity and diversity within the Commission's 2020-2022 work plan. The commission is focusing on these goals and identifying a plan to achieve them.

Other Workforce Initiatives

- PDA continues to work with PA Farm Bill grantees to ensure that economic and workforce efforts continue, despite the pandemic. PDA is also working to prepare PA Farm Bill programs should we see another round of funding in the final 2020-2021 budget.

Quarterly Meeting Agency Update

November 10, 2020

Department of Community and Economic Development

COVID-19 Action

- **Contact Tracing Training:** DCED and DOH are partnering together along with the community colleges across the commonwealth to offer a contact tracing training program. The 45-hour training program will train over 400 individuals in contact tracing and also, offer them a career pathway they can enter into after there is no longer a need for contact tracing services.
- **Outreach Calls with Industry:** Secretary Davin continues hosting listening session calls with industry and partner organizations to hear firsthand what is happening at the local level and to hear how the state can help with recovery efforts. To date, over 40 calls have been hosted. Last month, PEMA, L&I, Department of Health were included on the calls to provide COVID updates. PennDOT, Agriculture and the PUC have also participated on calls. Industry topics include: Hospitality/Travel/Tourism; Construction; Economic Development; PREP; Medical/Technology & Innovation; Food Chain; Team PA Foundation; Warehousing/Distribution/Logistics; Direct to Consumer Business; Minority/Diverse Business; PEDAs; AFL-CIO; Building Trades; Workforce Development; Finance; Utilities & Telecom; and Manufacturing.
- **B2B Directory:** There are 300+ companies that have volunteered their information for inclusion on the B2B Directory under one or more product category. We have received a lot of positive feedback from businesses listed on the B2B and we continue to grow the list as additional businesses inform us that they have PPE and medical supplies available for sale. Our Press Office continues to speak with companies on the B2B and put out press releases that applaud the great work they are doing. We also continue to market the B2B as an opportunity for Pennsylvanians that need to purchase PPE and medical supplies, and our Marketing Office developed collateral for our partners to get the word out about the B2B.
- **CARES Act Funding Distribution:**
 - **County Relief Grants - \$625 million**
 - **Food Access Initiative - \$10 million**
 - **COVID-19 Relief Statewide Small Business Assistance - \$225 million**
 - **Cultural and Museum Preservation Grant (CFA) - \$20 million**
 - Science and Technology Centers: 7 awards totaling \$1,570,994
 - Performing Arts Organizations: 53 awards totaling \$6,751,648
 - Orchestras: 9 applications totaling \$1,356,508
 - Natural History Museums: 3 awards totaling \$898,500
 - History Museums or Historical Sites: 55 awards totaling \$3,877,349
 - General Museums: 10 awards totaling \$748,905
 - Children's Museums: 7 awards totaling \$676,265
 - Art Museums: 14 awards totaling \$2,329,639
 - Accredited Zoos: 6 awards totaling \$1,790,192
 - **Hazard Pay Program - \$50 million** - More than 10,000 applications were received requesting hazard pay funds, totaling nearly \$900 million in requests.
 - 639 employers were awarded \$50 million in allocated funding, supporting a \$3 increase in pay for 41,587 full-time equivalent employees across the

7 eligible industries. The industry breakdown of the \$50 million is as follows (pro-rated based on eligible applications):

- Healthcare – 63.5% - \$31.75 million
 - Food Manufacturing – 7.2% - \$3.6 million
 - Food Retail – 8.2% - \$4.09 million
 - Social Assistance – 12.6% - \$6.3 million
 - Janitorial – 3.7% - \$1.84 million
 - Transportation – 1.2% - \$592,000
 - Security – 3.6% - \$1.8 million
- **Brookings on frontline workers during COVID-19 highlights the PA Hazard Pay program as an innovative model which could be replicated at a national level.** Excerpt pulled out here:
- Congress should focus federal dollars on modest hazard pay for the low-wage workers who need it most. As Congress negotiates the next federal relief bill, lawmakers should include federal funding for hazard pay targeted to the low-wage workers who need it most for the duration of the pandemic. Pennsylvania’s hazard pay program provides a compelling model to scale at the national level. While House Democrats’ original “Heroes Fund” proposal for federal hazard pay included generous compensation to even highly paid workers, Pennsylvania’s program had a strong equity focus and prioritized workers at greatest risk of COVID-19 and earning the lowest wages. Compensation was more modest, at the equivalent of \$3 per hour (instead of \$13), and income was capped at modest wages (\$20 per hour), making Pennsylvania’s program far less costly. Congress could make federal funds available to states to implement hazard pay, with room for states to determine some of the eligibility criteria and wage thresholds. Or it could be run centrally out of the Treasury Department, like the original Heroes Fund proposal.

WIOA State Plan-Goal 2 Sector Strategies and Employer Engagement: DCED continues to serve as the lead agency for Goal 2 of the WIOA State Plan and hosts interagency committee meetings to review the sub-goals. Most recent discussions included how economic development and workforce development can work together better at the local level to meet the needs of employers and job seekers, specifically through the Engage! program.

Workforce & Economic Development Network of Pennsylvania (WEDnet):

FY 20-21 Activity:

- 435 employees trained on invoices paid between July 1-September 30, 2020
- 52 unique FEINs trained on invoices paid between July 1-September 30, 2020
- \$109,896.97 invoices paid July 1-September 30, 2020

Manufacturing Training to Career: The Manufacturing PA Training-to-Career Grant program updated the program guidelines this fall and opened the program for applications this month. Applications can be for projects that address awareness of the opportunities in the manufacturing industry as well as short-term training to get those with barriers to employment the skills they need to obtain entry level employment with a manufacturing company. There is \$1.9 million available.

Next Generation Industry Partnerships: DCED continues to partner with L&I on NGIPs. DCED participates on a bi-weekly interagency Next Gen calls with L&I, Team PA, PDE, and DHS, as well as participates on the monthly Community of Practice calls with the NGIPs across the commonwealth.

Quarterly Meeting Agency Update

November 10, 2020

Agency: Corrections

Partnerships with Other Agencies

On September 18, 2020, the department's Workforce Development Specialist provided a presentation on the Benefits of Hiring Reentrants during a YoCo Connections virtual job information "fair" for York County.

In mid-September 2020, Corrections/Parole participated in Regional Assemblies (4 regions) the Pennsylvania's State System of Higher Education (PASSHE) Workforce Steering Committee held. Through the Assemblies, which included stakeholders from those regions and industries, regional differences and employer industry expectations will help develop competency skills maps in 2021. During the Assemblies, in addition to competency skills, participants provided their expertise and recommendations on most recognized/valued credentials across each industry.

On October 20, 2020, during the Kutztown's Business and Manufacturing Roundtable, via Zoom, the department provided a short update on the Benefits of Hiring Reentrants and what Corrections/Parole offers for reentry inside and outside the SCI. In January 2021, Kutztown will hold another virtual event solely focused on Hiring Reentrants and having Corrections/Parole staff present.

On October 21, 2020, the department's Workforce Development Specialist partnered with Flagger Force, a second chance employer, and provided a workshop at the 36th Annual Pennsylvania Workforce Development Association Conference. The workshop focused on the benefits of hiring reentrants and the success Flagger Force is having with hiring our reentrant population

Corrections/Parole continues to assist with the WIOA State Plan by sitting on the committee headed up by Labor & Industry and Workforce Development Board.

Reentry Services

On October 14, 2020, to better connect employers and reentrants the department created a Workforce Development page on our website with resources and contacts all centered on second-chance hiring. <https://www.cor.pa.gov/community-reentry/Pages/Workforce-Development.aspx>

Annually, each SCI coordinates and hosts a reentry job fair for inmates to participate. This event is generally hosted in the gym, classrooms or other large area within the institution and invites various community partners (employers, community service providers, BCC contractors and other agency representatives) to provide in-person information and presentations to the inmates. This information is vital for successful reentry planning. However, due to the COVID outbreak of 2020, these events have all been cancelled or rescheduled and the likelihood of facilitating these events in alignment with DOC COVID procedures and CDC guidelines will be difficult. In December 2020, Corrections/Parole is planning to hold an alternate, virtual presentation of reentry resources to the inmates planning for return to the community.

Quarterly Meeting Agency Update

November 10, 2020

Agency: PA Department of Human Services

Continued resources for people experiencing loss of income

DHS continues to work during this time to increase awareness of resources for essential needs, such as food and utilities, as the economic impact of COVID-19 continues and as unemployment benefits begin to exhaust. While county assistance offices remain closed to the public, people can apply for assistance like TANF, SNAP, MA, and LIHEAP online, or they can print an application from the website or call for an application to be mailed. Secure drop boxes are available at office locations. Updates include:

- **Enrollment:** SNAP enrollment increased 7.4% since February for a total of 1,866,614 in September. Medicaid enrollment increased 8.6% since February for a total of 3,076,166.
- **LIHEAP:** The Low-Income Home Energy Assistance Program is now open from November 2, 2020 to April 9, 2021. Assistance is available for renters and homeowners to help with heating bills. The benefit amount ranges from \$200-\$1000. The crisis amount increased from \$600 to \$800.
- **UC and outreach:** DHS and L&I continue to partner on strategies for reaching people whose unemployment benefits are expiring to ensure awareness of resources such as SNAP.

Medicaid Work Supports initiative re-establishment

The MA Work Supports initiative establishes a systematic connection to employment and training resources for Medical Assistance beneficiaries. When a person selects a new health plan, if they are interested in learning about local employment and training resources, they receive outreach either through PA CareerLink®, the County Assistance Office, or their Managed Care Organization (MCO). While some components of this system were paused due to the pandemic, much of this work has continued, including development of partnerships between some MCOs and LWDBs. By the end of November, all components, including PA CareerLink® letter outreach, should be fully functioning. A report of transactions since February indicates an average of 860 people per week seeking these resources; DHS anticipates an increasing need for this employment support as the economic impacts of the pandemic continue and as different forms of UC are no longer available.

New support for TANF recipients entering the workforce - Work Expense Deduction

As part of Governor Wolf's focus on supporting families in achieving long-term economic stability, DHS implemented the Work Expense Deduction (WED) in September. The deduction helps TANF recipients who may obtain employment at a lower wage to maintain support throughout this transition into the workforce. The goals of the WED include increasing the likelihood of sustaining employment, successfully navigating the work environment, and continuing on a career path to a higher wage. The WED coincides with the Department's Employment and Training redesign launched in July which shifts services to a holistic, person-centered model with comprehensive support to reach long term goals.

Access to technology – resources for families in shelters

In addition to the new TANF Special Allowances and the SNAP laptop loan programs recently instituted to enhance access to technology, DHS recently announced the distribution of more than \$400,000 in grant funding to shelters serving families who are experiencing homelessness, domestic violence, and other significant circumstances. Funding will support internet access and the purchase of computer equipment for parents and children to use while staying at the shelter. This will allow parents at the centers to look for jobs and for children to participate in virtual school activities. Funding was awarded to 59 shelters in 28 counties by the Office of Child Development and Early Learning (OCDEL).

2018 Population		
Total Population	12,791,181	100.0%
Female	6,527,992	51.0%
Male	6,263,189	49.0%
Population by Race		
White	10,341,442	80.8%
Black	1,423,319	11.1%
Hispanic Ethn	905,156	7.1%
Other	1,026,420	8.0%
Population by Age		
Ages 0 to 17	2,675,330	20.9%
Ages 18 to 24	1,194,488	9.3%
Ages 25 to 34	1,667,748	13.0%
Ages 35 to 44	1,495,222	11.7%
Ages 45 to 54	1,731,294	13.5%
Ages 55 to 64	1,797,238	14.1%
Ages 65 to 74	1,236,019	9.7%
Ages 75 and Older	993,842	7.8%
Median Age	40.7	
Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,549,755	45.0%
Some College or Associate Degree	2,669,784	26.4%
Bachelor's Degree	1,802,262	17.8%
Graduate or Professional Degree	1,094,050	10.8%

Source: U.S. Census ACS 2014-2018 - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
Sept 2020	Sept 2019	Volume Change	Percent Change
119,860	119,600	260	0.2%

Source: Burning Glass Technologies Help Wanted OnLine™

U.S. Veterans		Median Income	
Total	Unemployment Rate	Veteran	Non-Veteran
782,682	5.1%	\$37,171	\$30,131

Source: U.S. Census ACS 2014-2018 (Table: S2101)

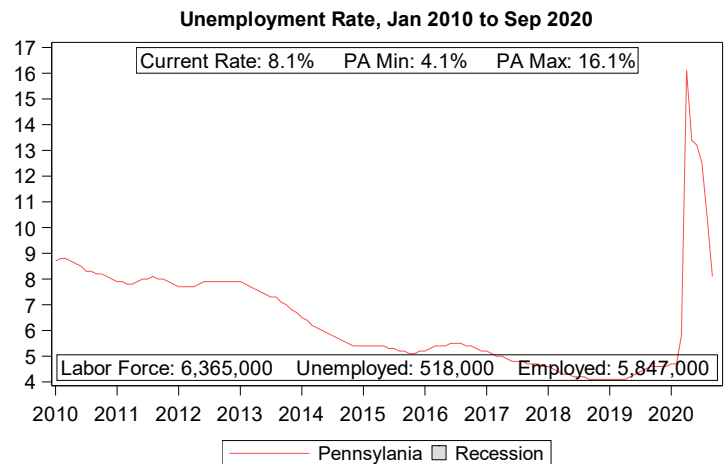
Income Measures			
Per Capita	Total Personal	Median Household	Median Family
\$56,225	\$720,073,441	\$59,445	\$75,477

Note: Total Personal Income is displayed in thousands.

Note: Median Incomes are in 2018 adjusted dollars.

Source: Personal Incomes - Bureau of Economic Analysis (BEA) - 2018

Source: Median Incomes - U.S. Census ACS 2014-2018 (Tables: B19013 & B19113)



Top 25 Employers by Employment in Q1 of 2020

Federal Government
 State Government
 Wal-Mart Associates Inc
 Trustees of the University of PA
 City of Philadelphia
 Giant Food Stores LLC
 Pennsylvania State University
 School District of Philadelphia
 UPMC Presbyterian Shadyside
 United Parcel Service Inc
 PNC Bank NA
 University of Pittsburgh
 The Children's Hospital of Philadelphia
 Lowe's Home Centers LLC
 Comcast Cablevision Corp (PA)
 Weis Markets Inc
 Amazon.com Services Inc
 Home Depot USA Inc
 PA State System of Higher Education
 Target Corporation
 Vanguard Group Inc
 Giant Eagle Inc
 Saint Luke's Hospital
 Merck Sharp & Dohme Corporation
 Universal Protection Service LLC

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Oct 2019 to Sep 2020		Sep 2020 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	2,380	1.1%	917	0.9%	17,858	0.8%
Construction	22,360	10.5%	9,418	9.4%	106,361	5.0%
Manufacturing	20,580	9.7%	14,091	14.0%	201,564	9.5%
Trade, Transportation & Utilities	39,440	18.5%	15,770	15.7%	430,412	20.2%
Information	2,720	1.3%	803	0.8%	23,099	1.1%
Financial Activities	7,640	3.6%	2,131	2.1%	57,413	2.7%
Professional & Business Services	31,410	14.7%	10,960	10.9%	270,421	12.7%
Education & Health Services	27,940	13.1%	17,347	17.3%	385,258	18.1%
Leisure & Hospitality	45,170	21.2%	12,131	12.1%	454,091	21.3%
Other Services	8,790	4.1%	2,844	2.8%	102,759	4.8%
Government	1,620	0.8%	945	0.9%	21,547	1.0%
Info Not Available	2,950	1.4%	0	0.0%	0	0.0%
Total	213,000	100%	100,402	100%	2,129,207	100%

Notes: Percentages less than 0.5% will be displayed as 0.0%. Percentages may not sum to 100% due to rounding.
 Claims data are not comparable to claims data released in any other report.

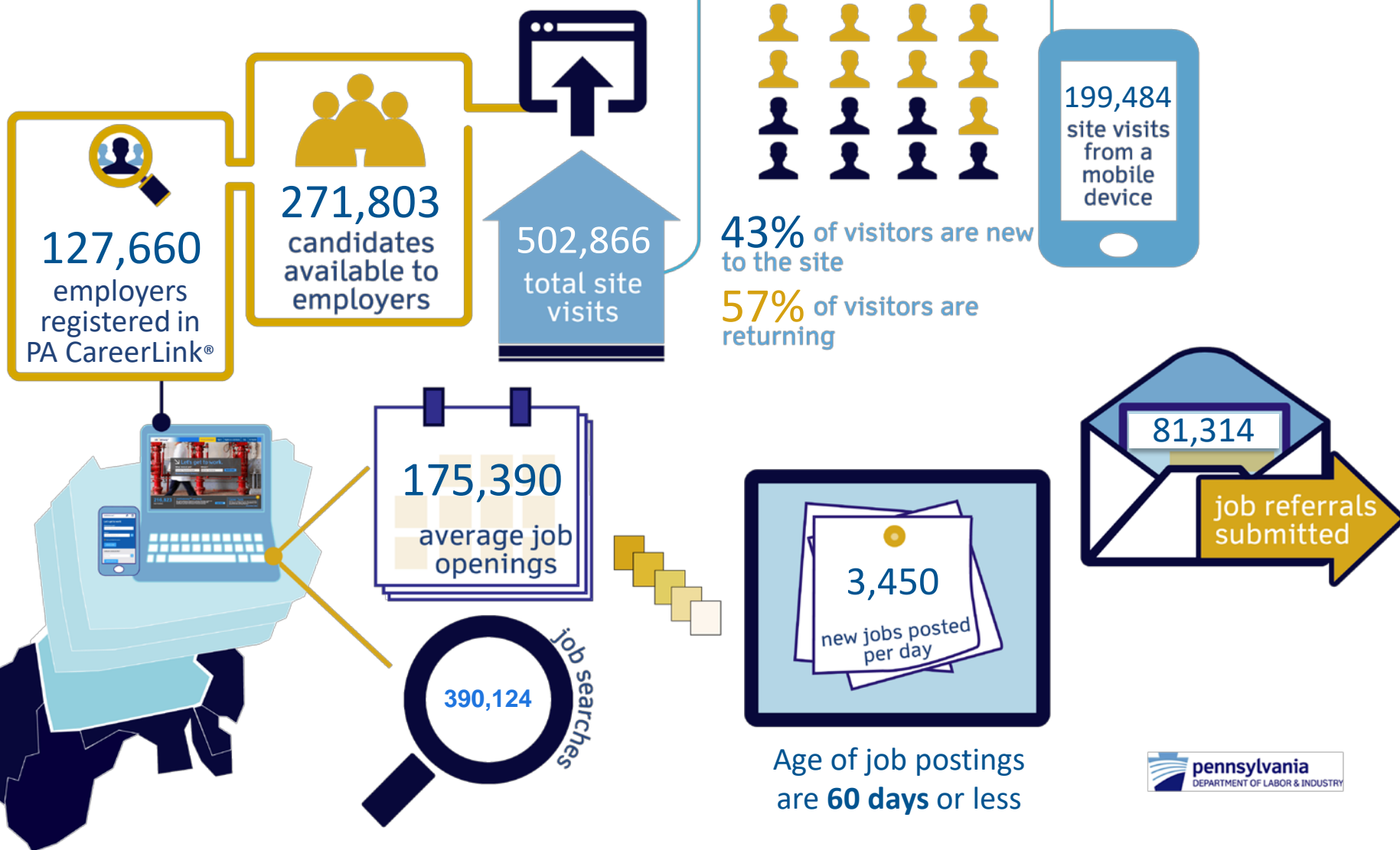
Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2019 Annual Averages					
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage
	Total, All Industries	359,119	5,925,582	100.0%	\$57,497
11	Agriculture, Forestry, Fishing and Hunting	2,351	25,013	0.4%	\$36,714
21	Mining, Quarrying, and Oil & Gas	1,275	28,043	0.5%	\$90,133
22	Utilities	1,367	34,608	0.6%	\$99,248
23	Construction	29,303	269,127	4.5%	\$68,113
31-33	Manufacturing	14,435	575,459	9.7%	\$64,251
42	Wholesale Trade	23,412	217,417	3.7%	\$82,077
44-45	Retail Trade	40,909	614,434	10.4%	\$30,251
48-49	Transportation and Warehousing	11,645	315,199	5.3%	\$50,189
51	Information	5,439	90,505	1.5%	\$93,124
52	Finance and Insurance	18,326	267,300	4.5%	\$97,378
53	Real Estate and Rental and Leasing	10,984	65,421	1.1%	\$62,576
54	Professional and Technical Services	41,741	367,729	6.2%	\$98,975
55	Management of Companies and Enterprises	4,829	136,094	2.3%	\$135,620
56	Administrative and Waste Services	18,200	322,045	5.4%	\$38,452
61	Educational Services	9,064	484,699	8.2%	\$58,763
62	Health Care and Social Assistance	53,666	1,090,104	18.4%	\$52,330
71	Arts, Entertainment, and Recreation	5,435	103,178	1.7%	\$34,327
72	Accommodation and Food Services	28,475	478,166	8.1%	\$19,451
81	Other Services (Except Public Administration)	33,122	203,687	3.4%	\$35,241
92	Public Administration	5,143	237,356	4.0%	\$62,908

Company Ownership					
Total, All Ownership		359,119	5,925,582	100.0%	\$57,497
Private Ownership		345,782	5,249,726	88.6%	\$57,226
Federal Ownership		2,758	98,105	1.7%	\$77,436
State Ownership		1,448	130,313	2.2%	\$64,185
Local Ownership		9,131	447,439	7.6%	\$54,362

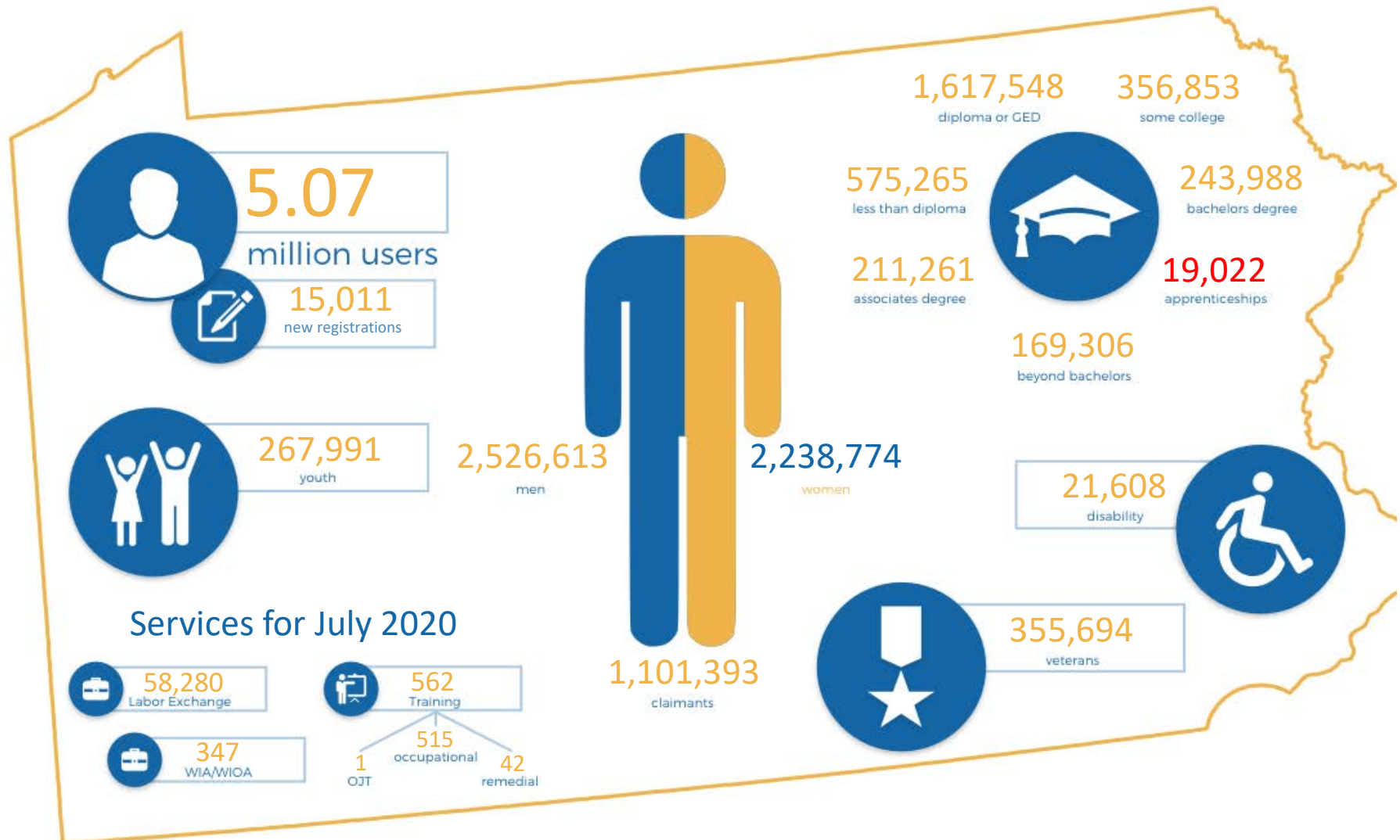
Occupational Employment (2016) and Wages (2019)					
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,181,960	\$23,070	\$51,340	\$65,480
11-0000	Management	296,550	\$62,900	\$125,270	\$156,460
13-0000	Business & Financial Operations	292,690	\$45,450	\$76,330	\$91,780
15-0000	Computer & Mathematical	158,430	\$51,220	\$86,730	\$104,480
17-0000	Architecture & Engineering	102,530	\$48,690	\$80,650	\$96,630
19-0000	Life, Physical & Social Science	52,740	\$40,950	\$76,750	\$94,650
21-0000	Community & Social Services	142,280	\$30,240	\$46,880	\$55,200
23-0000	Legal	49,600	\$44,090	\$106,560	\$137,790
25-0000	Education, Training & Library	341,210	\$28,380	\$61,790	\$78,500
27-0000	Arts, Design, Entertainment, Sports & Media	81,900	\$25,090	\$52,720	\$66,540
29-0000	Healthcare Practitioners & Technical	395,930	\$40,130	\$77,730	\$96,530
31-0000	Healthcare Support	198,080	\$22,230	\$29,760	\$33,520
33-0000	Protective Service	126,170	\$23,540	\$47,580	\$59,610
35-0000	Food Preparation & Serving Related	498,670	\$17,700	\$25,190	\$28,930
37-0000	Building & Grounds Cleaning & Maintenance	209,280	\$20,730	\$30,500	\$35,380
39-0000	Personal Care & Service	279,300	\$17,920	\$28,440	\$33,710
41-0000	Sales & Related	601,030	\$19,550	\$42,680	\$54,240
43-0000	Office & Administrative Support	965,560	\$25,470	\$40,460	\$47,960
45-0000	Farming, Fishing & Forestry	35,670	\$20,240	\$34,810	\$42,090
47-0000	Construction & Extraction	254,290	\$32,560	\$54,530	\$65,510
49-0000	Installation, Maintenance & Repair	239,150	\$30,140	\$50,010	\$59,950
51-0000	Production	400,560	\$25,610	\$40,640	\$48,160
53-0000	Transportation & Material Moving	460,360	\$22,440	\$36,350	\$43,300

Note: 'ND' represents Non-Disclosable information.



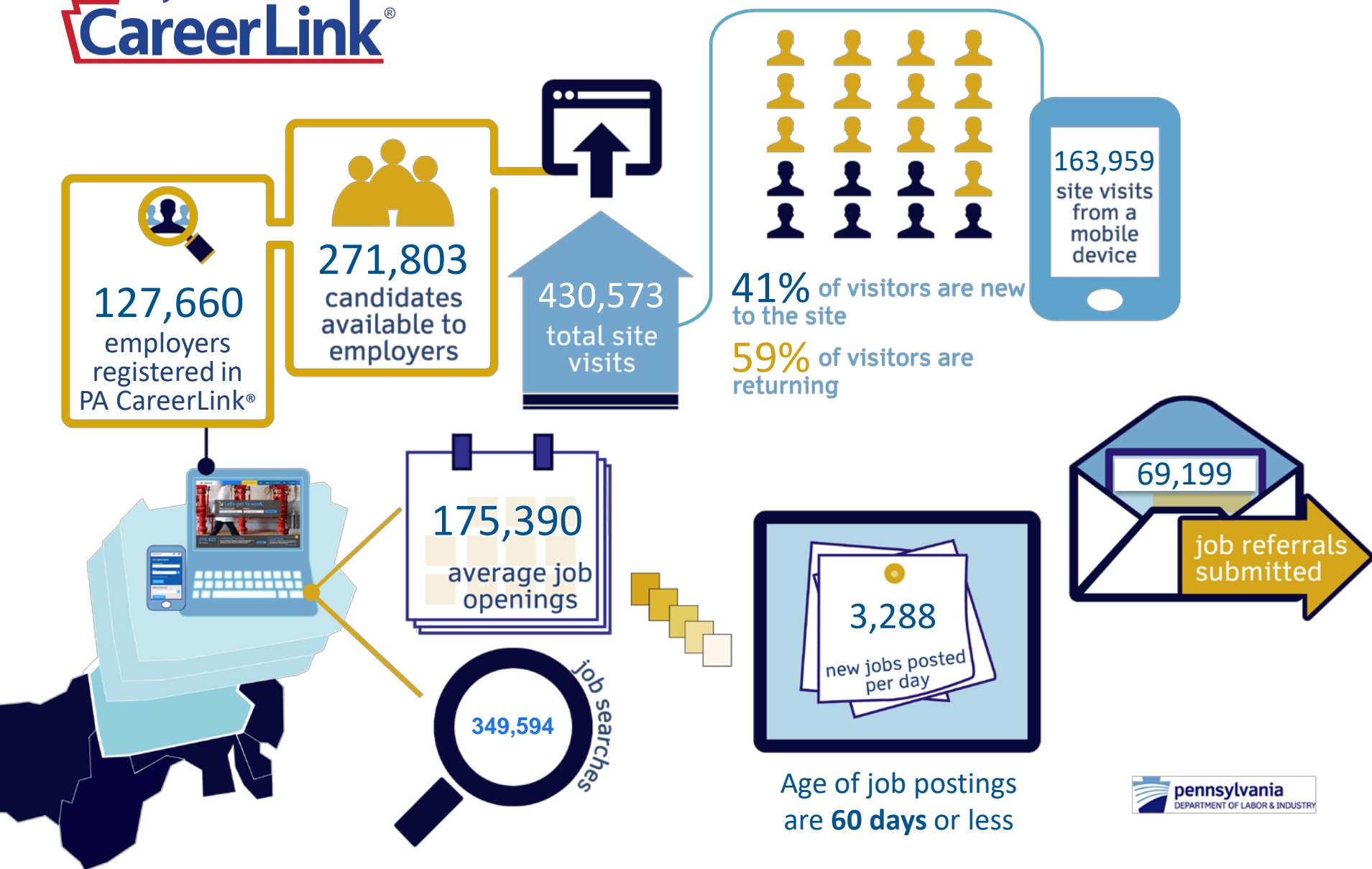


CWDS/PA CareerLink® User Demographics & Services



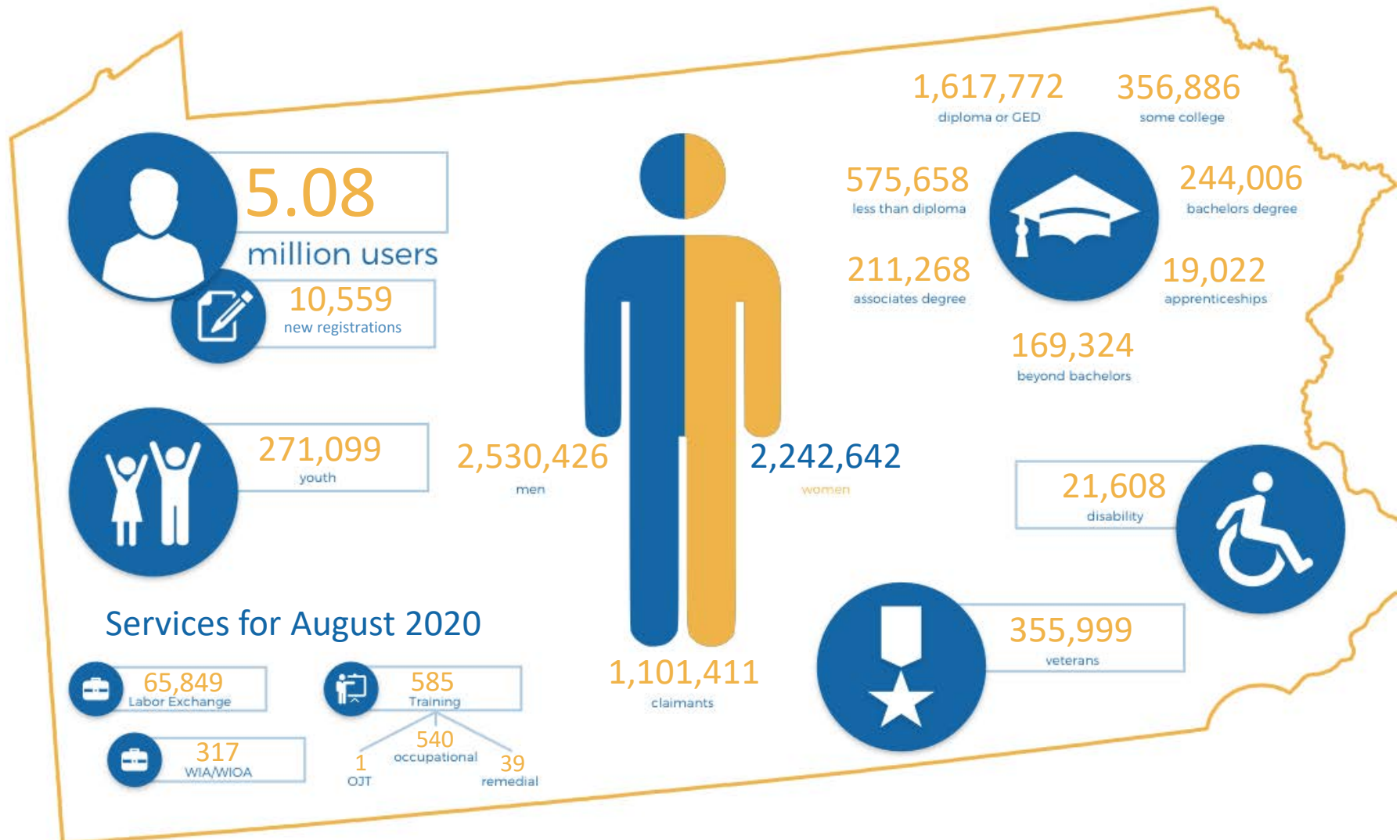
Infographic Description

#	Metric	Description	Notes	Source	Source Detail
1	Employers registered in PA CareerLink®	Total Employer Profiles based on FEIN	Cumulative (Based on FEINs and SSNs)	CWDS Business Report	Employer #7: Employers -Total - TOTAL COUNT
2	Candidates available to PA employers	Job Seekers with "Want Employers to Find You" marked as "Yes"	Job seekers with job preferences enabled (cumulative)	CWDS Business Report	Participant #13: Participants with Job Preferences Enabled - TOTAL COUNT
3	Total site visits	Number of times PA CareerLink® was visited (includes new and return visits)	Per month	Google Analytics	PA CareerLink®: Customization: Dashboards: PA CareerLink InfoGraphic: Visits
4	Visitors new to the site	New visitors to PA CareerLink®	Per month	Google Analytics	PA CareerLink®: Customization: Dashboards: PA CareerLink InfoGraphic: New Visitor
5	Visitors are returning at least each month	Returning visitors to PA CareerLink®	Per month	Google Analytics	PA CareerLink®: Customization: Dashboards: PA CareerLink InfoGraphic: Returning Visitor
6	Total mobile site visits	Number of times PA CareerLink® mobile was visited (includes new and return visits)	Per month	Google Analytics	PA CareerLink®: Customization: Dashboards: PA CareerLink InfoGraphic: Private: PA CareerLink® Mobile Analytics: Visits
7	Average job openings	Current number of job openings based on the "Open Positions" value of job postings which are in open status	Current number of openings (Note: The average can be calculated by recording this number at the start, middle, and end of the month)	CWDS Business Report	Job Postings: Open Positions (Total openings for jobs in open status)
8	New jobs posted per day	New job postings based on posting date	Sum of Registered Employer and Job Feed Job postings posted (i.e. in "open" status) within the month	CWDS Business Report	Job Postings #6: All Jobs - Posted - AVG ON RPT DATES
9	Age of job posting	Length of time jobs are in open status (Note: There are variations based on type of job)	Job Feed Jobs and Registered Employer Unassisted are 60 days; Registered Employer Staff Assisted are 180 days	NA	NA
10	Number of job searches	Total number of times the Search Jobs screen is visited	Total number of times the job search screen is visited	Google Analytics	PA CareerLink®: Dashboards: Private: PA CareerLink® InfoGraphic Data: Pageviews by Page Title: PA CareerLink® - Search Jobs
11	Job referrals submitted	Number of job referrals created by either applying to a registered employer job or visiting the web site of a job feed job	Per month	CWDS Business Report	Referrals #1 - COUNT ON RPT DATES



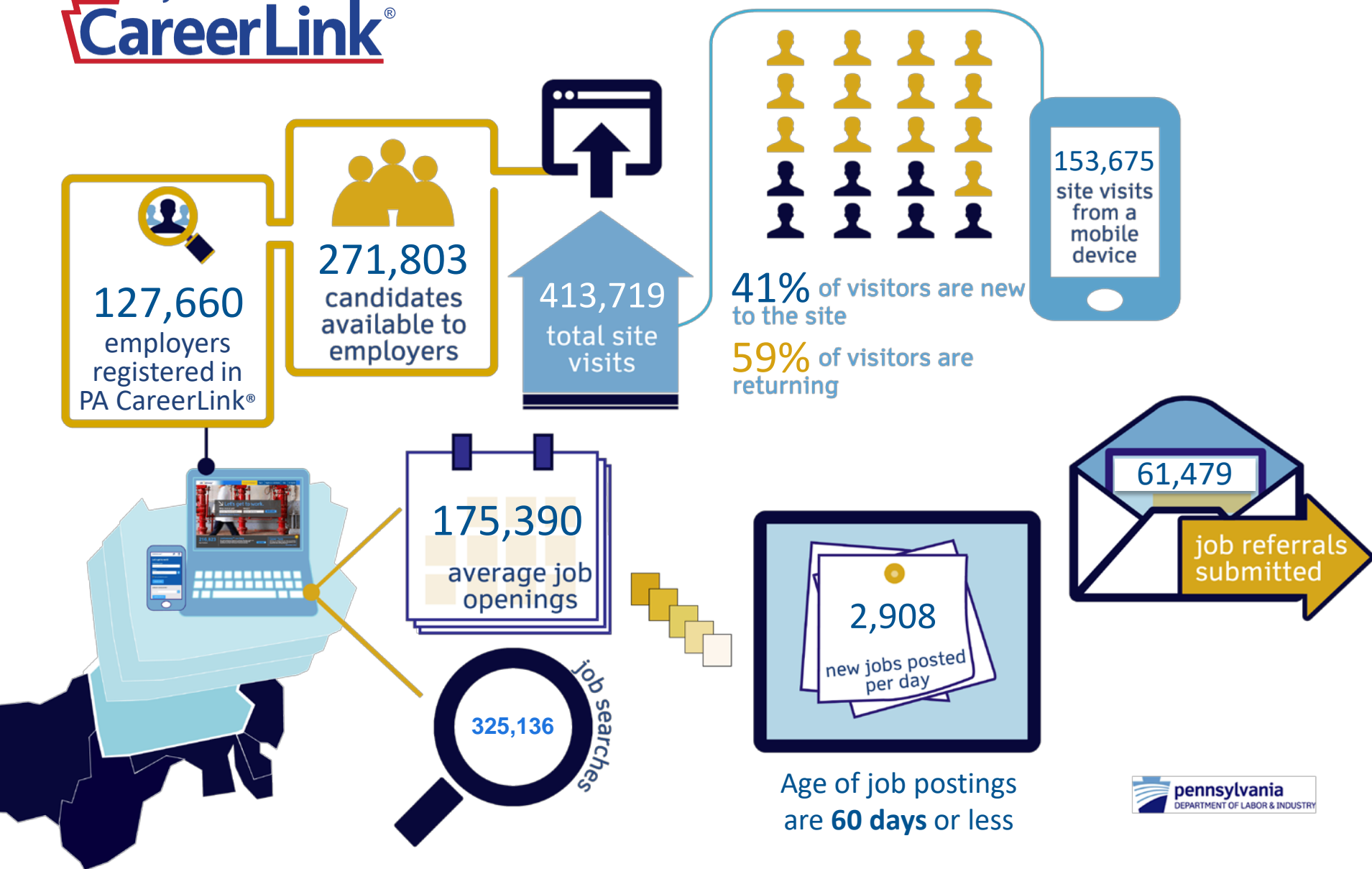


CWDS/PA CareerLink® User Demographics & Services



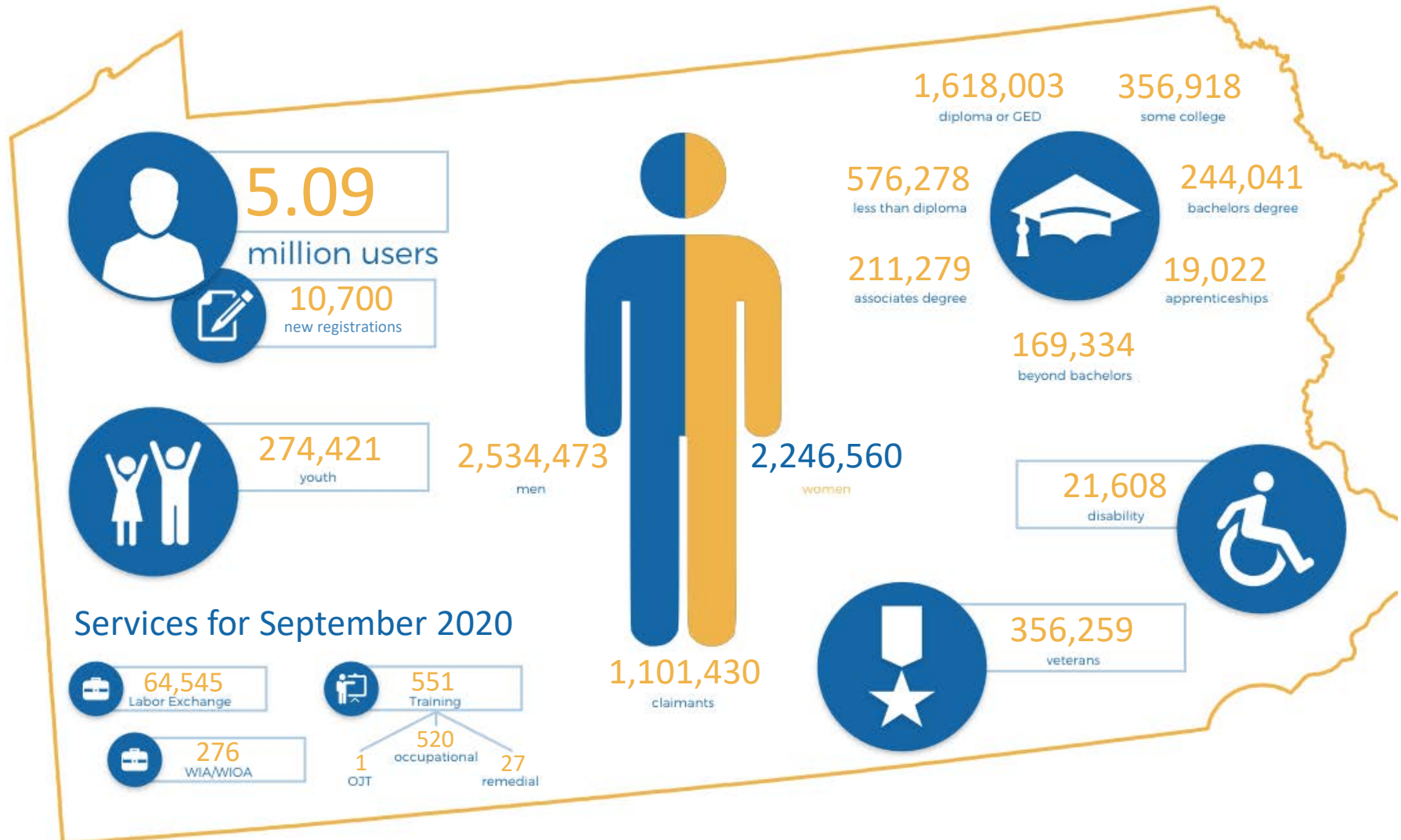
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CWDS/PA CareerLink® User Demographics & Services



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8	New jobs posted per day	New job postings based on posting date	Sum of Registered Employer and Job Feed Job postings posted (i.e. in "open" status) within the month	CWDS Business Report	Job Postings #6: All Jobs - Posted - AVG ON RPT DATES
9	Age of job posting	Length of time jobs are in open status (Note: There are variations based on type of job)	Job Feed Jobs and Registered Employer Unassisted are 60 days; Registered Employer Staff Assisted are 180 days	NA	NA
10	Number of job searches	Total number of times the Search Jobs screen is visited	Total number of times the job search screen is visited	Google Analytics	PA CareerLink®: Dashboards: Private: PA CareerLink® InfoGraphic Data: Pageviews by Page Title: PA CareerLink® - Search Jobs
11	Job referrals submitted	Number of job referrals created by either applying to a registered employer job or visiting the web site of a job feed job	Per month	CWDS Business Report	Referrals #1 - COUNT ON RPT DATES

PENN STATE PROJECT ECHO

SUPPORTING EMPLOYERS,
SUPPORTING EMPLOYEES IN RECOVERY

Empowering employers to encourage the
success of their employees in recovery.



PENN STATE PROJECT ECHO

Using technology, not proximity, to **connect and share knowledge.**

Project ECHO (Extension for Community Healthcare Outcomes) at Penn State connects specialists with community members across Pennsylvania and beyond. Together, they discuss de-identified cases and develop best practices and recommendations for care. Over time, participants become the experts.

The heart of the ECHO model™ is this hub-and-spoke, knowledge-sharing system. It is a guided, virtual learning community aimed at practice improvement: employers receive resources, mentoring and feedback, strengthen their skillset related to more complex systematic scenerios, and retain responsibility for their employees, policies and procedures. As a result, employees can have access to the resources they need, when they need it and close to home.

We understand the demands that employers are facing, and how these demands make it difficult to pursue continuing education opportunities. That's why we've made it as simple as possible to participate in Project ECHO through the Zoom video conferencing platform.

Partner with us.

Penn State Project ECHO leverages a team of professionals who realize the power of sharing knowledge across miles and across disciplines. We exist to improve health and wellness throughout the state and beyond. Penn State Project ECHO is where treatment, prevention, research, technology, sharing and learning converge, and our team helps to make that happen.



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PENN STATE PROJECT ECHO

SUPPORTING EMPLOYERS, SUPPORTING EMPLOYEES IN RECOVERY

Empowering employers to encourage the success of their employees in recovery.



REGISTER: SUPPORTING EMPLOYERS, SUPPORTING EMPLOYEES IN RECOVERY ECHO SERIES



Supporting Employers, Supporting Employees in Recovery

The Supporting Employers, Supporting Employees (SESER) ECHO series will launch September 16, with sessions taking place every other week -- 1.0 hour sessions for 10 sessions. We will be offering two time slots (8:00-9:00 a.m. and 9:00-10:00 a.m.) for participants to choose from. Please only register for one series time that is convenient to your schedule. In partnership with the Pennsylvania Department of Labor and Industry and Pennsylvania CareerLink, Penn State Project ECHO is taking steps to equip employers with resources and strategies to support employees in recovery. The main focus of these sessions will come from participants who present systematic or de-identified employee cases to each other and our multi-disciplinary specialist team in order to increase education and awareness to employers across the Commonwealth and encourage the success of their employees in recovery. These sessions provide brief lectures covering topics such as drug screens, employer concerns with Medication Assisted Treatment (MAT), medical marijuana in the workplace, policies, hiring, implementing a recovery-friendly workplace, etc.

Register for the 8:00-9:00 a.m. sessions at: <https://is.gd/SESER1>

Register for the 9:00-10:00 a.m. sessions at: <https://is.gd/SESER2>

This series is supported by a [DOL-ETA National Health Emergency Demonstration Grant to Address the Opioid Crisis](#).



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NHE Dislocated Worker Demonstration Grants to Address the Opioid Crisis:

Academic Partnerships

Southwest Corner Workforce Development Board

Title of the Project: Paramedic Training

Agency POC: Lisa Neil, President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 237 lnail@swtraining.org

Academic Institute: Penn State Fayette

Academic Institute POC: William Bailey, EMS Coordinator/ Area Training Representative

Penn State Fayette - Center for Community and Public Safety - 2201 University Drive, Lemont Furnace, PA 15456

PH: 724-430-4217 wtb118@psu.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: 1/7/19 Project End Date: 12/31/19

Brief Summary of the Project: Incumbent Worker Training for Brownsville Ambulance Service, Inc. (Washington County, PA) employees. 2 Advanced EMTs are attending Penn State Fayette's Paramedic Training program. Once completed, and they pass their certification exams, they will advance in their careers with Brownsville Ambulance as Paramedics.

Title of the Project: Advanced EMT Training

Agency POC: Lisa Neil, President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 237 lnail@swtraining.org

Academic Institute: Penn State Fayette

Academic Institute POC: William Bailey, EMS Coordinator/ Area Training Representative

Penn State Fayette - Center for Community and Public Safety - 2201 University Drive, Lemont Furnace, PA 15456

PH: 724-430-4217 wtb118@psu.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: 1/7/19 Project End Date: 5/15/19

Brief Summary of the Project: Incumbent Worker Training for Brownsville Ambulance Service, Inc. (Washington County, PA) employees. 4 EMTs are attending Penn State Fayette's Advanced EMT Training program. Once completed, and they pass their certification exams, they will advance in their careers with Brownsville Ambulance as Advanced EMTs.

Title of the Project: EMT Certification Training

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Community College of Allegheny County

Academic Institute POC: Rick Hilinski, B.A. EMT, CCAC Director

CCAC Public Safety Institute - 1000 McKee Road N1108, Oakdale, PA 15071

PH: (412) 788-7353 rhilinski@ccac.edu

Funding Entity (if using one): WIOA Adult; WIOA Dislocated Worker; WIOA Out-of-School Youth; WIOA In-School Youth; Business & Education Partnership

Project Start Date: January 15, 2019 Project End Date: (projected) June 18, 2019

Brief Summary of the Project: This is training held in collaboration with Washington County EMS. 9 enrollments into this program. These were all Individual Training Accounts. The program is being held at Washington County EMS with CCAC as the training provider. All attendees that successfully complete and pass certification exams will become certified EMTs.

Title of the Project: Certified Recovery Specialist Training

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Penn State Beaver

Academic Institute POC: Debra Anne Roach, Ph.D., Director of Continuing Education & Workforce Development

Penn State Beaver - 100 University Drive / Monaca, PA 15061

PH: 724-773-3767 Dar5582@psu.edu

Jill K. Valentine, Education Program Associate

Penn State Beaver - Continuing Education - 100 University Drive, Monaca, PA 15061

PH: (724) 773-3765 jak249@psu.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: 4/27/19 Project End Date: (projected) June 22, 2019

Brief Summary of the Project: This is training will begin on April 27, 2019. Currently recruiting individuals eligible under the Opioid Grant for Certified Recovery Specialist (CRS) Training (*now we have approximately 31 going through the intake process*). These are all Individual Training Accounts being funded under the Opioid Grant. Classes will be held 2 days per week at the Harmony House (Washington County, PA) with Penn State Beaver as the training provider. All attendees that successfully complete and pass certification exams will become Certified Recovery Specialists.

Title of the Project: EMT Certification Training

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Western Area Career & Technology Center

Academic Institute POC: Dennis Dull, Adult Education Coordinator

Western Area Career & Technology Center - 688 Western Avenue, Canonsburg, PA 15317

724-746-2890 x 182 ddull@wactc.net

Funding Entity (if using one): TBD

Project Start Date: (Projected start - April 2019) Project End Date: TBD

Brief Summary of the Project: Projected enrollments will all be Individual Training Accounts. The program is being held at Western Area Career & Technology Center. All attendees that successfully complete and pass certification exams will become certified EMTs.

Title of the Project: EMT Certification Training

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Penn State Fayette

Academic Institute POC: William Bailey, EMS Coordinator/ Area Training Representative

Penn State Fayette - Center for Community and Public Safety - 2201 University Drive, Lemont Furnace, PA 15456

PH: 724-430-4217 wtb118@psu.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: February 4, 2019 Project End Date: March 5, 2019

Brief Summary of the Project: 7 Enrollments as Individual Training Accounts. The program is being held at The Washington Health Systems Greene, Waynesburg, PA. All attendees that successfully complete and pass certification exams will become certified EMTs and will be hired by EMS Southwest, Inc. Waynesburg, PA.

Title of the Project: Certified Recovery Specialist Training

Agency POC: Rich Strother, Program Manager

Job Training for Beaver County, Inc., Suite 277 Beaver Valley Mall, Monaca, PA 15061

724-728-4860 ext. 102 rstrother@jtbc.org

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

Academic Institute: Penn State Beaver

Academic Institute POC: Jill Valentine, Education Program Associate jak249@psu.edu or 724-773-3765

Funding Entity (if using one): National Dislocated Worker Health Emergency Grant (Opioid Grant)

Project Start Date: 2/9/2019 Project End Date: 4/20/2019

Brief Summary of the Project: JTBC enrolled 9 job seekers who successfully attained 18 months of sustained personal lived experience in addiction and recovery into Penn State Beaver's Certified Recovery Specialist training program. This training will prepare them to work in a peer to peer support role assisting other individuals recovering from substance abuse.

Title of the Project: Certified Recovery Specialist Training

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Penn Commercial Business & Technical School

Academic Institute POC: Marianne Albert, Vice President

242 Oak Spring Road, Washington, PA 15301

PH: (724)222-5330 ext. 228 malbert@penncommercial.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: October 5, 2019 Project End Date: (projected) November 30, 2019

Brief Summary of the Project: This is training will begin on October 5, 2019. Currently recruiting individuals eligible under the Opioid Grant for Certified Recovery Specialist (CRS) Training. All attendees that successfully complete and pass certification exams will become Certified Recovery Specialists.

Title of the Project: Certified Family Recovery Specialist

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Penn Commercial Business & Technical School

Academic Institute POC: Marianne Albert, Vice President

242 Oak Spring Road, Washington, PA 15301

PH: (724)222-5330 ext. 228 malbert@penncommercial.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: TBD

Brief Summary of the Project: This is training has been added to the ETPL list. This program entails 6 Hours of training which includes: Family recovery and wellness, advocacy and support and crisis and safety planning. Must already have certification as a certified recovery specialist. Currently recruiting individuals eligible under the Opioid Grant. Class start date is to be determined.

Title of the Project: Certified Recovery Specialist Training (Incumbent Worker)

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Penn State Beaver

Academic Institute POC: Debra Anne Roach, Ph.D., Director of Continuing Education & Workforce Development

Penn State Beaver - 100 University Drive / Monaca, PA 15061

PH: 724-773-3767 Dar5582@psu.edu

Jill K. Valentine, Education Program Associate

Penn State Beaver - Continuing Education - 100 University Drive, Monaca, PA 15061

PH: (724) 773-3765 jak249@psu.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: 4/27/19 Project End Date: June 22, 2019

Brief Summary of the Project: This is training began on April 27, 2019. 1 individual that is employed by The Care Center/SPHS completed the program which was 2 days per week at the Harmony House (Washington County, PA) with Penn State Beaver as the training provider. The Incumbent Worker successfully completed and passed the certification exam and has added Certified Recovery Specialist to his duties. He also received a wage increase.

Title of the Project: Paramedic Training (Incumbent Worker Training)

Agency POC: Lisa Neil, President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 237 lnail@swtraining.org

Academic Institute: Penn State Fayette

Academic Institute POC: William Bailey, EMS Coordinator/ Area Training Representative

Penn State Fayette - Center for Community and Public Safety - 2201 University Drive, Lemont Furnace, PA 15456

PH: 724-430-4217 wtb118@psu.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: 8/3/2019 Project End Date: 12/12/2020

Brief Summary of the Project: Incumbent Worker Training for EMS Southwest, Inc. (Greene County, PA) employees. 4 employees attending Penn State Fayette's Paramedic Training program. Once completed, and they pass their certification exams, they will advance in their careers with EMS Southwest, Inc. as Paramedics.

Title of the Project: EMT Certification Training

Agency POC: Cindy Derrico, Vice President

Southwest Training Services, Inc. - 90 West Chestnut Street, Suite 150 Lower Level, Washington, PA 15301

PH: (724) 229-1350 x 291 cderrico@swtraining.org

Academic Institute: Penn State Fayette

Academic Institute POC: William Bailey, EMS Coordinator/ Area Training Representative

Penn State Fayette - Center for Community and Public Safety - 2201 University Drive, Lemont Furnace, PA 15456

PH: 724-430-4217 wtb118@psu.edu

Funding Entity (if using one): Opioid Grant

Project Start Date: September 4, 2019 Project End Date: October 23, 2019

Brief Summary of the Project: 4 Enrollments as Individual Training Accounts. The program is being held at The Washington Health Systems Greene, Waynesburg, PA. All attendees that successfully complete and pass certification exams will become certified EMTs and will be hired by EMS Southwest, Inc. Waynesburg, PA.

Title of the Project: EMT Training

Agency POC: Rich Strother, Program Manager

Job Training for Beaver County, Inc., Suite 277 Beaver Valley Mall, Monaca, PA 15061

724-728-4860 ext. 230 rstrother@jtbc.org

Academic Institute: Butler County Community College (BC3)

Academic Institute POC: Kaitlyn Voelker, BC3 Public Safety Director. Kaitlyn.voelker@bc3.edu or 724-287-8711

Funding Entity (if using one): National Dislocated Worker Health Emergency Grant (Opioid Grant)

Project Start Date: 5/16/2019 Project End Date: 9/19/2019

Brief Summary of the Project: JTBC enrolled 2 job seekers into BC3's EMT training program. All attendees that successfully complete and pass certification exams will become certified EMTs.

Title of the Project: Paramedic Training

Agency POC: Rich Strother, Program Manager

Job Training for Beaver County, Inc., Suite 277 Beaver Valley Mall, Monaca, PA 15061

724-728-4860 ext. 230 rstrother@jtbc.org

Academic Institute: Community College of Allegheny County

Academic Institute POC: Neil Jones, Paramedic Program Director njones@ccac.edu or 724-325-6801

Funding Entity (if using one): National Dislocated Worker Health Emergency Grant (Opioid Grant)

Project Start Date: 08/19/2019 Project End Date: 12/31/2020

Brief Summary of the Project: Incumbent Worker Training for Economy Ambulance Service, Inc. (Beaver County, PA) employee. 1 EMT is attending CCAC's Paramedic Training program. Once successful completion of training and certification exams, this employee will advance from EMT to Paramedic.

Title of the Project: Certified Recovery Specialist Training

Agency POC: Rich Strother, Program Manager

Job Training for Beaver County, Inc., Suite 277 Beaver Valley Mall, Monaca, PA 15061

724-728-4860 ext. 230 rstrother@jtbc.org

Academic Institute: Penn State Beaver

Academic Institute POC: Jill Valentine, Education Program Associate jak249@psu.edu or 724-773-3765

Funding Entity (if using one): National Dislocated Worker Health Emergency Grant (Opioid Grant)

Project Start Date: 9/07/2019 Project End Date: 11/09/2019

Brief Summary of the Project: JTBC enrolled 9 job seekers who successfully attained 18 months of sustained personal lived experience in addiction and recovery into Penn State Beaver's Certified Recovery Specialist training program. This training will prepare them to work in a peer to peer support role assisting other individuals recovering from substance abuse.

Title of the Project: Paramedic Training

Agency POC: Rich Strother, Program Manager

Job Training for Beaver County, Inc., Suite 277 Beaver Valley Mall, Monaca, PA 15061

724-728-4860 ext. 230 rstrother@jtbc.org

Academic Institute: IUP Institute for Rural Health and Safety

Academic Institute POC: ems-paramedic@iup.edu or 724-357-4051,

Funding Entity (if using one): National Dislocated Worker Health Emergency Grant (Opioid Grant)

Project Start Date: 09/04/2019 Project End Date: 09/02/2020

Brief Summary of the Project: Incumbent Worker Training for Noga Ambulance Service, Inc. (Beaver County, PA) employees. 3 EMTs are attending IUP's Paramedic Training program. Once successful completion of training and certification exams, these employees will advance from EMT to Paramedic.

Title of the Project: EMT Training

Agency POC: Rich Strother, Program Manager

Job Training for Beaver County, Inc., Suite 277 Beaver Valley Mall, Monaca, PA 15061

724-728-4860 ext. 230 rstrother@jtbc.org

Academic Institute: Community College of Beaver County (CCBC)

Academic Institute POC: Maria Brown, CCBC Program Specialist, maria.brown@ccbc.edu or 724-480-3448

Funding Entity (if using one): National Dislocated Worker Health Emergency Grant (Opioid Grant)

Project Start Date: 9/05/2019 Project End Date: 2/20/2019

Brief Summary of the Project: JTBC enrolled 3 job seekers into CCBC's EMT training program. All attendees that successfully complete and pass certification exams will become certified EMTs.

Philadelphia Workforce Development Board

JEVS:

Currently does not have an academic partner but hopes to partner with Temple University in the future.

1199C:

Title of the Project: Addictions Counselor Apprenticeship

Agency POC: Cheryl Feldman, District 1199C Training Fund; cfeldman@1199ctraining.org

Academic Institute: Pennsylvania State University

Academic Institute POC: Joy Fraunfelter, Penn State University; jkf10@psu.edu

Funding Entity (if using one): Pennsylvania Department of Labor & Industry through Philadelphia Works, Inc.

Project Start Date: January 2019 Project End Date: June 2020

Brief Summary of the Project: A multi-employer, 18-month Registered Apprenticeship for incumbent staff working in the field of drug and alcohol. Pennsylvania State University provides an 18-college credit Drug and Alcohol Certificate that qualifies apprentices to sit for either the Pennsylvania Certification Board's Certified Associate Addictions Counselor (for students with less than a Bachelor's Degree) or Certified Addictions Counselor (for students with a Bachelor's Degree). Apprentices have a one-to-one mentor that meet weekly to assess the attainment of on the job competencies, and the apprentices also receive a minimum of 300 hours of clinical supervision. The apprentices also receive two wage increases over the course of the Apprenticeship Program.

Title of the Project: Opioid Crisis Training Project

Agency POC: Cheryl Feldman; cfeldman@1199ctraining.org

Academic Institute: Pro Act, The Council of Southeast Pennsylvania, Inc. (not a college/university)

Academic Institute POC: Melissa Groden; mgroden@councilsepa.org

Funding Entity (if using one) - Philadelphia Works, Inc.

Project Start Date - July 1, 2019 Project End Date: June 30, 2020

Brief Summary of the Project: This project Providing incumbent worker training to frontline staff providing drug and alcohol counseling services throughout Philadelphia. To support these staff in providing services during the opioid epidemic, we are implementing the following multi-level workforce plan includes the following components:

- Outreach and recruitment to 150 frontline peer recovery specialists and direct support professionals in four target areas of Philadelphia with the largest number of overdoses – North Philadelphia/Kensington, South Philadelphia, and Frankford (lower Northeast Philadelphia);
- Enrollment of 100 peer recovery specialists and direct support professionals in 10-week addiction training sessions (2.5 hours per week, totaling 25 hours) to include content such as outreach and engagement, understanding opioid addiction, withdrawal management, naloxone overdose and rescue, medication assisted treatment overview, understanding co-occurring challenges, suicide prevention, harm reduction, and the warm handoff between emergency departments and treatment providers (and vice versa);
- Providing two days of training to the frontline supervisors (also people in recovery) of peer recovery specialists and direct support professionals to include topics such as promoting supervision, peer supervision, peer roles, supporting trauma resilience, mobile supervision, and self-care.

Jefferson:

Title of the Project: NHE Opioid Demonstration Grant

Agency POC: Patricia Blumenauer; Tyrone Hampton

Academic Institute: Thomas Jefferson University

Academic Institute POC: Madalene Zale; Hannah Smith

Funding Entity (if using one): N/A

Project Start Date: July 2018 Project End Date: July 2020

Brief Summary of the Project: This program is being developed as part of the National Health Emergency (NHE) Opioid Grant and is driven by the results of a baseline evaluation analysis of the Jefferson Health Emergency Departments (ED) faculty and staff. The evaluation incorporates baseline data from the entire cadre of ED staff, both clinical and non-clinical alike, including, knowledge, attitudes, and practices regarding Opioid Use Disorder (OUD) as well as patient prevalence and interaction.

This baseline data went on to inform an online curriculum developed by an interprofessional team of subject matter experts. The curriculum includes a series of online, interactive training modules that offers accredited continuing education hours for various practitioners in TJUH's EDs. The online training program is competency-based and introduces trauma-informed care, addiction medicine principles, and, importantly, seeks to increase compassionate and empathetic care in TJUH's EDs. The overarching goal is to foster better care and understanding in these professionals, in order for them to be better equipped to handle the many challenges of the opioid crisis.

Following the online trainings, the next step of our programmatic efforts will take place in Year Two (FY 2020) and will extend through current expected funding (July 2020). This will be in the form of in-person community engagement seminars driven by persons with lived experience as well as TJUH's subject matter experts and champions. While the logistics of this part of the program are still being finalized, Year Two seeks to develop Jefferson-led community training programs in the hardest-hit neighborhoods in Philadelphia with the aim of forging relationships in the community and identifying targeted needs, while subsequently delivering tailored resources within these populations.

As OUD becomes more prevalent in Jefferson's surrounding communities, it is crucial to engage the support of third-party organizations to co-develop training aimed to support communities in serving constituents, educate community members, and direct eligible patients to treatment options. We have worked to identify community organizations and partnerships where we can provide training, education, and other resources with a focus on identifying the signs of substance abuse disorder; accessing available resources for treatment or additional information; distribution and access to naloxone; destigmatizing and explaining addiction as a disease; and utilization of warm handoffs, among other topics.

Westmoreland-Fayette Workforce Development Board

Title of the Project: Certified Recovery Specialist

Agency POC: William J. Thompson 724-755-2145; wthompson@westfaywib.org

145 Pavilion Lane, Youngwood PA 15697

Academic Institute: Penn State, Fayette Eberly Campus

2201 University Drive, Lemont Furnace, PA 15456

Academic POC: Barb Crofcheck, Continuing Education Director; bkc26@psu.edu

Funding Entity (if using one):

Project Start Date: Cohort training scheduled on an academic calendar Project End Date: Cohort training scheduled on an academic calendar

Brief Summary of the Project: Certified Recovery Specialist On-line training in conjunction with Penn State, Beaver. The training leads to recognized credential for professional in the treatment and support industry.

Central Workforce Development Board

Title of the Project: Pennsylvania College of Technology Chemical Dependency Credential

Agency POC: Erica Mulberger, Executive Director Central Pennsylvania Workforce Development Corporation, emulberger@cpwdc.org

Academic Institute: Pennsylvania College of Technology

Academic Institute POC: Michael Reed, Vice President for Academic Operations & Associate Provost Pennsylvania College of Technology, mjr18@pct.edu

Funding Entity (if using one): CPWDC will support incumbent workers in the program with the NHE Opioid Grant

Project Start Date: Credential development started in November 2018 and first course of credential program will start August 2019

Project End Date: Credential development was complete in March 2019, but first cohort of trainees won't complete training until May 2020

Brief Summary of the Project: The Chemical Dependency credential arms professionals with real-world skills and practical takeaways to apply in their lines of work. From awareness and prevention to treatment and advocacy, students learn the health, social, political, and systemic aspects of drug use and addiction. Courses discuss ways to implement effective prevention strategies, identify signs of chemical dependency along with current treatment options. Upon completion of this online program, graduates will earn a professional credential, but they will take away so much more. They will leave with the understanding, knowledge, and confidence to influence change. For more information visit <https://www.pct.edu/academics/shvc/human-services/chemical-dependency>.