



Quarterly Meeting Briefing Book

November 15, 2022
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 15, 2022
10:00 AM to 2:00 PM: *Tours Beginning at 2:00 PM*

Agenda

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| 10:00 AM | Welcome |
| 10:05 AM | Opening Remarks – Governor Tom Wolf |
| 10:25 AM | Chair’s Updates, Jeff Brown <ul style="list-style-type: none">• Roll Call• Approve August 3, 2022, Quarterly Meeting Minutes – VOTE |
| 10:30 AM | New Member Introductions <ul style="list-style-type: none">• Mike Wojewodka – Executive Vice President, MRA Group• Rob Bair – President, PA State Building Trades• Bernie Hall – United States Steelworkers, Director District 10 |
| 10:40 AM | New Staff Introduction <ul style="list-style-type: none">• Rick Levis – Executive Policy Specialist, PA WDB |
| 10:45 AM | Presentation – Advancing Digital Skills: PA State Plan and Recommendations <ul style="list-style-type: none">• Tara Williams – Deputy Secretary of Policy & Planning, Office of Governor Wolf• Erin Smith – Deputy Secretary of Policy & Planning, Office of Governor Wolf• Christine Houck – Advisor, PDE Bureau of Postsecondary & Adult Education• Stephanie Perry – Special Project Director, Bureau of Workforce Partnership & Operations, L&I• Gwen Ross – Director of Workforce Development Initiatives, DCED• Erin Donohoe – Executive Policy Specialist, PDE |
| 11:00 AM | Presentation – Simcoach Games <ul style="list-style-type: none">• Jessica Trybus - Founder |
| 11:10 AM | PA WDB Agency Updates <ul style="list-style-type: none">• Governor’s Office• Labor & Industry• Office of Vocational Rehabilitation• Human Services• Aging• Community and Economic Development• Corrections• Agriculture• Education |

- 11:35 AM Presentation: Registered Apprenticeship Navigator Program
- Tara Toms – Keystone Development Partnership
- 11:50 AM PA WDB Committee Updates
- Industry Partnership & Employer Engagement, Chair John “Ski” Sygielski
 - Career Pathways & Apprenticeship, Chair Richard Bloomingdale
 - Youth, Chair Chekemma J. Fulmore-Townsend
 - Reentry Ad Hoc, Chair Jeff Brown
 - Healthcare Workforce Ad Hoc, Chair Matt Yarnell
 - One-Stop Service Delivery System, Chair Sarah Hollister
 - Continuous Improvement, Chair Brian Funkhouser - **VOTE**
- 12:20 PM Presentation – Playbook for Pennsylvania’s Manufacturing Competitiveness
- Gwen Ross – Director of Workforce Development Initiatives, DCED
 - Dan Fogarty – Chief Operating Officer, Berk County WDB
- 12:35 PM Public Comment
- 12:45 PM Adjourn – **VOTE**
- 12:45 PM Walk to lunch – Bruce E. Cooper Student Center
- 1:00 PM Lunch and Networking
- 2:00 PM Tour – choice of:
- The Senator Jeffrey E. Piccola Law Enforcement Complex
 - The Select Medical Health Education Pavilion

Next Meeting: February 7, 2023 – 10AM to 2PM tentative

PA WDB Quarterly Board Meeting

Wednesday, August 3rd, 2022

10:00AM to 2:00PM

Zoom

Meeting Minutes

Attendance

Members:

- Chair Jeff Brown
- Idayat Adewunmi
- Will Allen
- Denise Andahazy
- Senator Camera Bartolotta
- Tim Bean
- Secretary Jennifer Berrier
- Richard Bloomingdale
- Julene Champion
- Senator Amanda Cappelletti
- Representative Morgan Cephas
- Wendie DiMatteo-Holsinger
- Jessica Eberley
- Brian Funkhouser
- Acting Secretary Eric Hagarty
- James Harper, Jr.
- Ryan Hyde
- Sarah Hollister
- Gerardo Interiano
- Timothy James
- Secretary Allison Jones
- Marguerite Kline
- Andrea McArthur
- Representative Ryan Mackenzie
- Jodi Pace
- Commissioner Michael Pipe
- Lisa Risboskin
- Representative Melissa Shusterman
- Laura Wand
- Terry Wiltrout
- Matt Yarnell
- Deputy Secretary Tara Williams for Governor Tom Wolf
- Gwen Ross for Secretary Dennis Davin
- Amy Schwenk for Acting Secretary George Little
- Billie Barnes for Commissioner Robert Harvie, Jr.
- Sara Gligora for Secretary Russel Redding
- Hoa Pham for Acting Secretary Meg Snead
- David Miles for Secretary Robert Torres

Presenters:

- Deputy Secretary Tara Williams, Governor's Office
- Secretary Jennifer Berrier, PA Department of Labor and Industry
- Acting Deputy Secretary Dan Kuba, PA Department of Labor and Industry
- Acting Executive Director Ryan Hyde, Office of Vocational Rehabilitation
- Gwen Ross, PA Department of Community and Economic Development
- Hoa Pham, PA Department of Human Services
- Amy Schwenk, PA Department of Corrections
- Sara Gligora, PA Department of Agriculture
- Secretary Eric Hagarty, PA Department of Education

- Marlyn Barbosa, Judd Pittman, Marty Turner: PWDA Fellowship Presentation
- James Martini, PA Workforce Development Board
- Rick Bloomingdale, Career Pathways and Apprenticeship Committee
- Brian Funkhouser, Continuous Improvement Committee
- Matt Yarnell, Healthcare Workforce Ad Hoc Committee
- Sarah Hollister, One-Stop Service Delivery System Committee

Staff: Executive Director James Martini, Deputy Director Josh Towzey, Shuana Davis, Michelle Lengel, Shannon Austin

Welcome and Introductions

Chair Brown began the meeting and welcomed everyone.

Chair's Updates

Chair Brown sought a motion to approve the May 3, 2022 meeting minutes.

MOTION: Secretary Allison Jones made the motion. Laura Wand seconded the motion. The motion passed unanimously.

Chair Brown began new member introductions and introduced Will Allen. Mr. Allen said he was excited to join the Board and that he is currently a managing partner at a venture capital firm, Magarac Venture Partners, in Pittsburgh. He is also the founder of the Will Allen Foundation where they help high school students prepare for life after high school. This means that they look at career trajectory and opportunities, as well as life skills. He started the work at 24, in Tampa, Florida. He noted that he ended in Pittsburgh after playing for the Steelers. He serves on the Allegheny County Workforce Development Board and the Allegheny Conference Board. He is looking forward to learning about how the state runs workforce.

Chair Brown then introduced Terry Wilttrout. He currently works for Washington Health System as the President of Washington Health System Greene and then the VP of Operations for their total health system. He has been in healthcare for 31 years. He is very active with the workforce group in the Southwestern PA. He noted that the Southwest Corner Workforce Development Board and Ami Gatts worked closely with him and the healthcare industry to help recruit medical assistants, phlebotomists, etc.

Chair Brown then introduced Lisa Risboskin. She lives in Lackawanna County and has been a PA native her whole life. Ms. Risboskin has been in HR and manufacturing for over 25 years. She currently is with Ball Corporation which is brand new to that area of PA. They are a beverage can manufacturer and currently employ about 250 people but they are looking to grow until the end of 2024. They will be one of the largest manufacturers in that area. She is thrilled to be on the PA WDB.

Chair Brown then introduced Acting Secretary of Education Eric Hagarty. He noted that he was looking forward to continuing the work with the Board. He had previously served as Governor Wolf's Deputy Chief of Staff working closely with the Department of Education and the Department of Labor and Industry.

Governor's Office Updates

Deputy Secretary Tara Williams then noted that at the last PA WDB meeting, the Governor's Office was ramping up for budget negotiations but the budget is now in place. There are historic investments that impact education and the workforce. The budget includes transformative investments in the education system at all levels from Pre-K to post-secondary education with a \$1.8 billion increase that contributes to stronger and healthier communities and a prepared workforce. It specifically includes some support to underfunded school districts, a significant increase for early education, and increases for public higher education including support for the PASSHE transformation efforts. It also includes \$200 million to focus on mental health and safety efforts in schools. A few other highlights include the fact that there is \$90 million to stabilize the childcare workforce, \$25 million for a new childcare tax credit to benefit Pennsylvania's families, and \$2 million for women's reentry initiatives. The PAsmart initiative continues to be funded and the budget also includes reforming the corporate net income tax to support a stronger economy. In addition to all the money, updates to the Pennsylvania School Code that happened with the budget include several important workforce related items which will be included in the agency updates. Credentials will now be included on transcripts and there will be some dual-enrollment provisions. There is a new Commission on Education and Economic Competitiveness along with other initiatives.

The second thing Ms. Williams wanted to talk about was digital skills. She was excited to share on behalf of a wonderful team that is part of a National Governor's Association initiative, that they developed a PA digital skills plan and a set of recommendations. Addressing the digital divide is more important than ever in ensuring that Pennsylvanians are not left out of the education, workforce, or healthcare systems. While broadband efforts are underway under the new Broadband Authority, any new technology must come with the knowledge of how to use said technology. They are grateful for the input that Board provided in a few ways. They obtained initial input from the Industry Partnership and Employer Engagement Committee and the One-Stop Service Delivery System Committee. In addition, they sent a survey out to the Board as well as some other employer networks to better understand the future needs of employers and what their concerns are around digital skills. She thanked everyone who participated in that survey. The plan recommendations ultimately focus on foundational digital skills. They are the basics like turning on a computer and basic Microsoft Office functions. They are also prioritizing working age adults. As part of the project, they worked with a vendor to create a map that identifies where digital skills training is occurring across the state. It will help connect people to existing training and highlight where there might be training deserts. They just finalized the plan as of August 2nd, so they will be sharing the plan with partners and will be getting started on implementation. They are also going to be working closely with the Broadband Authority and planning under the Digital Equity Act to ensure that digital skills are included in planning efforts to address the digital divide.

The third thing she touched on was providing an update of what is happening from the federal Infrastructure Act. She invited the state infrastructure coordinator, Jack Groarke, to give a brief update. Mr. Groarke said at the end of last year, Congress passed a bipartisan infrastructure law. Since then, the state has started to receive some money and are expecting to receive \$18 billion in formula funding over the 5 year lifespan of the bill. That fund is broken down into roads and bridges, electric vehicles, broadband, water infrastructure, public transit, clean power, airports, ports, and a number of other categories. To date they have been working on the plans and already submitted several and are waiting formal approval from the federal government. They have already received roads and bridges funding for this fiscal year. The relevance for the Board is that it is a lot of funding to receive in a relatively short amount of time. Every other state in the country will also be receiving funding and while it will create a lot of job opportunities, there are some workforce gaps that they want to be mindful of. They want to work with the private sector to create training programs and create partnerships. He thinks there are a lot of opportunities but a lot of work to be done as well.

Ms. Williams noted that earlier in the summer the Governor convened several leaders to think of workforce needs and solutions so that they are able to take full advantage of the funds and projects while also creating good pathways to quality jobs. The scope requires workforce and education systems to think innovatively and work together in new ways. They know that apprenticeship and pre-apprenticeship models are extremely important as well as connections to the higher education system. They also need to ensure that they are reaching communities that may traditionally be left out of workforce initiatives. The Department of Labor and Industry has put together an initial set of information after discussions with some of the main agencies responsible for the project to help prioritize occupations that the state will need to focus on and the associated skill level to develop short term and long term plans. The

Apprenticeship and Training Office is looking at which ones might be apprentice able and exploring opportunities for new investments that prioritize those occupations. They have also started working with the Markle Foundation to specifically focus on initiatives that will develop a workforce for the clean energy sector. They are excited to continue navigating those projects with the funding as it unfolds.

Chair Brown said this was historic. Chair Brown asked Secretary Jones if she had anything to add. She said she did not and that it is a really exciting time for the Commonwealth and education. Chair Brown said he thinks the biggest challenge they are going to face is finding people to do \$18 billion of work since unemployment is so low.

Agency Report- Department of Labor and Industry

Secretary Jennifer Berrier noted that the unemployment rate was down one-tenth of a percentage point in June to 4.5%. They have recovered approximately 87% of the jobs lost in the first two months of the pandemic. Pennsylvania's economy is rebounding quite nicely. They are still working within the agency to clean up the historic unemployment compensation workloads that they encountered during the pandemic. The workload was approximately more than ten times the highest load during the Great Recession of 2009. They have a lot of work to do. Right now, they have in-person appointments for unemployment compensation at 58 of the PA CareerLink® locations across the commonwealth. That is part of a federal grant that the Department was awarded to promote equity within the unemployment system. They are reaching out to the members of the community that might not have the digital skills they need to apply for benefits online. They are currently offering that service and it is the first time for in-person service in over 20 years.

Another great thing happening in the world of unemployment, is that they have a grant opportunity. They were awarded another competitive grant through the federal Department of Labor to allow PA to offer \$2.5 million in grant money to community based organizations to help Pennsylvania workers learn about, apply for, and receive unemployment benefits. That grant opportunity expires August 22, 2022, so they are excited to get additional help from community based members. On the apprenticeship front, they received \$3.9 million in federal grants to build and modernize PA's registered apprenticeship program. The Apprenticeship and Training Office is going to expand DEI and access to apprenticeship programs in underrepresented communities. They are focusing on embedding apprenticeships within their local workforce areas and making sure it is a model that can be used at the regional and local level. Furthermore, in July they awarded \$4.9 million in PAsmart money to 14 PA registered apprenticeships and pre-apprenticeship programs within the building and construction trades. They are looking to build diverse talent pipelines and reach underrepresented workers and expand apprenticeship across the Commonwealth.

Secretary Berrier then noted that the following Friday, they were going to be having new minimum wage regulations going into effect. Those regulations impact tipped workers and impact the calculation of the fluctuating workweek.

Acting Deputy Secretary Dan Kuba then noted that workforce had been quite busy and he wanted to highlight a couple of areas. He noted that the Bureau for Workforce Development and Administration (BWDA) provided information on the School to Work grants and some information on active statements of work. He noted that they also wanted to make sure that they talked about the good things that are occurring in workforce. The Bureau of Workforce Partner Operations (BWPO) provided a good SkillUp PA overview for the briefing book. They are working to get information about the SkillUp PA initiative to other agencies. He then talked about some reports they got back that highlighted the need for training for case management staff. They are currently in the process of building a portal for state workers so they can go in and utilize the catalog of almost 6,000 trainings. The business service delivery evaluation, which was an initiative to determine if workforce development and economic development was effectively serving businesses, has been contracted with KPMG. They have now met with the local areas and opened a line of communication for the evaluation. There is also an update in the briefing book about the CWDS digital intake form initiative. They were able to have the vendor visit the selected 5 pilot areas. There was tremendous knowledge gathered. Acting Deputy Secretary Kuba gave kudos to Matt Flinner for all of his work on that project.

Acting Deputy Secretary Kuba said that one of the things that came out of the career advisor reports was that there was a communication issue. He said there is a biweekly update that goes out to staff. They later found out that a lot of information was not getting fully disseminated. That has since been solved. The deputate is very excited overall about their outreach efforts. They have started to have more of an internal discussion on educating staff about the inner workings of what workforce is trying to accomplish. He noted it has helped strategically address issues that have occurred. He commented that one of the results is that they have fewer issues and complaints coming in. The final thing he wanted to talk about was the Trade Adjustment Assistance program and the fact that the TRADE act has been phased out. It went into sunset on July 1, 2022. Over the years, this is a typical activity that takes place in the TRADE program. They have been told through resources at the federal government that a continuing resolution or additional changes will come forward and get put back in place. A few key things to remember is that even though the grant is sunset, participants will continue to receive all of the services that they have been promised and supported throughout their length of training. Also, all of the staff will continue to work on the TRADE program. They will continue to offer the services. The funding is for a three year timespan. Pennsylvania is very unique in that the staff do a very good job on educating the public about the TRADE Act program. Pennsylvania receives a very large portion of the funding. In the case that the TRADE Act is not reupped, the staff that currently work on that project would be redirected to work on other projects. Chair Brown asked if there any questions and there were none.

Agency Report- Office of Vocational Rehabilitation

Executive Director Ryan Hyde remarked that they are focused on a variety of priorities. First, they are focused on hiring. The pandemic decreased their complement as they have over 150 positions posted. They are looking for human service degrees. One of the other big things they are focused on is their financial situation. Investment in the program was down due to the pandemic as well as customer service so they have some carry over money. In June, the OVR Board approved several motions to allow them to further invest funding into customers in different areas, especially college and post-secondary training. They got the Board to raise the rates of reimbursement that they are permitted to give their students who attend college or vocational institutions. They made several motions to change the formula on how money is awarded to the students so it will increase the amount substantially. They also got the Board to change the financial needs test. The new limit is \$100,000 which will allow more people to be able to receive services. On August 8th they were planning to expand their order of selection. Within vocational rehabilitation, they are mandated to maintain an order of selection which is like a priority list. They were expanding the order to those with significant disabilities and those with non-significant disabilities. Mr. Hyde then mentioned that they were very pleased to say that were able to achieve 5,420 successful vocational outcomes last year. That number is down compared to prior to the pandemic but numbers are starting to climb. Along with those increases in referrals, they are seeing an increase in expenditures and investments in customers. He noted that he was on his way to Philadelphia to see the MyWorks program. He noted that MyWorks had projects in 31 counties and it is a partnership with a local municipality, OVR, and a vendor. They are giving students with disabilities an opportunity to work to improve their local community. They were investing over \$13 million in students over the summer giving them work-based learned experiences, college exploration, career exploration, and job readiness programs. He noted that the Deaf and Hard of Hearing Summer Academy had just wrapped up. It is a collaboration between the Office of Deaf and Hard of Hearing, OVR, the Hiram G. Andrews Center, and other experts. It was for students transitioning to college in the near future. He noted that their next Board meeting is in September. He then noted about the Commonwealth Summer Internship Program and how they had 30 students participate this year. He just found out that at least 4 interns were asked to stay on and help their agencies into the fall.

Agency Report- Department of Aging

David Miles remarked that he did not have an agency update.

Agency Report- Department of Community and Economic Development

Gwen Ross noted that the Broadband Authority's new Executive Director, Brandon Carson, started over the summer. Since coming on board he hit the ground running working on PA's Digital Equity Planning Grant as well as working on PA's BEAD (Broadband Equity Access and Deployment) Planning Fund grant. The Authority has a robust website with a list of all of their meetings. Ms. Ross then

commented how a skilled workforce remains a priority for employers. She noted that with their workforce grant programs, they still continue to see a demand for them with no slowing in sight. She highlighted a program that they funded through their Manufacturing Training to Career grant. The grants allow for short-term training, work readiness programs, as well as awareness so students can become aware of the industry. The Challenge Program, based out of Johnstown, was awarded one of the grants to help expand a program they had in place with their local high schools. Businesses in the region sponsor a local high school and work with them. She highlighted Martin Baker and Highland Tank as they have been a part of the program for some years. However, they noticed that students were not becoming employees so they stayed involved and worked to turn the program around. They came up with a “Why Not You” work readiness program. The employers provided students with a bus pass, a meal card for the cafeteria, and a stipend for their work. 19 students participated in the program. The impact that the program had on the students was immediate. Ms. Ross then shared the story of a student. The work of the private-public partnerships is very impactful.

Agency Report- Department of Human Services

Hoa Pham then presented on behalf of the Department of Human Services. The Department has been diligently working on the initiatives that they shared at the last meeting so she was pleased to give an update. The Office of Income wanted to share that earlier in the year they received federal approval for updates to the state plan that governs how they track work activities for TANF recipients. That is the first time they have received approval since 2008 for that plan. The Department released a series of policy and system updates for their TANF Employment and Training Programs. The updates are designed alleviate administrative burden for clients and program providers as well as increasing access to services. Those changes went into effect for the new program year on July 1, 2022. Separately, the Office of Income Maintenance would also like to share an update regarding their SNAP programs. During the last update in May, DHS shared that without federal action that approximately 170,000 adult SNAP recipients would be subject to time limitations and extra work requirements starting in October as a condition to keep receiving their SNAP benefits. Ms. Pham noted that DHS was pleased to share that they were granted to safeguard receipt of those benefits. The final update from the Office of Income Maintenance was that the Department recently launched a new initiative through the KEYS program which partners with 14 community colleges across the Commonwealth to provide a suite of intensive supports for TANF and SNAP recipients while they are earning their associates degree. This fall the Department would be dispensing what they are calling GRIPPs (Grants to Relieve Inflation and Pandemic Pressures) that will effectively zero out tuition costs for students. Those grants were made available through funds from the American Rescue Plan and the support of the community colleges.

She then shared updates from the Department’s offices of Long-Term Living, Developmental Programs, and Child Development and Early Learning. Those offices continue to allocate American Rescue Plan funds as well. The Department is continuing to investment approximately \$1.2 billion into childcare workforce stabilization efforts. With Governor Wolf’s signing of Act 54 earlier in the year, the Department has allocated roughly \$250 million to support facility and care workers across a broad range of long-term care facilities and providers such as nursing facilities and personal care homes. Those investments are a part of the Department’s ongoing efforts to stabilize multiple care sectors. She then noted that they recently released an RFA to implement an agency with choice model service with its home and community based services for Medicaid recipients.

Chair Brown said at some point within the last year or so, there was a question from the Secretary about if they wanted to use the workforce system to deploy its resources. He asked that at a future meeting the Board gets an update on how that is going and whether the local workforce boards went to the table and made the changes they were looking for. Hoa said they were very happy with their continued partnership with the local workforce development boards. The work to braid their TANF Employment and Training programs with the boards and WIOA services is ongoing and they would appreciate the opportunity to continue the discussion. Chair Brown summarized that progress is being made and that it will continue.

Agency Report- Department of Corrections

Amy Schwenk noted that she wanted to highlight their partnership with other agencies. They were currently working with the Department of Agriculture, the Department of Conservation and Natural Resources, the PA Turnpike Commission, and PENNDOT, on

things happening both in the SCIs and outside of the SCIs. They are looking at the Department of Agriculture for how they can partner with them, similar to their farm at SCI Rockview and how they can expand upon that at other SCIs. They are working with DCNR to see how they can partner with them at a bootcamp similar to what they do with their forestry area at Rockview. In terms of the their partnership with the Turnpike Commission, they are looking to develop a transitional workforce program by rehiring reentrants. The most exciting thing to report is that they have reached an agreement with PENNDOT to assist inmates in attaining their CDL prior to release. Dorenda Hamarlund continues to meet throughout the state with several areas to tout the benefits of hiring reentrants and work through any difficulties they may have.

Agency Report- Department of Agriculture

Sara Gligora provided the update. First, the Department has continued to work on expanding and supporting apprenticeship and pre-apprenticeships within agriculture. They have three of their ag sponsors participating in the Keystone Development Partnerships Apprenticeship Navigator program. The Department is participating as well. They hope to have a network of individuals who are skilled in apprenticeship as well as agriculture. Additionally, the Agriculture Education Commission has been busy working with stakeholders to develop a statewide strategic plan focused on increasing equity in higher education. The ag education system has been experiencing issues recruiting ag education teachers. Also, the Department is in the final stages of a project with eConsult to collect data on farm workers. The data will be made public soon. Additionally, the Department has been working closely with the Department of Corrections to identify some opportunities for trainings and workforce development programs. They have visited two state correctional institutions so far that have ag related programs and they think there is some potential for possible pre-apprenticeship programs and other opportunities. They are so excited to be working with the DOC. The Department has multiple Farm Bill grant programs that are now open, many of which can be used to fund workforce development and education opportunities. One of them that is open is the Urban Ag grant.

Agency Report- Department of Education

Acting Secretary Haggarty noted that they are thrilled by the results of this year's budget process. This brings the Governor's increased investment in education over last eight years to nearly \$4 billion coming off of a prior administration that saw \$1 billion cuts to education. They are proud of the work over the past eight years. The education system does have its own set of challenges with one of those being the educator workforce. Ten years ago, around 20,000 new educators entered new classrooms each year, last year it was 6,000. There has been a dramatic decrease in those entering the field and educators are also leaving the field at an accelerating rate. They are concerned about the long term viability of the educator workforce. If they do not take action to address some of the issues what they are going to see is much larger class sizes, reduced program offerings, difficulties getting students to and from school if there are not bus drivers and things like that. Two weeks prior to the meeting, Deputy Secretary Tanya Garcia and the Secretary were proud to unveil a plan to work through the educator workforce issues between now and 2025. They have over a hundred action steps that they were going to be taking at the Department of Education. The steps include things like grant opportunities to strengthen relationships between schools and educator prep programs and modernizing the teacher certification process at the Department. He said it currently takes them about 10 weeks to certify a teacher and they want to get it down to 15 days. They are also implementing new pathways for teachers that move into Pennsylvania from out of state to have their teacher certifications be recognized here. They are also looking at reducing additional unnecessary barriers like the basic skills assessment, developing data collection, and improving the reporting processes so that they understand where there are vacancies.

Sarah Hollister echoed what Acting Secretary Hagarty was saying. In the Philadelphia Region they were working with all of the LEAs, charter schools, districts as it is a huge need. She wanted to encourage the Board to lean into it as there are a lot of ways to support people on the career pathway to being teachers through career exposure, School to Work grants, apprenticeships, and pre-apprenticeships. She noted it is a great opportunity to meld the two systems together.

Chair Brown also noted that there was a question if the 100 point plan was anywhere online. Acting Secretary Hagarty said there was but they are not listed. There are two different documents. One is on the research and the other is the actual action plan. The tried to

synthesize the 100 plus items into 50 to make it more readable. They also have their own internal tracker with about 132 action items. He then noted that he saw Senator Bartolotta's comment in the chat and wanted to thank her for work in championing a lot of it throughout budget negotiations.

PWDA Fellowship Presentation

Marlyn Barbosa, Dillon Moore, Judd Pittman, Mary Turner

Judd Pittman began the presentation and noted that he was the Director of K16 initiatives at Thaddeus Stevens College of Technology. Mary Turner is the director of the KEYS program at Reading Area Community College. Marlyn Barbosa is a director for Tec Centro in Lancaster County. Mr. Pittman noted that their last team member, Dillon Moore, was not available to be on the meeting but contributed a lot.

Mr. Pittman said they had wanted to dig into job retention and the services and opportunities to support people. Part of what the fellowship did was challenge teams from cross-agencies to get together to try to figure out what are some challenges in the workforce that they can try to provide some solid solutions for. He noted that their group looked at the barriers to retaining employment, specifically around supportive services such as transportation, childcare, etc. After identifying some of the policy challenges they looked at the Workforce Innovation and Opportunity Act and saw that the requirements prohibit the use of funding to provide supportive services after someone is placed. They concluded that if they could extend the supportive services for a little while someone has their employment, then the rate of retention would be higher. They looked at two levels of policy recommendations between federal and state. The first was to dig into the reauthorization of the Workforce Innovation and Opportunity Act and make it so that through the follow-up period, that the supportive services that people come to rely on follow them. For the state policy, they want to look at a pilot initiative to build the evidence and the value proposition around supportive services post-placement. There was two potential funding streams that might be right for that initiative and they are the American Rescue Plan Act and WIOA state set-aside funding that can be used for discretionary grantmaking. He noted that they had deep dialogue about what the profile of vulnerable employees are that use the services and tried to think through what the best way to operationalize it would be.

Marlyn Barbosa then talked about the story of Octavia and how they were putting a face to the issue. She noted that Octavia is a single mom of two kids and that some of her barriers were uniforms, childcare, and reliable transportation. Through SNAP 50/50 she was eligible for childcare and was later hired by UPMC.

Mr. Pittman said that not only did they want to personalize the story by they wanted to dig into the evidence. They dug into information around total separation and quit/discharges/layoffs. They wanted to understand why an employee was separating from an employer. They discerned that the supportive services are not only beneficial for the employee but also the employer. It also reduces the turnover cost for employers. A lot changed since they started the project though, particularly the numbers. However, the bottom line is that the supportive services really help employees stick with their job.

Mary iterated that it makes fiscal sense to invest in the time where the benefits cliff starts to appear. She then shared some examples of TANF and SNAP of when supportive services end. The retention services are really important to the long-term impact that they are making on students and participants. She noted that before COVID there was a long waiting for individuals who would be eligible for the low income childcare funding to support them while they are working. When they are in the job retention services, if there is a waiting, list it could be extremely beneficial to give them a three month buffer to help them with childcare.

Mr. Pittman shared some updates since they first presented their policy paper. Recently the U.S. House of Representatives in their update of the Workforce Innovation and Opportunity Act put in a line that allows supportive services to be provided to WIOA Adult and Dislocated Workers for up to 12 months following job placement. It still needs to pass the Senate to be enacted. He noted that in the absence of Federal action, states can take their own actions. Mr. Pittman then reflected on the PWDA Fellowship and noted that was awesome to work with people across agencies and sectors. Mary Turner shared that she really grew and learned from the program. Marlyn Barbosa said she appreciated the opportunity.

Committee Update- Industry Partnerships and Employer Engagement

Executive Director Martini presented on behalf of Chair Sygielski. He is excited about the work that the Industry Partnership and Employer Engagement Committee was doing. At every meeting they have been bringing business representatives from targeted sectors in the Commonwealth to listen and hear what their challenges are. He noted that there was a list in the briefing book of the challenges and opportunities from each group they met with, including IT, hospitality, agriculture, and healthcare. He noted that manufacturing and construction would be the next two industries that the committee heard from. He highlighted the interest in apprenticeship and pre-apprenticeship across the sectors. He also noted that some of the barriers that the Board has talked about are featured including childcare, especially in sectors that do not operate on the nine to five schedules.

Committee Update- Career Pathways and Apprenticeship

Chair Rick Bloomingdale noted that they are continuing to pursue their goals outlined in the Workforce Innovation and Opportunity Act. He particularly wanted to lift up the work that the Apprenticeship and Training Office was doing. He echoed that there is increased interest in apprenticeship from the federal level and state level beyond the traditional industries.

Committee Update- Youth

Executive Director Martini presented on behalf of Chair Chekemba Townsend as her daughter was participating in the Junior Olympics. He noted that there were three things that the committee was excited to explore in the next quarter. There is a lot of interest around Act 158 which are the high school graduation standards. The committee would be getting a presentation from the Department of Education on that. The committee is also looking into income disregard, specifically around the TANF program. Finally, PDE is working on facilitating communication so that the committee can dedicate some time to learning about the new science standards. STEM education has been a big focus for people on that committee.

Committee Update- Reentry Ad Hoc

Executive Director Martini then provided the update for the Reentry Committee. One of the things the committee is interested in getting into the weeds on some of the issues so the committee would be splitting up into three different subcommittees. One is specifically focused on employment issues like applications and the interviewing process. The second is on transportation and infrastructure. The third group is making sure that electronic information is clear and easily accessible for reentrants.

Committee Update- Continuous Improvement

Chair Brian Funkhouser noted that the pilot program has started for the common digital intake form. The pilot offices include Cumberland, Allegheny East, Bradford, McKean, Lehigh, and Lawrence. The next highlight was the PA Workforce Development Act

and the Governor's Office asked the committee to look at it and respond. The committee had also developed three recommendations for changes to the Workforce Performance Dashboard. The first is to move/duplicate the dashboard to the L&I Workforce web site.

MOTION: Matt Yarnell made the motion. Senator Camera Bartolotta seconded it. The motion passed unanimously.

The second recommendation is to provide qualifier for wages and adding a note that the results are quarterly.

MOTION: Matt Yarnell made the motion. Rick Bloomingdale seconded it. The motion passed unanimously.

The third recommendation was to provide comparisons to negotiated levels and the ability to compare across regions.

MOTION: Matt Yarnell made the motion. Rick Bloomingdale seconded it. The motion passed unanimously.

Committee Update- Healthcare Workforce Ad Hoc

Chair Matt Yarnell provided context to the forthcoming recommendations. He noted about the challenges to Certified Nursing Assistants. There was also a significant drop in CNAs being added to the registry after the pandemic began. He noted that they are working to increase the amount of testing for CNAs but it is hard to find RN proctors.

The first recommendation is that they create a dashboard and publish monthly to the public of how many CNAs are on the registry at the present time.

MOTION: Wendie DiMatteo Holsinger made the motion. Terry Wiltrout seconded the motion. The motion passed unanimously.

The second recommendation is that the Commonwealth engage with Centers for Medicare and Medicaid Services on a TNA testing deadline extension. Chair Brown asked if the extension was for a certain period of time. Zach Zobrist noted that they were not going to specify what it should be. Chair Brown summarized that the people actually negotiating with CMS would have to decide on an appropriate timeline. Chair Yarnell said yes.

MOTION: Tim Bean made the motion to approve. Senator Amanda Cappelletti seconded the motion. The motion passed unanimously.

Chair Yarnell said that he wanted to appreciate the Wolf Administration and the Legislature for including in this year's budget a much needed investment in Medicaid rates and additional ARP funds to be moved to the industry to prop up the workforce.

Committee Update- One-Stop Service Delivery System

Chair Sarah Hollister said the committee continues to be briefed about the development of the career pathway work for staff. They also receive updates about the digital intake process. Chair Hollister then summarized the proposed recommendation. There are currently two processes that exist to determine training providers that are eligible for state training dollar reimbursement. The

committee would like to propose combining the two policies. The committee talked to officials from both the Department of Human Services and the Department of Labor and Industry and there is interest from both.

Chair Brown asked for more explanation. Chair Hollister noted that PA CareerLink® has one list on the WIOA side but the TANF side has a completely separate list. Chair Brown summarized that that the end user just wants to receive the training, it does not matter what list it comes from. Chair Brown asked if there was any legal prohibition in doing it. Mr. Martini said that they do not know but other states have figured out a way to do it.

MOTION: Matt Yarnell made a motion to approve the recommendation. Rick Bloomingdale seconded the motion. The motion passed unanimously.

Recommendations Report

Chair Brown introduced the next presentation. He noted that the report shows what the Board has recommended during the Wolf Administration. Chair Brown remarked that all of the Board members are volunteers and they do it to help people.

Mr. Martini said up until February of 2022, there were 26 recommendations made to the Board. He noted that once it was finalized it would be posted online. Mr. Martini noted that he wanted the Board to understand how serious the Administration took the recommendations. The report is organized by date.

Mr. Martini started with a recommendation from October 2018. It was for the PAsmart Ad Hoc Committee. The committee put forth many recommendations about a grant program that later was included in PA's budget. They outlined several principles and funding priorities for the program which included data driven innovation, cross-sector partnership and alignment, stakeholder engagement, diversity, equity, and inclusion, capacity building, leveraging resources and tracking participant and performance outcomes of the program. \$13 million has been put into Industry Partnerships, \$28 million into registered apprenticeships and around \$60 million around STEM and computer science training around the Commonwealth. That is \$100 million investment into PA's workforce around principles that the Board identified.

The next recommendation was from May 2019. The Youth Committee put together some principles of a career readiness definition. That definition was taken by the Department of Education and used in several different ways including developing a toolkit for PA Career Readiness Skills. They have also found their way into several grant programs including Schools to Work, Pre-Apprenticeship, Teacher in the Workplace, and others.

A recommendation from November 2019 was on public performance reporting. Mr. Martini said that at this meeting the Board heard an update from the Continuous Improvement Committee on work that was being done from that recommendation. Part of the recommendation was around including outcomes and ROI calculations for the discretionary funding that goes out. He noted that at the moment they were working on a statement of work to bring on a contractor that can help them build capacity so that they can get into not just the outputs of the people served but the nitty gritty evaluations to understand what is working.

May of 2020 saw a Healthcare Workforce Committee recommendation about a Direct Care Worker Crisis Statement. The statement outlined a lot of challenges like turnover, retention, difficult working conditions, challenging pay. A number of things have been taken on from that. The Department of Labor and Industry put out almost \$5 million in Direct Care Worker Training Grants. Governor Wolf also signed Act 54 of 2022 which put another \$250 million into nursing facilities, personal care homes, assisted living residences, home and healthcare, and more.

The next recommendation came from the Youth and Continuous Improvement Committees. They adopted definitions of evidence tiers of where programs are operating. They defined everything from pre-preliminary evidence all the way up to strong evidence. They wanted to do it in a way that was thoughtful. They piloted the evidence tiers in the Industry Partnership grants in 2021. They made it so that 25% of an applicant's score was based on their ability to collect data and report out on the success of their program. PA also contracted with the Government Performance Lab from Harvard University to make sure the work transcends just being a pilot program and becomes standard procedure. Work that has been done in that space also received Honor Roll designation from Results 4 America in moving the needle on being a thought and action leader.

The Career Pathways and Apprenticeship Committee made a recommendation that they should prioritize career pathways development in discretionary funding. They asked all programs to provide a clear equity plan when asking for funding. They have asked for sustainability plans as well. Some examples of that work include the Digital Literacy grants, Youth Reentry grants, the PAsmart Apprenticeship and Pre-Apprenticeship grants, as well as many others.

The Healthcare Workforce Ad Hoc Committee recommended in the space of a pathway for Temporary Nurse Aides. The committee had come up with three different pathways to help Temporary Nurse Aides become Certified Nurse Aides. He was happy to report that they were all incorporated into Act 138 of 2020. Unfortunately, the Centers for Medicare and Medicaid did not agree so the Governor's Office has been working with them to help TNAs find a path forward. The Healthcare also had a recommendation around supporting self and family sustaining wages for direct care workers. The Wolf Administration has been committed to raising the minimum wage for all workers in PA, first to \$12 with a path to \$15. Some facts around that is that a \$15 minimum wage would benefit 60% of restaurant workers, nearly 30% of wholesale trade and retail workers, a quarter of ag, fishing, forestry, and mining workers, as well as almost 14% of educational service, healthcare, and social assistance workers. At \$12 an hour nearly 38,000 adults would leave Medicaid and 15,000 would leave SNAP. At \$15 an hour approximately 58,000 fewer people would need Medicaid.

The Reentry Committee had put forth a government issued IDs for reentrants recommendation. The committee had recommended that all inmates in state and county run facilities have the opportunity to get their government issued IDs before reentering society. The Department of Corrections does it for all state inmates and continue to work with county jails to ensure the same for their inmates. They also issued a recommendation around digital literacy for reentrants. The Department of Corrections earlier this year started a technology workshop in the reentry services offices in PA State Correctional Institutions. DLI also worked with the Department of Corrections, the PA Commission on Crime and Delinquency, and the Governor's office to submit a grant application for some funding out of the First Step Act to provide those services to people leaving federal penitentiary. There was another recommendation around making sure that reentrants have access to digital devices so they can access the internet. The Department of Corrections continues to work on the issue. The committee also had a recommendation on increasing the staffing at the Board of Pardons. Mr. Martini said the Board of Pardons had been able to bolster their staffing.

The Continuous Improvement Committee had a recommendation around piloting the enhanced use of evidence and data collection.

Mr. Martini then noted about the recommendation for the incorporation of the TANF Youth Development program data into the Commonwealth Workforce Development System. He noted that the information was still being tracked manually but the recommendation will align it with how all other information is tracked. The first steps for that include a preliminary screening tool being developed in CWDS. That allows youth program development providers to identify if an applicant meets program eligibility. That is the first step towards full data integration of that program.

The next two recommendations came from the Healthcare Workforce Ad Hoc Committee. The first is on nurse education flexibility and the other is on nurse educator flexibility. For increasing the pool of certified nursing assistants, they wanted to make sure there was a viable option for folks to engage in those training opportunities virtually. PDE wanted to share that they now allow for blended education in nurse aid training in competency evaluation programs. There are now two approved programs to be offered in a virtual synchronized format. For the nurse educator flexibility, there was previously more rigid rules on who was allowed to provide nurse aide training. The Department of Education, the Department of Health, and the Department of Human Services were recommended

to work together to make sure to increase the pool of people that were qualified to provide that training. They have developed a system that now allows Licensed Practical Nurses to provide the training and they do not need a Registered Nurse on site anymore, the RN just has to be available while the training is happening.

The Healthcare Workforce Ad Hoc Committee also recommended to increase the roles of medication technicians. Right now, they play a role in long-term care settings but the goal is to have them play a role to supplement RNs and LPNs in nursing homes. That continues to be a priority. The committee also recommended competency based Alzheimer's and dementia training as well as cultural competency training. Mr. Martini did not have a specific update but highlighted that Governor Wolf signed House Bill 1082 which is now Act 9 that specifically focuses on support for Alzheimer's and dementia detection and care for those individuals.

The One-Stop Service Delivery Committee's recommendation focused on professionalizing the jobs for individuals in the PA CareerLink® offices. There were some specific items that the committee wanted in the training which included but was not limited to: cultural awareness and trauma informed care practices, technology and digital literacy skills, customer service and leadership development. There was a recognition by the committee that the more tools that the PA CareerLink® employees have, the better the outcomes for everyone involved. The Bureau of Workforce Partner Operations got a report from Career Consciousness that identified several of the same areas of training need. He noted about SkillUp PA and 26,000 people around the Commonwealth registered for the program and completed 13,000 courses, as well as 15,000 training hours.

The Reentry Committee recommended increasing the usage and marketing of the Work Opportunity Tax Credit (WOTC) and the federal bonding program. The Department has developed new marketing materials for those programs. The real goal is increasing the employability of returning citizens, as well as making sure that the employers that hire them are receiving financial benefits in doing so. The next recommendation was around workforce reentry funding. They wanted to make sure that there was dedicated funding and programming for working with returning citizens who are unemployed or underemployed. The Department of Labor and Industry provided \$4.2 million in Youth Reentry grants to support those individuals. They served over 500 youth reentrants and one of the grantees that was funded said that all participants who were actively involved in the program have had their lives positively impacted forever. He also shared that the 2022 budget includes \$2 million specifically dedicated to women reentrants. The next recommendation from the reentry committee was ensuring that some of the IJIA funding went to supporting reentrants. The IJIA includes the Justice 40 initiative and that requires that 40% of the federal money coming down goes to underserved communities and marginalized or underserved populations.

The Youth Committee in August 2021 recommended that local Youth Committees within local workforce development boards have adequate representation to make sure that all stakeholders viewpoints are being taken into account. The Youth Committee came up with several categories to be included on those committees that encompass educators, employers, service agencies, parents, organizations with youth activities, and roles that are focused on STEM or computer science. The updated local government policy that is under development will include those requirements.

The Reentry Committee recommended the development of a webpage for reentry resources for those looking to hire justice-involved individuals. The committee was currently working on building out that webpage.

In November of 2021, the Healthcare Workforce Ad Hoc Committee flagged the TNA issues and encouraged stakeholders to invest and support success of the individuals serving as Temporary Nursing Assistants. PA was conducting outreach to those TNAs and their employers to make sure they were aware of the requirements to move from TNAs to CNAs.

The Reentry Committee recommended that the Pardons Board take all steps necessary to ensure that all pardon applications were reviewed within one year. That was specifically for individuals who completed their sentence five or more years ago on convictions that did not include crimes of violence and remained arrest free.

Finally, the Continuous Improvement Committee in November 2021 made a recommendation to update the PA WDB bylaws and develop a process for giving Board members information on the status of recommendations. The Office of General Council was reviewing the bylaw recommendation and Mr. Martini was expecting to hear back soon.

Mr. Martini noted that the PA WDB members expertise has helped improve the workforce development system of Pennsylvania.

Wendie DiMatteo Holsinger commended Mr. Martini for such a thorough report and remarked that as someone who has been on the Board for a while that it is hard to see some of the things that have improved so it is impressive to see everything that has been accomplished. Mr. Martini thanked her and commended everyone that participates in workforce development across the state.

Chair Brown said that all of the committees and their chairs have done a great job.

Mr. Martini commented about Sarah's question in the chat about the benefits gap and said they can look into it. Chair Brown said that he thinks that the question is if anything has changed. Mr. Martini mentioned the ALICE report and said they can see if there is an updated analysis that is available.

Public Comments

There were no public comments.

Adjournment

Chair Brown closed the meeting.

Tara Williams, Policy Office
James Martini, PA WDB
Sheila Ireland*, L&I (workforce)
Stephanie Perry, L&I (workforce)
Gwen Ross, DCED
Carrie Cleary, PDE (libraries)
Erin Donohoe, PDE (policy)
Christine Houck, PDE (adult ed)
Meghan Wills, Team PA



Advancing Digital Skills in Pennsylvania: 2022 State Plan and Recommendations



Background – Digital Divide

Digital Divide: the gap between those who have affordable access, skills, and support to effectively engage online and those who do not. As technology constantly evolves, the digital divide prevents equal participation and opportunity in all parts of life, disproportionately affecting people of color, Indigenous peoples, households with low incomes, people with disabilities, people in rural areas, and older adults.

-National Digital Inclusion Alliance (NDIA)

Impacts:

- Education at all levels
- Workforce Participation
- Modern healthcare/telemedicine
- Government services access
- Participation in civic life
- Social connectivity

Components:

1. **Broadband/connectivity**
2. **Devices**
3. **Tech support... AND**
4. **Digital skills**



Background – Digital Skills

According to research by the National Skills Coalition, **nearly one in three U.S. workers ages 16-64 have few or no digital skills**, and at least 38 percent of those workers are employed in jobs that require moderate or advanced computer usage.

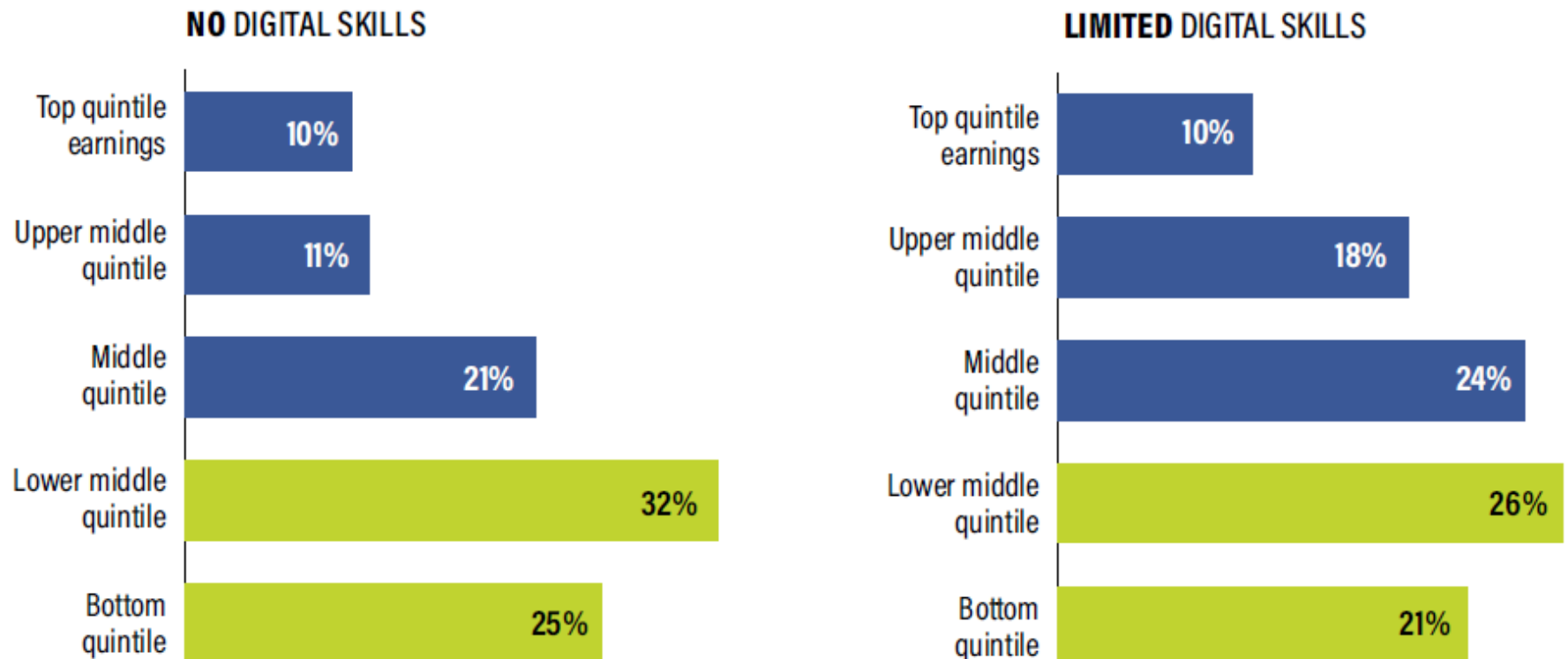


- Those with the lowest digital skills have less opportunity to gain skills and are less likely to participate in trainings compared to peers with digital skills.
- A number of workers with digital skill gaps are actually supervising other employees.
 - one-third (33 percent) of workers with limited digital skills are supervising others.



The lower a person's digital skills, the lower their earnings tend to be.

ROUGHLY HALF OF WORKERS WITH LIMITED OR NO DIGITAL SKILLS HAVE LOW EARNINGS



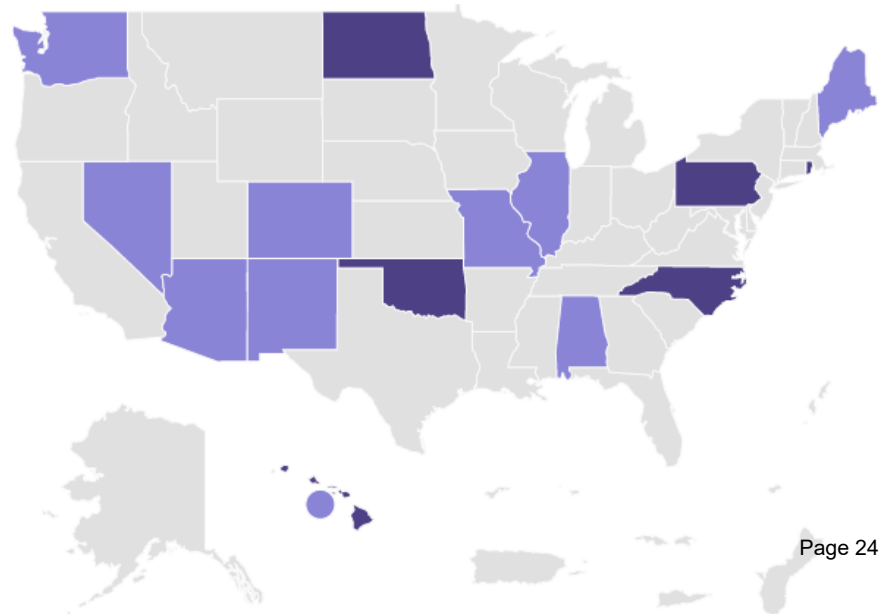
National Governor's Association Workforce Innovation Network (NGA WIN)

Purpose: to advance digital inclusion and foster equitable economic participation.

NGA WIN provided **financial support and technical assistance** for a cohort of competitively selected states to advance digital skill development for equitable economic participation in alignment with state workforce and economic development goals.

Selected states (Round 2):

Pennsylvania
Rhode Island
Hawaii
Oklahoma
North Carolina
North Dakota



Vision

Within the next 5 years, Pennsylvanians will have the abilities needed to **fully, safely, and responsibly** participate in a society reliant on digital technology and the Internet.

Each Pennsylvanian will have the ability to **use**—and the ability to **continue to learn** to use—frequently changing devices and software platforms, and to find, and *access, organize, evaluate, create* and *communicate* information **competently** and **confidently** enough to accomplish **that individual's needs** of living, learning, and working.



- 5 year timeframe
- All Pennsylvanians
- Safe and responsible participation
- Continuous learning
- Confident Use
- Various life domains

Ten Recommendations

1. Focus on foundational digital literacy as an urgent and immediate goal.
2. Embed foundational digital skills as a core component of all technology access planning and implementation (Broadband, Digital Equity).
3. Continue to focus on the working age population to start.
4. Ensure foundational digital literacy is a priority in state, regional, and local workforce plans.
5. Identify and support communities with the least access.
6. Increase individualized assistance, including accessibility needs.
7. Identify and engage anchor institutions as trusted entities in communities.
8. Develop a system of navigators/support.
9. Develop consistent data collection and outcomes measures.
10. Build a feedback system for continuous engagement as technology evolves.



Policy Framework and Strategies

Goal 1: Elevate the foundational digital literacy skills priorities across system partners

- Communicate the plan recommendations and strategies.
- Advance adoption of common definitions and competency standards across agencies.
- Integrate digital skills in Broadband and Digital Equity plans.
- Include digital skills goals in WIOA state, regional, local plans.

Goal 2: Ensure digital skills training options are available and accessible

- Develop database and map to identify training locations.
- Use map to identify training 'deserts.'
- Invest in training options in areas most in need.
- Consider upcoming procurements to include digital skills training.
- Ensure equitable grantmaking principles are included in procurement design.



Policy Framework and Strategies

Goal 3: Increase awareness of training options

- Make the map a public-facing tool to help people find training locations.
- Develop an outreach strategy with partners around the map, SkillUp PA, PA Online Learning, and the state POWER library.
- Include a component of digital access procurements to include outreach and education about training options.

Goal 4: Increase staffing capacity

- Invest in train-the-trainer models.
- Explore feasibility of a dedicated role in adult education programs.

Goal 5: Establish performance measures and data collection mechanism

- Develop performance measures to monitor progress.
- Identify best practices for collecting data on participant outcomes.
- Update employer survey and establish a regular cycle for completion.
- Develop a reporting plan in collaboration with the Broadband work.

Progress on Goals

Goal 1: Elevate the foundational digital literacy skills priorities across system partners

Progress:

- Developed a glossary of related terms to establish a common vocabulary (Appendix A)
- Adopted a competency framework/standards model to identify the skills needed to show proficiency in foundational digital skills (Appendix B)

Digital literacy: the ability to use information and communication technologies to find, evaluate, create, and communicate information, requiring both cognitive and technical skills.



Appendix A: Broadband Glossary

Broadband: high-speed Internet access that is always on and faster than traditional dial-up access. Includes high-speed transmission technologies like fiber, wireless satellite, digital subscriber line and cable.

Broadband adoption: residential subscribership to high-speed Internet access. Also, daily access to the Internet: at speeds, quality, and capacity necessary to accomplish common tasks, with the digital skills necessary to participate online, and on a personal device and secure convenient network.

Broadband equity: occurs when all people and communities are able to access and use affordable, high-speed, reliable Internet that meets their long-term needs.

Community anchor institution: entities that are rooted in their local communities by mission, invested capital, or relationships to customers, employees, and vendors. Includes such entities as schools, libraries, medical and healthcare providers, public safety entities, community colleges, and other institutions of higher education, and other community support organizations and agencies that provide outreach, access, equipment, and support services to facilitate greater use of broadband service by vulnerable populations, including low-income, the unemployed, and the aged. These entities have stable organizational practices and are typically housed in a physical location that is accessible to all and expected to be sustained in that location and community long term.

Appendix B: Draft Pennsylvania Digital Literacy Standards for Adult Learners

Basic Computer and Mobile
<ul style="list-style-type: none"> Operates devices and performs fundamental tasks on devices to support learning at home, school, and in the workplace. Optimizes operating system functionality and effectively uses and troubleshoots the hardware and software of computers and mobile devices. Possesses the digital resilience necessary to learn and utilize emerging technologies and has effective strategies for transferring skills and knowledge among various devices and applications.
<p>Competency 1: Optimizes Operating System Functionality - Identifies an operating system and optimizes its functionality for life, work, and education purposes. Pursues effective strategies for transferring skills and knowledge to new devices and for troubleshooting problems.</p> <ul style="list-style-type: none"> Level 1: Identifies an operating system and its parts. Additionally, recognizes common security threats and privacy settings. (BCM.1.1) Level 2: Uses and manages an operating system and troubleshoots basic issues, seeking assistance as needed. (BCM.1.2) Level 3: Optimizes OS functionality and has effective strategies for transferring skills and knowledge to new devices. Troubleshoots OS problems with little to no assistance. (BCM.1.3)
<p>Competency 2: Manages Hardware - Locates and distinguishes the physical components of various devices, and optimizes their functionality for life, work, and education purposes. Troubleshoots problems and adapts when new technology is available.</p> <ul style="list-style-type: none"> Level 1: Distinguishes different types of devices and utilizes common controls with detailed instructions. (BCM.2.1) Level 2: Navigates and manages known device hardware (e.g., monitor, printer, keyboard, mouse, ports, touchscreen, etc.), seeking assistance as needed. (BCM.2.2) Level 3: Develops strategies for optimizing hardware functionality, troubleshoots problems with little to no assistance, and adapts to rapidly changing technology. (BCM.2.3)

Progress on Goals

Goal 2: Ensure digital skills training options are available and accessible

Progress: PA worked with TPMA to [create a map](#) showing where trainings are across the state with layers used for analysis.

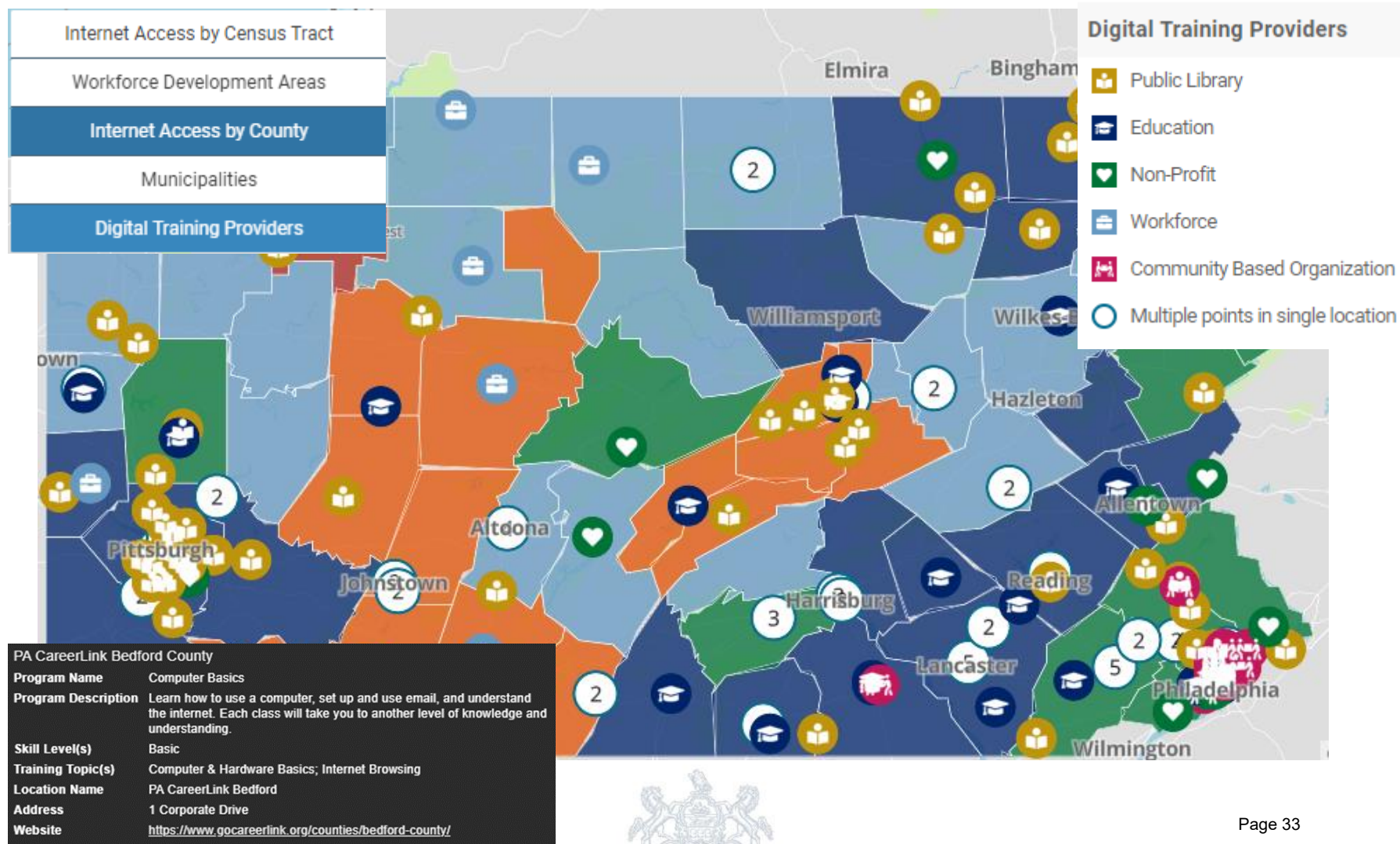
Map moved to Open Data Pennsylvania portal: [Map in beta format.](#)

Providers will be able add or edit listings via [an online form](#). The map has two purposes:

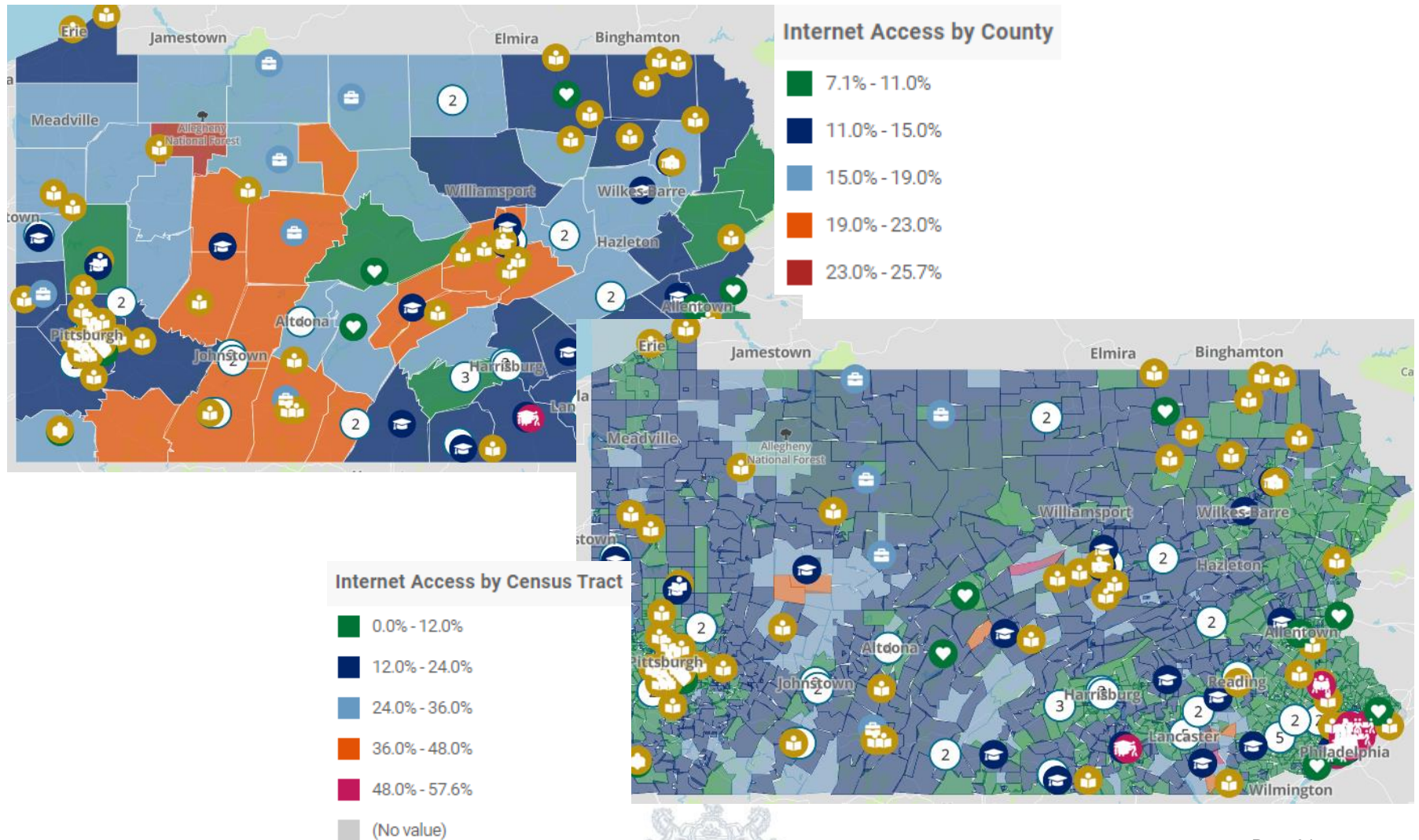
1. Identify training 'deserts' and inform opportunities for training investments
2. Public use by residents, community organizations, and employers to locate trainings in local communities



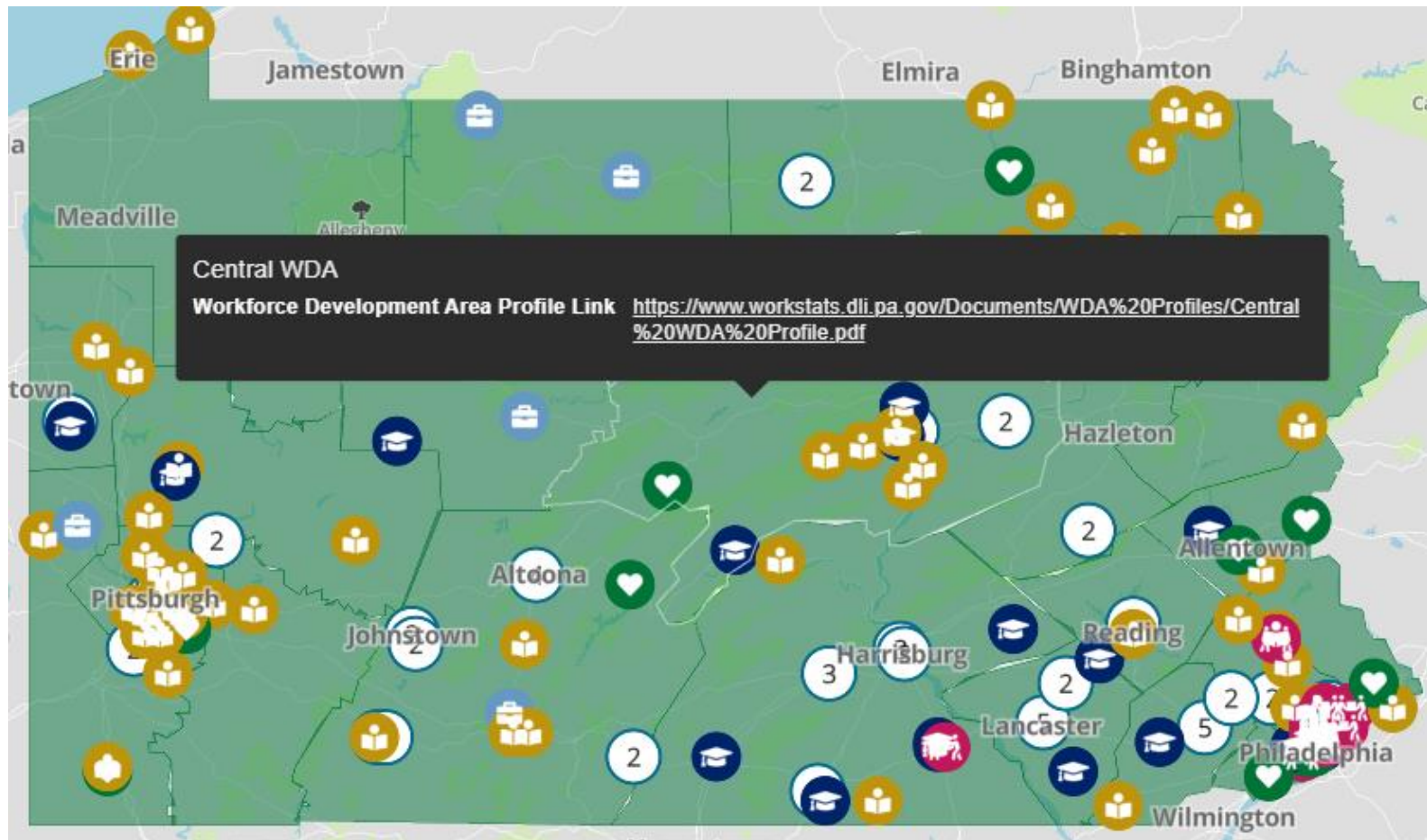
Digital Training Programs by Organization Type



Map with Internet Access Data



Map with Workforce Area Layers



Progress on Goals

Goal 3: Increase awareness of training options

Progress:

- The map is now a public-facing tool to help individuals, provider organizations, and even employers locate training in their communities.
- A series of presentations has been scheduled over the next 2 months to help increase awareness of the mapping tool in addition to statewide resources available to support digital skills learning including SkillUp™ PA, PA Online Learning, and the state POWER library.



Progress on Goals

Goal 4: Increase staffing capacity (in progress)

Goal 5: Establish performance measures and data collection mechanism

Progress:

- The data and research compiled to help inform the initial plan can be analyzed to develop outcome measures.
- An initial employer needs survey was developed to help inform our plan and recommendations. This survey will be updated to serve as regular feedback and data collection mechanism.



Pennsylvania employers provided insight into the digital skill levels of current employees, and their anticipated future needs:

On a scale of 1-5 (5 being the highest) nearly 65 percent of employers rated 5: digital skills for the roles they are hiring for now or in the future are very important.

- Less than 20 percent rated this as a 4.
- Less than 5 percent of employers rated this as a 2 or lower.

Just over half of employers estimated that 75 to 100 percent of their current employees had basic skills readiness.

- Another 30 percent estimated this to be 50 – 75 percent.
- Approximately 1 in 6 respondents estimated that less than half of their current workforce had basic digital readiness.

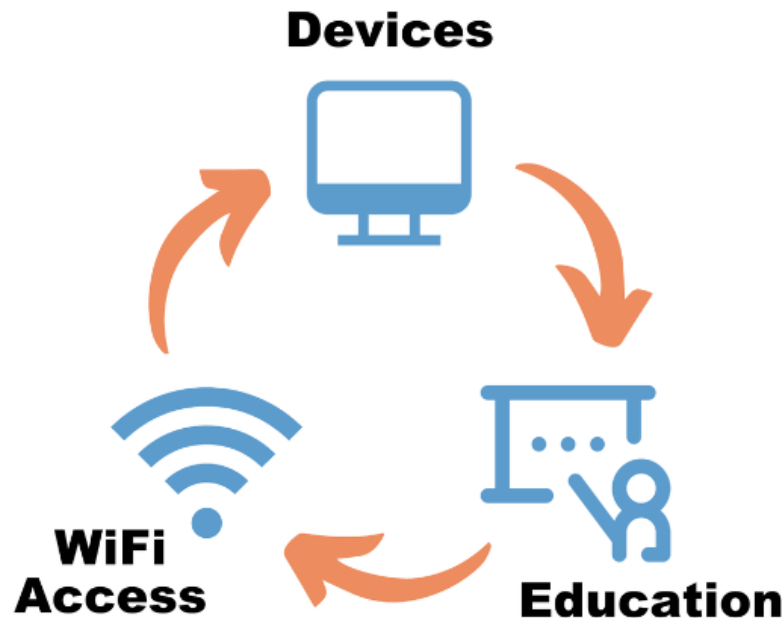
Nearly 60 percent of respondents believed that the need to provide basic digital readiness training for newly hired employees will increase in the future.

- Less than 10 percent of respondents felt that they would need to provide fewer of these types of training in the future.



Continued connection with broad digital access efforts

- Broadband Development Authority
- Digital Equity planning and investments through the Infrastructure Investment and Jobs Act



Questions:

- **What partners/networks need to know about this plan and the map?**
- **What other agency or partner plans come to mind where this work could be incorporated?**
- **Other feedback or questions for the team?**

Thank you!



Pennsylvania Workforce Development Board – Quarterly Update
November 2022

Pennsylvania Department of Labor and Industry – Workforce Deputate
Acting Deputy Secretary Daniel D. Kuba

Bureau of Workforce Development Administration (BWDA)

Director: Brenda Dupstadt

WIOA FMS transition to CWDS 2.0

The WIOA FMS system is migrating to a new framework called CWDS 2.0. This new platform, with a fresh look and feel, will carry over all the major system functionalities while providing enhancements in ease of use and alignment with current workflows. L&I's project team has engaged Local Workforce Development Boards and Fiscal Agents in the design of this new platform to ensure that all job functions and operational needs are considered. Currently, system design has been approved and the project is moving on to the development phase.

Digital Literacy and Workforce Development Grant - Round 3

The Digital Literacy Round 3 grants were awarded on October 6, 2022, to 14 applicants. The total award is \$592,494.00. The goal is to continue to prepare individuals for job searching and emerging employment opportunities, to gain access to employment with family-sustaining wages, and to increase communities' infrastructures for providing foundational digital literacy skills. This grant assists entities, particularly in areas lacking strong broadband infrastructure and high-speed internet, in increasing their capacity for providing digital literacy classes focused on career development skills in their communities.

Veteran Employment Program Grant

The Veteran Employment Program Notice of Grant Availability posted to the L&I website on October 6, 2022, with the bidder's conference being held on October 12, 2022. Applications are due on November 21, 2022, and the Period of Performance will begin April 1, 2023. The total funding available is \$800,000 with a maximum of \$200,000 per award. VEP funding provides Pennsylvania Veterans with flexible resources to support innovative solutions to address veterans' barriers to employment.

Schools-to-Work Grant – Round 3

The Schools-to-Work Round 3 Notice of Grant Availability posted to the L&I website on September 12, 2022, with the bidder's conference being held on September 15, 2022. The total funding available is \$2,500,000 with a maximum of \$250,000 per award. The application is due on October 12, 2022, and the Period Of Performance will begin on June 1, 2023. The STW Round 3 will be awarded to sponsors in partnership with schools to support the establishment or enhancement of a workforce development partnership between schools, employers, organizations, or associations to create pre-apprenticeship apprenticeship pathways. A total of 24 applications were received, of which 20 were complete and received before the deadline.

Trade Financial Management System (FMS) Refresher Training

This month, L&I Workforce Development will hold Trade Financial Management System (FMS) refresher training sessions for staff and training providers. This training targets individuals that assist with the TAA program. For training providers, the instructor-led training seminars will cover the SEV and invoicing processes. For staff, open-forum office hours sessions will cover SEVs, addenda and the invoicing and

payment processes. Comprehensive manuals outlining the Trade FMS process steps are now available on the CWDS Help Center under the Financial section.

[See impact analysis at the end of this document.](#)

First Step Act Initiative Grant

The Department of Labor & Industry was recently announced as recipients of the First Step Act Initiative grant. PA's application was awarded \$10,000,000 with an initial increment of \$5,000,000 to support formerly incarcerated individuals in their transition back to the community, inkling staff positions in minimum and low-security prisons in Pennsylvania. First Step Act grant funding aims to reduce recidivism among formerly incarcerated individuals participating in Pennsylvania's re-entry program and will be used to support job training and skills development services through the Pennsylvania Department of Corrections. The funding also aims to ensure equal access to employment opportunities for returning citizens and create a skilled pool of workers that meet specific labor market needs in historically marginalized communities. This grant funding will also invest in the work of re-entry specialists and training instructors at federal prisons within Pennsylvania to provide inmates with vocational education prior to release. Prior to project implementation, L&I will meet with DOL to discuss specific areas where project adjustments may be necessary.

Temporary Assistance for Needy Families (TANF) Youth Development Program (YDP)

Special Programs and the Department of Human Services (DHS) developed the Preliminary Screening Tool, a function within the Commonwealth Workforce Development System (CWDS). This tool will allow TANF YDP providers to identify if an applicant may be served instantly using TANF Youth Development Funds (YDF). Previously, TANF YDP participants were qualified through DHS via the Bureau of Employment Programs (BEP). BEP established a spreadsheet process used to qualify applicants for TANF YDP services. TANF YDP providers submitted TANF YDP participant spreadsheets electronically using DocuShare to BEP staff. Upon application, TANF youth providers collected all qualification criteria before submitting the spreadsheet or requested that DHS identify public assistance benefit recipients before verification through the qualification spreadsheet. This process often resulted in back and forth between the two entities and the exchange of PII. The Preliminary Screening Tool has replaced the spreadsheet process used to qualify applicants for TANF YDP services and has eliminated the need to transfer spreadsheets between agencies. The Preliminary Screening Tool went live on September 01, 2022, for the program year 2021.

PY22-23 Notice of Grant Availabilities

Applying for Workforce Grant Opportunities Video Series

The Grants Services Team completed the Applying for a Workforce Grant script and in collaboration with the Office of Communications, developed the first of its kind video. This is an exciting addition to the Bureau's continued efforts in widening the playing field in reaching new and diverse applicants and grantees. The welcoming, informative video has been well received by the Deputate and will be posted in the Notice of Grant Availability section of the website.

Statement Of Work Updates

Agribusiness Projects: HR Training and Development | Workforce Services Engagement

The review team completed group scoring for HR project proposals on October 18th, and a representative from BAS requested clarification from a selected vendor; a response is forthcoming. Reviewers completed individual scoring for Workforce proposals on October 19th – group scoring to select a vendor will take place shortly.

Digital Literacy Round 2 Grants Evaluator

HS Consulting has been chosen as the evaluator for Round 2 of the Digital Literacy Dislocated Worker grant. We had an evaluator introduction call on August 16 to discuss deliverables, establish BWDA protocols and answer any questions. HS Consulting began participating in our monthly grant calls with Digital Literacy Round 2 grantees and hosts a monthly grant check-in call with BWDA to provide an update on their progress with evaluating each of the grantees, as well as to go over the previous month's outcomes report, which cover the number of participants at each site, success stories, issues or challenges that each site may be experiencing and to keep BWDA apprised of overall grant performance.

Grants Evaluator Services

BWDA received 5 replies to its Request for Information (RFI). The Grants Unit is currently integrating general trends from across the feedback into its Statement of Work (SOW), which will solicit proposals for a vendor who will analyze current and past grants to define performance metrics, evaluate grant performance data, and produce reports with findings on grant project outcomes.

WORC Application

The Pennsylvania Department of Labor and Industry (L&I) applied for the Workforce Opportunity for Rural Communities (WORC) on July 5, 2022, for a total award request of \$1,484,980. The proposed project is called WORC in Luzerne-Schuylkill and Southwest Corner. L&I is partnering with two local workforce development boards (LWDBs), Luzerne-Schuylkill WDB and Southwest Corner WDB. L&I will serve as the grantee, and the two LWDBs, as local project operators. The two LWDBs are pivotal in coordinating and overseeing the proposed activities in the most vulnerable counties to provide training and support to marginalized communities to produce high-quality employment for dislocated workers, new workforce entrants impacted by substance use disorder or who have been involved with the justice system and are now reentering society, and incumbent workers who support the community impacted by substance use disorder or the justice system and reside in a Pennsylvania Appalachian region. Summary of subrecipient activities includes, outreach, individual career readiness services, supportive services, training in high-priority occupations, and direct referrals for high-quality employment. L&I proposed to enroll 125 new entrants or dislocated workers to the workforce and 30 incumbent workers. All 125 individuals will receive intensive career readiness services, working towards reducing barriers and finding high-quality employment. Of those, 110 will be enrolled in training in an individual training account (ITA), on-the-job training (OJT), or incumbent worker training (IWT). We anticipate that at least 100 participants will obtain new or improved employment in a high-quality occupation. The grant opportunity will create economic mobility, address historic inequities for underserved and underrepresented communities, and produce high-quality employment for workers in the Appalachian region, enabling them to remain and thrive in these communities.

The Employment and Training Administration received 90 responsive applications, with 26 selected for awards. Unfortunately, our application was not among those selected for funding. We have requested evaluative feedback regarding our application, currently being reviewed by staff to identify areas of improvement.

CWDS DIGITAL INTAKE FORM INITIATIVE

The CWDS Digital Intake form initiative will help to provide a consistent, targeted way to gather pertinent customer information for PA CareerLink® staff to utilize so the customer can have a practical, productive

experience when they visit any PA CareerLink® office. The form design phase has concluded, and the change request reviewed and submitted for approval.

Workgroups have been developed to support the workstream objectives and deliverables which include the following:

Pilot Implementation

A phased approach will pilot, implement, and launch the digital intake form. The five pilot offices have been visited and assessed for the internal and external partners' needs while comprehensively understanding the lobby management process. Follow-up meetings with each have taken place to go over the team's observations following on-site visits and to discuss their technological needs to support roll-out. A meeting to discuss the pilot implementation plan with the pilot offices is formation.

Due to unforeseen circumstances surrounding the potential move of the Allegheny East office, they will be withdrawing their participation as a pilot office. The Pittsburgh office will cover that WDB in their stead. An onboarding session is in progress of being scheduled where we will start coordinating pilot readiness activities.

Change Management

The team has been connecting with the Change Champion Network monthly through various channels to help facilitate project adoption, information sharing and continued engagement. A series of training modules or toolkits comprised of animated videos, infographics and other tools, have been released on a monthly basis since September. The following is an overview of each module released to date, module 4 was released this month.

- Module 1: Role of a Change Champion; Purpose of Change Management
- Module 2: Guiding Principles; How the Project Started; Overview of the Discovery Phase
- Module 3: Purpose, Function and Structure; Returning Customer Flow; System Overview; Form Demo
- Module 4: Benefits for Staff; Crystal Reports; Staff Screens

In addition to these, the team continues to offer meetings, office hours and other means of support.

Technology

Executive staff from each of Pennsylvania's 22 workforce development boards will be responsible for procuring the necessary devices for the PA CareerLink® centers under their purview (e.g., tablets, desktop computers, laptops, etc.), as well as the peripheral equipment to secure the devices (such as kiosks, stands, locks, etc. L&I staff estimates the cost of technology by following an assessment of needs for the five pilot offices visited and a survey conducted of each center.

At the time of this writing, each pilot office has had the opportunity to meet with the project team and discuss the minimum technology specifications required, the process, and their needs. They also had the opportunity to pose questions. Once the pilot offices finalize their technology needs, planning activities will occur for the non-pilot offices.

Workforce Success Stories

IWT Successfully Completed

Walker Filtration, a small local employer, approached Business Solutions Consultant (BSC) regarding developing a current employee's skillset to become a supervisor of their warehouse. The BSC suggested Incumbent Worker Training (IWT) and explored the Supervisory Skills Course held at the Manufacturers and Business Association (MBA) in Erie. Over the next three months, Keith attended a total of seven courses at the MBA, where he learned how to delegate and motivate staff with effective communication and conflict resolution while encompassing the legal side of supervision. Keith completed the courses on June 1, thus giving him a certification of completion for the Supervisory Skills Certification Series.

NW PA CareerLink®

On September 9, 2021, PA CareerLink® staff served Danny and enrolled him in the WIOA Dislocated Worker program. Before that, Danny worked as a Heavy Equipment Operator until he was laid off on July 20th, 2021. The participant was interested in obtaining his Class A CDL and was referred to our office by Bureau Workforce Partnership Operations (BWPO) staff after attending a ReEmployment Services Eligibility Assessment (RESEA) class. He passed his CDL exam on November 11, 2021 and reported that he accepted a job with Pro Waste Services on March 25th, 2022 with a starting pay of \$21.00 per hour. After 60 days it would be raised to \$22.00 per hour with benefits. Danny is very thankful for all the help he received through NW PA CareerLink®.

Bureau of Workforce Partnership & Operations (BWPO)**Acting Director: Crystal Houser****CWDS Screen Migration to 2.0**

Over the last five years, Workforce has been transitioned their system of record called PA CareerLink® for public screens and Commonwealth Workforce Development System, or CWDS, for our internal system to an upgraded platform called “2.0”. We have transitioned:

1. 99% of CWDS & PA CareerLink® participant screens (182/184)
2. 82% of employer screens (122/149)
3. 52% of provider screens (71/137)
4. 57% of staff function screens (544/958)

There has been no disruption to system or operational functions throughout this transition. Currently, 123 additional screens, which are a mix of employer and staff, have been designed and are ready for production. The majority of this work was done through contract change requests using current funding; however, program areas continue to prioritize the migration effort through regular releases. We anticipate migrating all remaining public-facing (participant, employer, provider) screens by the end of our current contract in October 2024.

Throughout the migration effort, we have updated our internal processes and procedures to include more structured and intensive user acceptance testing to ensure system integrity and have provided organizational change management tools and activities to assist staff and end-users with the transition to the new platform.

Professional Development Day

In pursuit of our mission to foster a lean, responsive workforce system that improves the quality of life and promotes economic prosperity for all Pennsylvanians, the Bureau of Workforce Partnership & Operations developed a tiered accountability structure to implement a professional development day utilizing SkillUp™ PA. A human-centered approach was used to address the recommendations received from consultant reports and staff feedback to enhance training and professional growth. The launch of professional development day in BWPO was on September 6th, 2022. Crystal Houser, Acting Bureau Director, and Stephanie Perry, Special Project Director, will be presenting on November 4th at the Leadership Lab to introduce the structure and model utilized to implement a tiered accountability structure with hopes that this can support another commonwealth department with upskilling their staff.

Digital Literacy Phase II – Communication Toolkit

As a result of the Digital Literacy Evaluation of PA CareerLink®, it was clear that the messaging for PA CareerLink® needed to be reevaluated and realigned to be consistent at all centers. The Digital Literacy Communication Toolkit project continues. Over the past few weeks, a survey was provided to gather insights about what employers, organizations and communities PA CareerLink® is currently working with and what employers, organizations and communities that we are currently not working with and would like to. During focus groups conducted in October, additional insights were gathered around these target groups so that communications can be developed to assist staff across PA CareerLink® in building those relationships.

Pa CareerLink® Activities Around the State

PA CareerLink® - this is what we do!

PA CareerLink-Tioga County:

A Navy Vietnam-era Veteran visited the PA CareerLink(r) to job search and was referred to the Disabled Veterans Outreach Program Coordinator (DVOP). The DVOP met with the Veteran learning that he was retired but looking to supplement his income. After speaking with the Veteran for a while and learning of his background as a driver and as a drug and alcohol counselor, the DVOP was able to refer the Veteran to Mountain Laurel Recovery Center. The DVOP emailed their human resource contact at the recovery center letting them know the veteran will be stopping by the facility to inquire about open positions. DVOP was informed by HR that not only did the Veteran stop into the recovery center but was interviewed and hired on the spot. The veteran was able to gain employment and start as a driver a week after visiting the PA CareerLink(r) office.

Northumberland Co.:

United States Army Veteran was referred to the PA CareerLink Veteran Services Team via Northumberland County's Veteran Services Officer to offer some job guidance. Being a disabled veteran, the veteran was cautious with his job search at first and wanted to apply to something that left him feeling fulfilled and to be able to make an impact somewhere. The DVOP and veteran worked collectively on getting some mental health services to assist him through the tough times he was having in his personal life. After some teamwork in compiling a marketable resume, the veteran was ready to start applying to positions. The veteran has extensive experience in perming security details, mechanical knowledge, and heavy equipment operation. DVOP and the veteran focused on these skills. DVOP assisted the veteran in applying to government positions within the Commonwealth of Pennsylvania, including Equipment Operator for the Department of Transportation (PennDOT) and Park Maintenance Supervisor for the Department of Conservation & Natural Resources (DCNR). The veteran then focused on a position with Geisinger Medical Center as a Security Officer. DVOP reached the veteran recruiter at Geisinger to have the veteran's application pulled for an interview. In all three positions, the veteran was granted interviews. After these interviews, the veteran was offered employment with all three employers! Now he was facing a tough question...which job to choose? The DVOP provided some job guidance but ultimately left the decision in the veteran's hands. After some thought, the veteran believed that the best fit for him was with Geisinger Medical Center in Danville, PA, as a Security Officer. When DVOP contacted the veteran for a follow-up the veteran for follow-up, he was in a new position. He stated he felt empowered to be back in the civilian workforce and to be able to make a difference within an organization. At times, he said, the camaraderie he feels at work is like what he likes in the Army. The veteran now believes he made the right decision going with Geisinger.

Work Opportunity Tax Credit – Spreading the Word

BWPO operates the unique and beneficial Work Opportunity Tax Credit (WOTC) program. WOTC is a federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment. The WOTC team recently presented information on the program benefits to a group of employers during an IRS Small Business Forum for Pennsylvania companies. WOTC benefits employers with a tax credit for hires who qualify in the following groups:

1. TANF Recipient (Short & Long Term)
2. SNAP Recipient

3. Summer Youth
4. Designated Community Resident
5. Vocational Rehabilitation Referral
6. Ex-Felon
7. Supplemental Security Income Recipient
8. Long-Term Unemployment Recipient
9. Veterans (five different qualifying groups)

BWPO is engaged in several activities to try to get additional exposure for the WOTC program. The first is through engagement with the business services teams at the PA CareerLink offices throughout the state. The BSTs can then add this program information to their arsenal of materials to use with businesses. BWPO is also working with the Press Office and Digital Press Office to develop a strategy for consistent messaging through the press and various social media outlets. The WOTC team is planning to work with the Department of Human Services, Department of Corrections, Office of Vocational Rehabilitation and various veteran groups to increase community awareness. Hopefully, these efforts will increase the usage of the WOTC program by Pennsylvania businesses.

Center for Workforce Information Analysis (CWIA)**Director: Ed Legge****Keystone Statistics Dashboard (KEYSTATs)**

To address an increased demand for data visualization tools, this dashboard provides a current and historical look at key state and national employment data and macroeconomic indicators. KEYSTATs presents data in tabular and graphical form and includes high level analyses, which will aid the department in responding to legislative and press inquiries, policy discussion, and speech preparation for interviews, employer visits and local area events. Check out the dashboard here:

<https://www.workstats.dli.pa.gov/dashboards/Pages/KeyStats.aspx>.

WIOA Annual Performance Report

Program Year (PY) 2021 WIOA Annual Performance Reports were submitted and accepted at the end of September. Pennsylvania, and all local areas, met or exceeded all performance goals for PY2021. Participation in Adult, Youth, and Wagner-Peyser programs increased, while Dislocated Worker levels declined this program year. PA served the largest portion of long-term unemployed participants across all programs since the start of WIOA performance accountability.

Workforce Information Forum

In a continuing effort to showcase labor market information (LMI) and highlight available tools/services, CWIA partnered with the Montgomery County Workforce Development Board to host its third Workforce Information Forum. The Forum, held October 18-19 at the Montgomery County Intermediate Unit, was targeted to workforce staff, economic developers, and educators, and focused on basic LMI data and the application of this data in serving customers. More than 80 attendees participated in the two-day event. Similar events will be planned in 2023.

Apprenticeship and Training Office (ATO)
Director: Tara Loew

PROMOTING EQUITY

The ATO has successfully achieved their USDOL- Apprenticeship State Expansion (ASE) grant deliverable of expending \$1.2 million dollars in reimbursements to 27 registered apprenticeship programs (RAPs) in non – traditional industries, which further incentivized the employment of 813 individuals from populations traditionally underserved in apprenticeship. Of the 813 apprentices supported by this grant, 58% were females, 25% were females of color and 55% were people of color. The ATO also registered 88 new RAPs in non – traditional industries over the course of this grant from 7.1.19 – 6.30.22.

Veteran Population Specific Efforts

In effort to continue to make progress creating and enhancing Knowledge products and tools designed to educate on and advocate for the use of Registered Apprenticeship and Pre-apprenticeship, we have worked with the Department of Veterans Affairs, the Bureau of Workforce Partnership and Operations (BWPO), the Department of Education, and the Governor’s Advisory Council on Veterans Services to ensure that our material includes information on the GI bill and the importance of serving our veterans. As a result, additions were made to our Funding for Apprenticeships- Quick Guide, Registering an Apprenticeship Program in PA- Guide for Sponsors and Employers, etc. In addition, we created a completely new tool entitled the “Apprenticeship for Veterans- Quick Guide.” This guide is targeted towards veteran jobseekers exploring the possibility of registered apprenticeship and explains the benefits of the model as well as how the GI Bill can support them through the model.

Apprenticeship Building America (ABA)

On October 5th, the Pennsylvania Department of Labor & Industry’s Apprenticeship and Training Office (ATO) released the Apprenticeship Building America (ABA) & Pennsylvania Notice of Grant Availability (NGA). This NGA makes \$2.75 million available in grant funding to build and modernize Pennsylvania’s growing network of registered apprenticeship programs. L&I is one of 30 recipients nationwide awarded grant funding through the U.S. Department of Labor’s ABA initiative and plans to support local workforce development boards (LWDBs) in their respective efforts to expand apprenticeship and pre-apprenticeship opportunities among underrepresented populations in their respective regions.

The ATO’s goal is to collectively enroll at least 400 apprentices and provide support services to at least 400 pre-apprentices through these grants.

The deadline for proposals is Friday, November 4 at 5:00 P.M.

Nursing Pathway Apprenticeship Industry Partnership NGA

On October 24th, the ATO expects to release a Notice of Grant Availability to support the convening of Nursing Pathway Apprenticeship Industry Partnerships in low- or moderate-income communities and guide the development and registration of healthcare apprenticeship programs, with an emphasis on nursing occupations, through group sponsorships. The goal is to blend the Apprenticeship and Industry Partnership models by supporting the creation of Nursing Pathway Apprenticeships using an Industry Partnership approach throughout the commonwealth. Through these efforts, businesses will have the option to partner and form an industry partnership to build one overarching apprenticeship program serving multiple employers.

This opportunity will be limited to local workforce development boards (LWDBs) as they are well-positioned to provide leadership to all key regional partners and develop effective apprenticeship industry partnership ecosystems.

This NGA is made possible through funding from the COVID-19 Nursing Workforce Initiative (NWI), which focuses on supporting and retaining nurses across the commonwealth as they continue to navigate numerous challenges brought on by the pandemic.

PASMART

As an extension to the April awards, in late June, the most recent PAsmart: Growing Registered Apprenticeships and Pre-Apprenticeships in PA grant recipients were announced. This announcement includes 14 additional awards to support apprenticeship and pre-apprenticeship programs within the building and construction trades to develop diverse talent pipelines, reach underrepresented populations, and expand workforce development opportunities across 55 counties in Pennsylvania.

Appendix

Impact Analysis of Trade Provider and Staff Training Initiative

Trade Provider and Staff Training Initiative



Initiative Artifacts:

- (2) Staff Manuals: SEV & Addendum, Invoice & Payment Process
- (2) Provider Manuals: SEV & Addendum, Invoice & Payment Process
- (2) Provider Compliance Worksheets and answer keys
- (2) Staff Compliance Worksheets and answer keys
- (2) Provider Videos: SEV & Addendum, Invoice & Payment Processes with 60 views in 3 weeks
- (2) Staff Videos: SEV & Addendum, Invoice & Payment Processes with 15 views in 3 weeks
- (1) Provider & (1) Staff Video Link documents
- (1) Provider Training FAQ
- Updated (15) existing Trade FMS Training Materials
- **New!** ACH Bank Setup Placemat
- **New!** Trade FMS Process Steps Visual

Impact

Knowledge Improvement

4 (2 hour) Instructor-Led Trainings

3 (1 hour) Office Hours Sessions



Over 100 providers attended the Instructor-Led Trainings.

Survey Results

94% of respondents felt comfortable with navigating the Trade FMS screens after the instructor-led trainings

100% of respondents felt knowledge and/or skills improved as a result of training attendance

98% of respondents felt the instructor-led training learning objectives were achieved



Provider VILT Feedback

"I found the **navigation** and **explanation** of how to create the invoices **very helpful** considering I'm newer to my position and have yet to work a whole lot with the CWDS system."

"I found it helpful to walk through the **training portal** instead of just showing **screenshots**. I think that was a **positive** learning experience."

"The **training** went quite **well**. Thank you all for your hard work in putting this together."

"Thank you for creating the beautiful training materials. We had a process flow before, but what the team put together is comprehensive and going to be so helpful for our staff and our providers."

Quarterly Meeting Agency Update

November 15, 2022

Agency: PA Office of Vocational Rehabilitation (OVR)

EMPLOYMENT OUTCOME STATISTICS

The following employment outcomes were achieved as of November 2022 for the Vocational Rehabilitation Program:

Program	Goal for the Program Year (PY)	# of Successful Closures to Date	% of Goal Achieved for the PY
BVRS	5,628	1,604	29%
BBVS VR Program	372	72	19%

From 7/1/22 through 10/31/22, 1,525 OVR customers were employed, with Giant Eagle, UPMC, Commonwealth of PA, InspiriTec, Walmart, Goodwill Industries, Weis Markets, Giant Foods, McDonald's, Geisinger Health, Home Depot and Lowes as the top employers.

PROJECT INVEST

In September, OVR was awarded a \$14M, 5-year grant through the Disability Innovation Fund (DIF) Subminimum Wage to Competitive Integrated Employment (SWTCIE) grant. OVR's grant proposal, Project InVest, was selected from a competitive field. OVR will now be working to implement the grant to support those individuals who may be considering entering or are currently participating in subminimum wage employment. The grant funds will be used for a variety of supports, including wage reimbursement to ensure that individuals with disabilities will be successful making the transition to competitive integrated employment. OVR will be seeking a variety of vendors to support this initiative and is looking for employer partners in the Green Manufacturing and Distribution fields to partner with to create employment opportunities. If you would like more information on this unique opportunity or are an employer in either of these fields, please reach out to Dana Barone, Project Invest Coordinator, at dbarone@pa.gov.

WIOA COMMON PERFORMANCE INDICATORS

OVR continues to document customer progress on Measurable Skills Gains (MSG) that lead to successful credential attainment. As of the end of the first quarter of PY 2022 (6/30/22), 34 customers have earned secondary credentials and 42 have earned post-secondary credentials. MSG rate for PY2021 was 20%.

RAPID ENGAGEMENT INITIATIVE

Ongoing priorities of OVR include staffing, customer engagement, and investing our funding in our customers and program. In July, OVR kicked off its Rapid Engagement Initiative, a process improvement and philosophical approach to the intake, eligibility, and order of selection process to ensure customers can access and begin receiving services as quickly as possible. Rapid engagement strategies can lead to increased customers served with increased successful outcomes. OVR leadership continues to build on this initiative with CWDS process changes as well as staff training. OVR's recent opening of the Order of Selection (OOS) will also increase opportunities for individuals with disabilities to access services.

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. As one of the state VR agencies to be monitored by the Rehabilitation Services Administration (RSA) in 2019, we are currently in the process of responding to RSA's monitoring report, with ongoing assistance from RSA and staff from the Monitoring Technical Assistance Center (MTAC).

BUSINESS SERVICES & OUTREACH DIVISION (BSOD)

CareerLink Accessibility Reviews

ADA accessibility reviews at all PA CareerLink offices have resumed. A plan is in place to complete reviews by the end of 2022, and as of October, only about ten reviews remain outstanding. These reviews include building accessibility, public-facing computers, alternative formats for customers who are deaf/hard of hearing and blind/visually impaired, and digital intake system.

Partnerships in Employment

- BSOD continues its partnership with InspiriTec by referring qualified candidates to positions offering full- or part-time employment and benefits in Customer Service Representative (CSR) for Unemployment Compensation call center positions (remote work starting at \$15 per hour).
- Members of the OVR's BSOD team completed the Registered Apprenticeship Navigator Training program, allowing OVR to focus on the expansion and development of apprenticeship pathways and internships for its customers.
- OVR has partnered with PeopleShare, a staffing service that places individuals into temporary, temp-to-hire, and direct placement positions. As of September 2022, this partnership has resulted in 11 OVR customers hired for remote customer service positions.
- OVR, in collaboration with the Office of Administration (OA), provided 30 college students with disabilities a 10-week paid state employment summer internship opportunities. Commonwealth agencies including OVR, DCNR, DEP, DHS, PennDOT, DOC, OIT, OA, DGS, PEMA and more participated in hiring interns. In addition, several Centers for Independent Living (CILs) across PA provided additional internships for five OVR college students this summer.
- MY Work (MY = Municipalities + Youth), an OVR-funded summer jobs program, allows OVR to partner with local municipalities/non-profits and Community Rehabilitation Providers to create summer jobs that help connect students with disabilities to jobs within their local communities. This summer over 312 students participated across 30 locations for the MY Work program and OVR is looking for additional sites to replicate this program further next summer. If you are interested in becoming a Work Based Learning Experience site, please reach out to Dana McKinney at danmckinne@pa.gov.

TRANSITION SERVICES

OVR Services to Students with Disabilities

We continue to collaborate with the Bureau of Special Education (BSE) toward a goal of ensuring the seamless transition of students with disabilities from school to work. The group is working to develop a fund-sharing agreement to pay for positions within each Intermediate Unit (IU) for TEAM Navigators, who will work to implement these services in the field. A provider agreement to hire Youth Ambassadors (YAs) at each of the IUs was recently released, and the first YA has been hired. The YAs will assist with social media and act as mentors in their community. The goal is to hire up to four YAs per IU or special education technical assistance program.

BUREAU OF BLINDNESS & VISUAL SERVICES (BBVS)

OVR's Bureau of Blindness & Visual Services (BBVS) provides specialized services to individuals who are blind and visually impaired. These services are designed to increase an individual's independence and employability. BBVS currently serves over 2,000 customers across PA in their VR program.

BUREAU OF VOCATIONAL REHABILITATION SERVICES (BVR)

OVR's Bureau of Vocational Rehabilitation Services (BVR) provides vocational rehabilitation services to adults, students and youth with disabilities. BVR currently serves nearly 33,000 customers across PA.

HIRAM G. ANDREWS CENTER (HGAC)

The Hiram G. Andrews Center (HGAC) is a comprehensive training center offering quality, individualized, post-secondary education, pre-employment transition and support services to customers as they pursue goals of employment and independence. There are currently 93 students enrolled in accredited training programs for the winter term, and 31 are expected to graduate on 12/16/2022. In addition, the term started with four students participating in the post-graduation externship program, and since term start, approximately 30 students have entered into the Center for Occupational Readiness (COR).

This fall, HGAC held their annual Community Day where over 1,000 students, parents, and other stakeholders came to learn more about the training programs offered, take tours, and participate in activities. This was a tremendous event that had been put on hiatus due to the pandemic and the staff at HGAC did a tremendous job.

If you are interested in learning more about OVR services or would like to offer students with disabilities a work-based learning experience or internship, please contact Doug Rand, OVR Business Services & Outreach Division Chief, at dorand@pa.gov so that we can work to meet your needs.

Quarterly Meeting Agency Update
November 15, 2022
Agency: Department of Human Services

Office of Income Maintenance Bureau of Employment Programs

In July 2022, DHS completed its second full year of implementation of its redesigned system serving among the Commonwealth's most disadvantaged workers, primarily recipients of Temporary Assistance for Needy Families (TANF). This system redesign has partnered with local workforce development boards and community action agencies across the Commonwealth to significantly improve employment outcomes for this population by providing robust case management services, and expanded education and training opportunities. DHS is pleased with the progress to date and looks forward to continuing its partnership with the local workforce development boards and community action agencies to deliver outcomes through 2025.

Effective October 1, 2022, [DHS raised its income limits for SNAP eligibility](#), which in addition to creating access to SNAP benefits – including training opportunities and supportive services - for 420,000 food insecure Pennsylvanians, also increases the rate that workforce partners may pay during on-the-job training, or other paid work experiences without impacting SNAP eligibility. This eligibility expansion allows SNAP recipients to receive competitive wages during their training and stabilizes their transition into the workforce.

Through this expanded SNAP eligibility, DHS recommends workforce partners consider the following wage levels for paid, on-the-job training opportunities while building their talent pipelines:

For SNAP Training Participants Paid on a Daily, Weekly, or Biweekly Basis

	Recommended Pay Rate (≤ 30 hrs/week)	Recommended Pay Rate (31–35 hrs/week)	Recommended Pay Rate (36–40 hrs/week)
Prior Recommendation	\$14.00/hr	\$12.25/hr	\$10.50/hr
New Recommendation	\$18.50/hr	\$16.00/hr	\$14.00/hr

For SNAP Training Participants Paid on a Semi-Monthly or Monthly Basis

	Recommended Pay Rate (≤ 30 hrs/week)	Recommended Pay Rate (31–35 hrs/week)	Recommended Pay Rate (36–40 hrs/week)
Prior Recommendation	\$13.00/hr	\$11.25/hr	\$9.75/hr
New Recommendation	\$17.25/hr	\$14.75/hr	\$12.75/hr

DHS' Refugee Resettlement Program continues to respond to ongoing humanitarian crises and influx of refugees and humanitarian parolees to the Commonwealth of Pennsylvania, including individuals fleeing the ongoing war in Ukraine. As of November 3, 2022, DHS is expecting at least 9,100 individuals from Ukraine relocating to Pennsylvania. We are seeking opportunities to connect our resettlement experts with local boards and education partners who have capacity to provide English-as-a-second language training; translating overseas credentials to the US; and employment opportunities.

DHS also continues to plan for the end of the federal public health emergency (PHE), which has provided states with a number of programmatic enhancements like extended benefits payments, and regulatory waivers. In June 2022, DHS received federal approval to waive certain work requirements for Able Bodied Adults Without Dependents (ABAWDs) to continue to receive their SNAP benefits. These requirements are currently waived and will continue to be waived through September 30, 2023. OIM continues to encourage ABAWDs and other SNAP recipients, and as of January 2021, certain TANF recipients, to participate voluntarily in SNAP E&T programs.

Act 54 Payments

Governor Wolf signed Act 54 of 2022, which allocates millions in funding to long term care facilities and providers.

From this, \$250,000,000 from the federal American Rescue Plan Act (ARPA) was allocated to nursing facilities, nursing facilities providing ventilator or tracheotomy care, personal care homes (PCH) and assisted living residences (ALR), home health and home care agencies, participant directed workers providing personal assistance services, adult day service providers, residential habilitation providers, and LIFE programs.

Act 54 established funding from the ARPA to be used for COVID-19 relief for costs not otherwise reimbursed by federal, state, or other sources of funding. To qualify for the one-time payment, the facility must be in operation as of July 1, 2022.

Act 54 of 2022 allocated \$247 million for nursing facility payments. \$131.157million will be allocated to nursing facilities based on Medical Assistance days of care for the third quarter of calendar year 2021 and \$26.231 million will be allocated based on licensed beds for all nursing facilities as of July 1, 2022. Nursing facilities providing ventilator or tracheostomy care and qualified for a payment under Act 56 of 2021 in the quarter ending March 31, 2022 would qualify for a portion of \$4.283 million.

Nursing facility (NF) providers, including those providing tracheotomy and ventilator care that qualify for an Act 54 payment, enrolled in the Medical Assistance program do not need to submit requests for the funding. All currently enrolled NFs will receive the funding provided they meet the criteria in the act.

Act 54 of 2022 provided a total of \$26.767 million for payments to personal care homes and assisted living residences. \$22.090 million will be allocated based on the occupancy of the facility on or before July 1, 2022 and \$2.677 million will be allocated proportionally based on the number of SSI residents in the facility as of March of 2022.

A total of \$74.946 million in American Rescue Plan Act (ARPA) funds were provided by Act 54 to support personal assistance service providers. Individual funding amounts are based on claims and encounters

for services provided in the third quarter of 2021. A total of \$59.957 million will be distributed to home health and home care providers. Direct care workers in the participant directed model providing personal assistance services will receive \$14.989 million.

Adult Day care providers will receive \$6.959 million distributed proportionally based on claims and encounters paid in the third quarter of calendar year 2021. Residential habilitation providers will receive a share of \$535, 000 of ARPA funds distributed based on claims and encounters paid in the third quarter of calendar year 2021. Act 54 allocated \$5.353 in ARPA funds to LIFE providers which will be distributed based on the organizations total amount reimbursed for long-term care managed care for the 3rd quarter of calendar year 2021.

OLTL is in the process of paying out these funds to providers. Providers enrolled in Medicaid (MA) should receive these funds on October 26, November 3, or November 9. For non-MA enrolled facilities, OLTL started processing these payments on October 24th and will continue over the next couple of months to get payments issued to providers.

ARPA HCBS Funding

The passage of the American Rescue Plan Act of 2021 included a 10% increase to the federal match rate for payments made by the state in the Medicaid program for Home and Community Based Services (HCBS). These funds are to be used for activities to enhance, expand, or strengthen Medicaid HCBS, supplement and not supplant existing programs and expenditures, and are available from April 1, 2021 through March 31, 2022.

[DHS's spending plan](#) for these funds includes efforts to enhance HCBS provider payment rates and benefits, protect the health and well-being of direct care workers and direct support professionals through the provision of supplies & equipment, improve recruitment and retention efforts to support the workforce and support caregivers.

With CMS's conditional approval of DHS' ARPA HCBS Plan, ODP published an announcement for all stakeholders related to a one-time supplemental payment to address recruitment, retention, and COVID-19 related staff expenses. Providers interested in receiving the one-time payment were required to submit an attestation form prior to January 31. As of January 26, 530 of 1000 eligible providers requested funding, totaling \$139M. March 31, 2022, this initiative is complete. 600 eligible providers requested and received funding, totaling \$145.4M.

DHS is in the process of administering ARPA funds for OLTL providers.

- Funding applications for HCBS providers to offer remote support technologies and enhancing quality of services and social determinants of health (SDOH) were accepted as of July 1, 2022. To date OLTL has received 717 application and encumbered over \$23 million.
- Rate increases for Personal Assistance Services were effective as of January 1, 2022.
- DHS has distributed the bulk of the payments to providers to Strengthen their Workforces and for Adult Daily Living Services. DHS is in process of making a few remaining payments for providers who returned attestations. On September 29, 2022, OLTL sent out information on a reporting portal so providers could report on their use of funding under this opportunity.

DHS is in the process of administering ARPA funds for ODP Providers.

- Supplemental payments for provider training and credentialing related to CMS core competency training for Direct Support Professionals, agency completion of National Association for Dual Diagnosis Accreditation.
- Supplemental payments for the assistive and remote support technology to enhance service delivery within ODP HCBS. These one-time funds can be used to support greater independence for individuals and less staff reliance (example, assistive technology that turns stove off after inactivity and alerts caregiver).

DHS also intends to do the following with the ARPA HCBS funds.

- Create an online education and training portal for shift care nursing to strengthen supports to nursing professionals.
- Expand current training initiatives to include trauma-informed care, wellness, and other self-directed trainings that enhance service delivery.
- Provide orientation for pediatric shift care to staff cases for children who have complex medical conditions as well as significant behavioral health needs.
- Enhance the comprehensive training program for direct care workers in the participant directed model of service to bolster the quality of services for participants. This training will start to be offered in December of 2022.
- Enhance quality of care by funding a nurse's ability to shadow the current nurse for private duty nursing cases.
- Address workforce shortages within Behavioral Health by providing funding for recruitment and retention incentives for behavioral health providers who offer rehabilitative services.

DHS released a Request for Applications to implement an Agency With Choice model of service for the OLTL HCBS programs. The procurement is currently stayed due to filing of protests. DHS will be issuing a public notice of an amendment to the CHC waiver to include this service model which will also include a 30-day comment period.

Agency With Choice (AWC) is a HCBS service model where a waiver participant is partnered with an agency to hire and administer services for the participant. The AWC model can provide additional benefits to workers such as healthcare and paid time off. This model of service is currently offered in the Office of Developmental Programs waivers.

Childcare Workforce Support

ARPA

OCDEL was awarded \$728,864,000 in ARPA Stabilization funding. Funding was utilized as follows: \$628.6 million for stabilization grants to providers; \$94.2 million for workforce support grants to providers; and \$6 million for administrative support to Early Learning Resource Centers. OCDEL's ARPA Stabilization funding is 99.9% spent with a remaining available balance of just \$228.

OCDEL was awarded \$455,710,940 in ARPA Discretionary funding. Of this amount, \$352.4 million is designated to support the following initiative through September 2024: increase in rates from the 40th to the 60th percentile floor; the reduction in family co-payments from 3-11% to 3-7% up to 235% FPIG; and a 25% add-on for providers serving children in non-traditional care and \$21.5 million is designated to

support various projects and positions through OCDEL's business partners. Approximately \$81.8 million is not yet designated but will likely be needed to support subsidy rates pending the results of the 2022 Market Rate Survey.

Act 54 of 2022 (COVID 19)/ARPA

The Work Force Support Grant 2.0 is an initiative of OCDEL and was made possible through the enactment of Act 54 of 2022 and additional ARPA funds. It is intended to provide funding to eligible DHS certified child care providers for staff retention and recruitment purposes. The applications are due: Tuesday, December 6, 2022.

Professional Development Organizations (PDOs)

Professional Development Organizations (PDOs) are implementing a coordinated multi-agency early childhood education recruitment strategy targeting soon to be entry level workers. High school students accepted into the pilot must demonstrate college readiness and commit to entering the early childhood field upon graduation. The students have their families support in this and acknowledge the need to work 25+ hours a week at eligible, high need programs to continue on with a PDO funded opportunity to complete the AA degree.

Shippensburg University is serving as the hub for the dual enrollment project in the PASSHE PDO. For the 22-23 program year included is the Northwest, Southwest, and Northeast Regions. This expanded the program to serve 128 high school students in 18 schools across the state. The increase reflects a total of 13 more schools added to the project since its inception and a 59% increase in program service capacity.

Success for PA Learners (SPEL)-Professional Development Grant

Pennsylvania has been awarded an OSEP-funded State Professional Development Grant. The grant entitled "*Success for PA Early Learners (SPEL)*" will bring in \$8.3 million dollars over five years to help programs with the impact that the COVID-19 pandemic has had on our most vulnerable early learners at-risk for or identified with a developmental disability

The overarching goal of SPEL is to create a comprehensive system of personnel development to provide training and coaching supports that will result in improved family, staff, and provider skills in routine based embedded instruction, family and school engagement, literacy, and transition.

Healthy Minds App

OCDEL has funded a 2-year subscription for our Early Childhood providers (including Early Intervention and Family Supports). While everyone has felt the impact of the pandemic OCDEL knows the importance of supporting the mental well-being of our ECE professionals that are working with PA's youngest learners.

Quarterly Meeting Agency Update

November 15, 2022

Agency: Aging

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the first quarter of the 2022 program year. Currently we are at 98% capacity, having 435 active participants out of 440 total slots. On October 1, the SCSEP program was switched from the SPARQ system for data tracking to the GPMS system of data tracking. There have been some system issues that make tracking the program inaccurate. US Department of Labor hopes system updates will rectify all system issues by the end of the calendar year.

In the first quarter we have continued monthly call with all sub-grantees to discuss best business practices and program updates. This process has improved communication between the Department and all the sub-grantees. We are also currently in the process of our data validation review of all sub-grantees and will be training all sub grantees in the new SCSEP grant computer program. We also finished the SCSEP yearly all sub-grantee training on October 19, 2022.

On October 31, The Department published the SCSEP Request for Grant Applications (RFGA) for the PA counties that do not operate the SCSEP program through the local Area Agency on Aging. The RFGA and its timetable can be found on PA Marketplace at [PA - eMarketplace \(state.pa.us\)](https://www.pa.gov/eMarketplace). The solicitation will be closed on January 6th, 2023, and will be for the 2023-2027 program years, with an option for the Department to extend the agreement through the 2028 program year as well.

SCSEP is the only employment and training program specifically servicing adults 55 years old and older. To find out more about this program, or to find out which organizations operate a SCSEP program in your workforce development are please contact David Miles at davimiles@pa.gov or 717-783-0178.

Quarterly Meeting Agency Update

November 15, 2022

Department of Community and Economic Development

Pennsylvania Broadband Authority: Since August the Authority has completed and submitted the BEAD Planning Funds application as well as the Program Plans to the US Department of Treasury under the Capital Project Funds (CPF) Program. We have expanded staff capacity to include 3 new members of the Authority team and will continue to increase capacity in the coming months. We are working to secure a contract with one of our Higher Educations to start to build out our state-wide broadband map. We've identified sub-committee members and held two meetings since their inception. We are restructuring and expanding the resources on our webpage.

The next Authority Board meeting is scheduled for Thursday, November 17th. The next Authority Sub-Committee meetings are scheduled for Wednesday November 9th. You may find all meeting details through the Authority's page.

DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):** For FY22/23, WEDnet was funded at \$8 million.
 - **3rd Quarter Training Figures**
 - 424 employees trained
 - 44 unique FEINs
 - \$140,951.46 invoices paid
- **Manufacturing Training to Career:** For fiscal year 2022-23, Manufacturing Training to Career was awarded \$4.7 million in grant funds. To date in FY22-23, nine grants have been awarded totaling \$1.4 million. Five of the grants were for training programming and four for awareness programming. Since the inception of the Training to Career program, 86 projects have been funded for a total of \$18 million invested.
 - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
 - **Training** – Projects resulting in short-term work-readiness training that lead to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Pre-Apprentice and Apprenticeship Grant Program:** To date in FY22-23, 10 projects have been awarded funding for a total of \$2.8 million invested in registered pre-apprentice and apprenticeship program. The Pre-Apprentice and Apprenticeship Grant Program (Apprenticeship Program) is a statewide program which offers assistance to registered apprenticeship programs. The program's goal is to increase apprenticeship availability to Pennsylvania employers to assist them with their talent recruitment and development. Funding is provided to eligible applicants for the purpose of reaching the goal of increasing apprenticeship accessibility across the state. Eligible uses of funds are expenses related to instruction that complements on-the-job learning.

Pennsylvania Manufacturing Advisory Council (MAC): As mentioned during the last meeting, this summer, MAC completed, “A Playbook for Pennsylvania’s Manufacturing Competitiveness.” The playbook outlines how essential manufacturing is to Pennsylvania’s economic, what manufacturers are saying, and recommendations to recapture Pennsylvania’s role as a top manufacturing state. The playbook can be found [online](#).

Interagency Collaborations:

- **Industry Partnerships (IPs):** DCED continues to partner with L&I on IPs. Currently, the department is reviewing IP applications. DCED participates on a bi-weekly interagency IP calls with L&I, Team PA, PDE, and DHS, as well as participates on the monthly Community of Practice calls with the IPs across the commonwealth. DCED continues to participate with L&I on check in calls with the current partnerships, as well as the newly awarded partnerships.
- **NGA Workforce Innovation Fund & Workforce Innovation Network:** DCED continues to work with the NGA WIN state team to further the work of the grant, including working with the Office of Administration and the Open data staff to house an interactive map of digital skills training providers. The map can help assist adults find digital skills training.
- **Keystone Economic Development and Workforce Command Center:** For the last several months, the Command Center workgroups have been in the full swing of implementing the 2020 report recommendations to modernize and support the workforce and improve the business climate in Pennsylvania. The committees are preparing summary reports of their activities which will be compiled into one report. Some highlights from the September meeting include:
 - Committee leaders are continuing to successfully spearhead efforts to address the identified barriers, as they’ve been reporting on monthly.
 - A project kickoff meeting was held on October 20th for the Statewide Longitudinal Data System to bring data sets together for effective monitoring and data-driven decision making.
 - The workforce system evaluation project is moving forward.
 - Reviewing of the Future of Workers report continues to further identify areas of consensus on what the future of work in PA should look like.

Quarterly Meeting Agency Update

November 15, 2022

Agency: Corrections

Partnerships with Other Agencies

On August 3, 2022, the Workforce Development Specialist provided a presentation, hosted by the Pennsylvania Restaurant and Lodging Association, on the benefits of hiring reentrants for those companies in the Pittsburgh area. Information was provided to employers on the programs offered to reentrants while incarcerated that make them a great candidate for employment.

On September 27, 2022, in partnership with the Department of Agriculture, the DOC held a virtual “Employer Information Session” that will focus on working with and hiring reentrants. There were more than 50 attendees, including agriculture employers and workforce partners. As a follow up, another virtual meeting will be held in the winter with employers to share more details on the work done at SCI farms. In addition, an in-person event will be held at SCI Rockview in the spring.

On October 19, 2022, the Workforce Development Specialist was a guest panelist for 2022 National Reentry Workforce Collaborative, titled “Changing the Game on the Inside”. How prison/jails can provide job readiness skills during an individual’s incarceration and a “warm hand-off” to the workforce development system upon reentry to improve recidivism rates? Pennsylvania Department of Corrections staff discussed the Career Pathways approach implemented and Pathway to Success, a curriculum developed to help inmates/reentrants become “job ready” prior and after release. Strategies for connecting with employers, community partners, and other State agencies for continued success was also shared. Other panelists were Judge Stephanie Sawyer – Judge, Philadelphia County Court of Common Pleas and Cindy Villarreal- Workforce Development Representative, Kansas Department of Corrections.

On October 19, 2022, the Deputy Secretary of Reentry was a guest panelist for 2022 National Reentry Workforce Collaborative, titled “Doing Business with State Government”. This panel discussion brought together representatives from state governments to help communities understand how to work with state agencies. The panelists discussed the paths agencies take regarding partnerships, collaborations, and contracting as well as the nuances they have experienced working with community. On-going and potential opportunities will also be provided as panelists discuss what gaps currently exist and future plans for working with communities. Another panelist was Ruth Coffman, Deputy Executive Director, Colorado DOC.

Throughout the quarter, the Workforce Development Specialist continues to speak with employers to assist in filling their workforce needs.

Corrections/Parole continues to participate in various Labor & Industry committees on Employment and Reentry.

Reentry Services

Each State Correctional Institution (SCI) has a school, with counselors, principals, and various teachers. In addition, multiple vocational programs are available with nationally accredited certifications. In the recent months, DOC staff reached an agreement with PennDOT to assist inmates in obtaining their CDL permit and/or license prior to release. At this time, DOC is working with PennDOT staff to train DOC staff on the completion of necessary forms and the DOC IT department will meet with PennDOT IT to implement the computer permit testing.

Annually, each State Correctional Institution (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. Throughout the end of 2022, the SCIs have scheduled the fairs, both in-person and virtually.

Quarterly Meeting Agency Update

November 15, 2022

Agency: PA Department of Agriculture

Agriculture Apprenticeships and Pre-Apprenticeships

- There are three new ag related programs currently in development which plan to register with the Apprenticeship and Training council in the next few months.

PA Commission for Agricultural Education Excellence

- The 2022 Ag Ed Annual Report has been voted on and approved. The report can be found at https://www.agriculture.pa.gov/Business_Industry/workforce-development/Documents/2022-Agriculture-Education-Annual-Report.pdf
- The Commission is currently working with several new agencies looking to develop new apprenticeship and pathways for students to pursue agriculture related opportunities.
- The Department is working with PDE to address the agriculture teacher shortage. Sec. Redding has charged the commission with being more diligent in developing a statewide agriculture education plan.

H-2A Visa Program

- On October 12th a final rule to amend H-2A temporary labor certification regulations was published in the Federal Register. This final rule will go into effect November 14th.
- The new rule focuses on three main areas of change including strengthening worker protections and program integrity, modernizing the H-2A application process and prevailing wage surveys, and expanding employer access and flexibilities to use the H-2A program.
- The Department is reviewing the changes and working to ensure H-2A employers are aware. We will be partnering with Penn State Extension to host a webinar for employers in December to inform them of the changes.

Data and Demographics

- The Department contracted with E-Consult to collect data on H2A and seasonal farm labor. This data includes information on demographics and provides insight into labor and workforce needs in the industry. The data is now live and available at: <https://public.tableau.com/app/profile/econsult.solutions/viz/PAAgricultureDataFinal/Menu>.

Collaboration with the Department of Corrections

- The Department has been working very closely with DOC to identify opportunities to collaborate and create ag related programs and create pathways into the industry for re-entrants.
- The Department collaborated with DOC, who hosted an employer information session focused on Agricultural Employers and hiring returning citizens. The event was very successful and included about 50 participants.

PA Farm Bill

- Over 100 Ag and Youth grant applications were submitted in September. We have received grants from various organizations including several Intermediate Units and workforce entities. Grant awards will be made and announced in the next few months.

Quarterly Meeting Agency Update

November 15, 2022

Pennsylvania Department of Education

Title II Adult Education

PDE Title II staff and contracted leadership projects continued their work with PA Department of Labor and Industry (L&I) staff to develop online modules to support co-enrollment and collaboration among the WIOA programs in the state. As of June 30, 2022, over 889 staff from all four titles of WIOA across the state enrolled in the first training module, Introduction to the PA CareerLink®: WIOA Core Programs and Referrals for Best Practices. The team is currently creating the second module in the series, which focuses on best practices for customers who are co-enrolled in WIOA core programs. The subject matter experts from L&I and Penn State have sent the content to the instructional designers at TIU 11, who are currently working on developing the course. They expect the new module to be available early in 2023.

Digital Skills

PDE staff from Policy, Adult Education, and Libraries participated in the National Governor's Association [Workforce Innovation Network](#) alongside staff from the Office of the Governor, Department of Labor and Industry, and Department of Community and Economic Development to develop recommendations for advancing the digital skills of working adults in the commonwealth. Since presenting policy recommendations to the Governor's Office in July 2022, the team has worked with Open Data PA staff to build a beta version of [an interactive map of digital skills training providers](#) that we hope workforce development partners will use to assist adults looking to develop their digital skills.

Libraries

A newly published report called "[Public Libraries' Role in Workforce and Small Business Development](#)" features the Cambria County Library System and the co-located CareerLink® in Johnstown as a case study. The national association of the Chief Officers of State Library Agencies (COSLA) with support from the federal Institute of Museum and Library Services (IMLS) commissioned this study of the outcomes of workforce development partnerships with public libraries across the U.S. as part of their Measures that Matter initiative.

Career and Technical Education (CTE)

The Bureau of Career and Technical Education has received 132 applications from school districts and career and technical centers for the 2022-23 Supplemental Equipment Grants. These state grants provide approximately \$5,550,000 for the purchase of equipment and tools for use in the hands-on instruction of students enrolled in PDE-approved CTE programs.

Effective this school year, per [Act 55 of 2022](#), secondary schools are required to include industry-recognized credentials on the transcripts of all students (including CTE and non-CTE students).

Educator Workforce

[Act 55 of 2022](#) established a new Committee on Education Talent Recruitment within PDE to develop programs of study for high school students interested in pursuing careers in education. This committee has met three times this fall (9/27, 10/11, 10/31), led by the Chief Talent Officer hired by PDE to spearhead statewide efforts to recruit, retain, and renew educators. The committee is comprised of PA associations, advocacy groups, and nonprofits serving school boards, teachers, administrators, other educators, and colleges and universities. The committee is tasked with developing recommendations that will be

incorporated to a CTE Program of Study in Education by December 2022. To this end, a subcommittee has been convened three times (10/21, 10/26, 10/27) and expects to finalize by mid-November a draft of the Program of Study, including duties and an associated task list. In addition, the committee will advise other key components in the implementation of the Educator Workforce Strategy.

Career Ready PA Coalition

The Career Ready PA Coalition's October session featured state agency champion PA Council of the Arts and its partnership with the Department of Conservation and Natural Resources (DCNR), connecting students and local artists in the state park environment, and highlighting the value of community collaborations and strategic partnerships among state agencies and stakeholders. The Coalition session also showcased "green" careers and educational programs from DCNR's Outdoor Corps and the PA Hardwoods Council. The November session will focus on agricultural careers, featuring the Department of Agriculture and Longwood Gardens. These Coalition sessions, held on the third Thursday of each month, provide updates in education and workforce areas such as employability skills and industry credentials. Workforce Development Board members and all partners in career readiness are welcome to attend and to check the latest news from the [Career Ready Connections newsletter](#).

Academic Standards

The academic standards for *Career Education and Work*, *Economics*, and *Family and Consumer Sciences* are set to be reviewed. At its September meeting, the State Board of Education's Committee on Academic Standards/Chapter 4 directed PDE to assist with the initial review of these standards, which establish skills and knowledge that all Pennsylvania students are expected to have by high school graduation. Between November and January, PDE will be soliciting volunteer educators and content experts to apply to serve as the advisors who will review the standards and make recommendations to the State Board of Education concerning any revisions.

REGISTERED APPRENTICESHIP NAVIGATOR **KEYSTONE APPRENTICESHIP ALLIANCE**



PROGRAM OVERVIEW

KDP's Registered Apprenticeship (RA) Navigator is an apprenticeship program that trains people to develop and manage apprenticeship programs.

One-year competency-based program

- 2,000 hours of on-the-job training (OJT)
- 144 hours of Related Technical Instruction (RTI)

Participants from workforce, education, labor, government, and community programs gain first-hand experience as an apprentice and earn a credential from the Commonwealth of Pennsylvania.

RELATED TECHNICAL INSTRUCTION (RTI)

- Understanding Apprenticeship
- Project Management
- Apprenticeship Stakeholder Engagement
- Mentorship
- Group Dynamics & Organizational Development
- Policy & Advocacy
- PA Apprenticeship & Training Office
- Diversity, Equity & Inclusion
- Building Partnerships with Unions
- Apprenticeship Registration Process

ON THE JOB LEARNING (OJL)

- Employer & Partner Engagement
- Developing & Registering Apprenticeship Programs
- Apprenticeship Program Servicing & Maintenance
- Systems & Policy
- Intermediaries & Network Building

TRAINING AND EXPANDING OUR NETWORK

78 Navigator apprentices have been enrolled in the first 4 cohorts (2018-2022)

- 36 graduates
- 37 active apprentices

30 Navigators from Workforce Development System

- 24 from PA CareerLinks® and Workforce Development Boards
- 6 from the PA Office of Vocational Rehabilitation (OVR)

Additionally: 9 unions, 8 employers, 16 training providers represented in program

KEYSTONE APPRENTICESHIP ALLIANCE

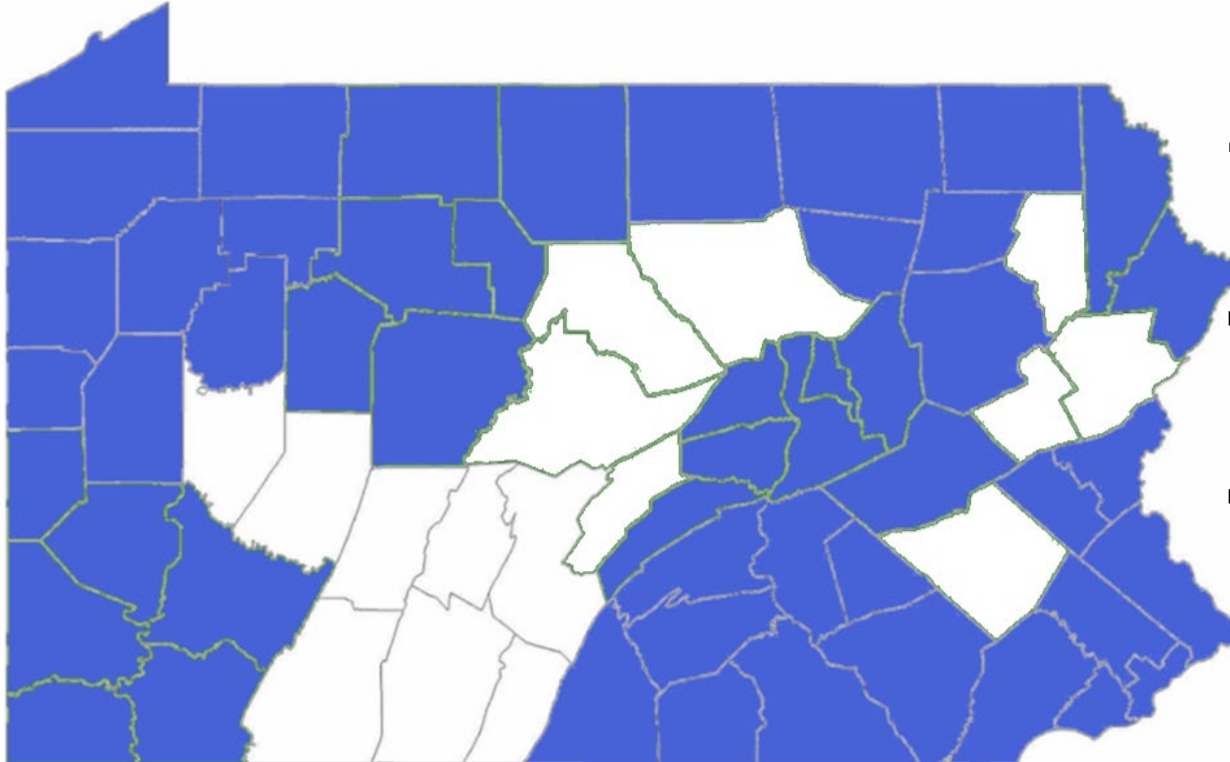
A network of leaders in the apprenticeship field who manage existing programs and assist unions and employers seeking to establish new programs.

Virtual and in-person meetings & work sessions

- Share current apprenticeship development projects
- Develop resources and best practices
- Network internally to meet partnership needs
- Continuing education opportunities
- Provide insight and advocacy from lived experience



ONGOING PROGRAM GOALS



- Continue supporting our community through hands-on technical assistance and mentorship.
- Keystone Apprenticeship Alliance (KAA) virtual and in-person work groups
- Train local ambassadors, advocates, and program managers in all counties
- Deepen our collective expertise and insight through continuing education, networking, intentional engagement in community

“As our Workforce Development Board strategizes how we contribute to the overall statewide and national goals of increasing and diversifying apprenticeship, it was critical for us to first develop a knowledgeable, cross-sector, boots-on-the-ground base of workforce professionals that could start planting seeds of what’s possible with apprenticeship. Including staff in our own office and our PA CareerLink® staff, as well as education and intermediary partners, the RA Navigator Apprenticeship has empowered us to hit the ground running and has opened an increasingly growing dialogue around apprenticeship in Lancaster County. Having RA Navigators in your WDA, who continue to benefit from the ongoing collaboration of the Keystone Apprenticeship Alliance (KAA), is critical for those areas striving to make measurable gains in apprenticeship opportunities.”

Val Hatfield

Lancaster County Workforce Development Board

THANK YOU

PA Apprenticeship & Training Office
Governor Wolf, PA Smart

Philadelphia Works
Community College of Philadelphia
1199C Training & Upgrading Fund
EDSI
Impact Services
Insulators Local 14 JAC
Nueva Esperanza
The Wistar Institute
United Steelworkers Local 286
SCPA Works
PA Office of Vocational Rehabilitation
Unite Here Local 274
Lancaster County WDB
Lancaster Works
Northern Tier WDB
West Central Job Partnership
Harrisburg Area Community College
Community Coll. of Allegheny County
Penn State University
United Auto Workers 677 / Mack Trucks
Penn United
Workforce Alliance
York County School of Technology
Lehigh Career & Technical Institute
Beyond Literacy

SEIU-HCPA
Greater Pittston Chamber of Commerce
UFCW 1776
PA Office of Administration
PA CareerLink Luzerne County
Franklin County Career & Tech Center
New Century Careers
Tech Impact
Goodwill Keystone
Workforce Solutions for North Central PA
Philadelphia Academies
Lancaster County Career & Tech Center
German American Chamber of Commerce
Central Susquehanna Intermediate Unit
PASA
Garage 82
Washington Greene County Job Training Agency
Union Community Care
Center for Dairy Excellence
Delaware County Workforce Development Board
MontCo Works
Bucks County Workforce Development Board
Jobs For The Future
Keystone Research Center
PWDA
PA WDB
& many other partners who make this work possible!

JOIN US:

Next statewide Navigator Apprenticeship Cohort starts mid 2023

Space is limited – reach out now to be added to mailing list

Apprentices must be in a full-time role that already intersects with apprenticeship development or management.

Enrollment process involves an application and apprenticeship agreement forms between employer, employee, and sponsor.

Interested in participating or learning more?

Tara Toms

ttoms@kdpworks.org



KEYSTONE

APPRENTICESHIP ALLIANCE

JOIN US.

Industry Partnerships and Employer Engagement Committee
Quarterly Update
November 15, 2022

The committee membership continues to align its priorities with **WIOA Combined Goal Plan 2.4** 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 **Industry Partnerships** statewide, regionally, and locally.

The committee has continued to meet with industry groups by sector and hear challenges from employers in real time. A summary of their top challenges and issues are as follows:

Business and Information Technology (IT)

1. Focus currently on attracting and retaining talent
2. Interest in understanding and growing IT apprenticeship and pre-apprenticeship
3. Interest in promoting certifications in Cyber Security Service Provider (CSSP) Auditor, Offensive Security Certified, Professional (OSCP), Offensive Security Certified Expert (OSCE), CompTIA Security+, CompTIA A+, CompTIA Linux+
4. Interest in addressing statewide broadband especially in rural areas

Hospitality

1. Focus currently on retaining and attracting talent
2. Interest in understanding and growing hospitality apprenticeship and pre-apprenticeship
3. Interest in enhancing the image of the industry to better attract talent
4. Address the need for daycare options for employers in this sector
5. Review and ensure benefits are comparable and competitive with other industry sectors
6. Provide various transportation opportunities for employees, especially in rural areas

Agriculture

1. Worker retention
2. Talent pipeline
3. Supply chain
4. Supporting H-2A Temporary Agriculture Visa

Healthcare

1. Streamlining the licensure and certification renewal process
2. Developing and promoting a healthcare apprenticeship program
3. Provide childcare support for healthcare workers (e.g., tax credits)
4. Support issues and challenges of contracted healthcare services agencies

Manufacturing

1. Focus on attracting and retaining talent
2. Marketing training programs for state agencies
3. Simplify the paperwork for training and apprenticeship programs
4. Streamline the list of eligible training providers specifically for manufacturers
5. Provide childcare support for manufacturing workers
6. Provide various transportation opportunities for employees, especially in rural areas

The committee is currently investigating the challenges expressed and will provide responses and guidance soon.

The committee membership will engage with the following high-demand industries:

- Construction – December 2022

John J. “Ski” Sygielski, Ed.D., Chair

Industry Partnership and Employer Engagement Committee

Career Pathways & Apprenticeship Committee
Quarterly Update
November 15, 2022

The committee 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 been 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 committee went through an Apprenticeship 101 training done by The Pennsylvania Apprenticeship and Training Office, in efforts to work collaboratively with ATO. Coming out of the training the committee will continue to work on career pathways and apprenticeship programs and recommendations.

The committee continues to incorporate recommendations from the Office of Apprenticeship while many have been incorporated into upcoming apprenticeship grants. The committee will be collaborating with the Office of Apprenticeship as they continue to prioritize recommendations from the Keystone's Career Pathways Research Report.

The committee membership decided to prioritize industry sectors based on demand for apprenticeship and pre-apprenticeship. Included in this process will be a regional priority list, career awareness and how to engage both parents and students, and non-traditional apprenticeships in industries such as healthcare and IT.

Rick Bloomingdale, Chair
Career Pathways and Apprenticeship Committee

Youth Committee
Quarterly Update
November 15, 2022

Work of the Committee

The committee continues to reflect and plan for continued action to ensure high quality services and strong outcomes for young people. The committee explored several items during the last quarter:

- At the committee's September meeting, Hoa Pham presented on the income disregard for TANF. The committee previously identified income disregard as an area of interest to ensure that families are maximizing all benefits available. The committee is considering several possible action steps from the ensuing discussion.
- During the October monthly meeting, the committee received a presentation from Laura Fridirici, of the Pennsylvania Department of Education, on the new graduation standards which are otherwise known as Act 158. Ms. Fridirici highlighted the several new pathways that have been created for students that do not excel on the Keystones. Some of the new pathways include Career and Technical Education, Alternative Assessment, and Evidence Based. There were two major takeaways from the discussion:
 - The first was that the committee was interested if other states, if any, had a similar process.
 - The second was that the committee is curious to explore the data on the alternate pathways graduation standards data when it releases after the current school year.

Chekemma Townsend
Chair, Youth Committee

Reentry Ad Hoc Committee
Quarterly Update
November 15, 2022

Work of the Committee

- The committee has been working on various employment related topics during this past quarter. At the August meeting, there was a presentation from a law student who did research around employer immunity in other states. There was then discussion around the concept of employer immunity in PA.
- The committee has been providing and getting updates on the webpage housed on L&I's website that provides information around a toolkit of resources and services to educate employers, providers, and workers on the opportunities of hiring returning citizens as well as assistance in navigating and overcoming challenges when looking for employment.
- The committee met in November and decided to develop a briefing book for the next administration. The briefing book will have a report of what the committee has accomplished as well as items that the committee members would like to see advanced as we move forward. Committee members determined that the following items should take priority:
 - Digital Equity Act
 - Career Preparedness Certificate
 - Petition for pardon for non-violent marijuana conviction
 - Roundtable discussions
 - Employer immunity for returning citizens
 - Certification/credits for employers that relate to their diverse workforce
 - Permanent seats on the WDB for Reentry
 - Women's reentry
 - Study on ROI for hiring justice impacted individuals
 - Occupational licensing
 - Boosting the pardon and expungement process in PA

Jeff Brown, Co-chair
Jeff Abramowitz, Co-chair
Reentry Committee

Healthcare Workforce Ad Hoc Committee**Quarterly Update**

November 15, 2022

Work of the Committee

- The committee has been working on various employment related topics over the course of this last quarter. Up until October 6th, one issue that committee made a priority was the certified nurse aide testing deadline for temporary nurse aides who were trying to get certified. The committee brainstormed alternative solutions for TNAs that were unable to test if the deadline was not extended, as well as ways to address the shortage of facilities and nurses to oversee the exams. Fortunately, the Commonwealth submitted a statewide waiver request to CMS on Sept. 26 and CMS approved it on Oct. 5. The CMS waiver gives TNAs hired on or before June 6, 2022, until April 5, 2023, or until the end of the National Public Health Emergency (PHE), whichever date comes first, to successfully pass the nurse aide exams and be placed on the Nurse Aide Registry. This waiver only applies to TNAs hired on or before June 6, 2022. Anyone hired after June 6 must complete a formal state-approved nurse aide training program and process to be enrolled on the Nurse Aide Registry. The PHE is determined at the federal level, not at the state level, and is renewed in 90-day intervals. The current PHE is scheduled to end in January. Therefore, employers and their TNAs are urged to submit their attestation forms and complete the required exams as soon as possible.
- Another item that the committee has been focused on moving the CNA dashboard forward.
- Finally, the last time the full committee convened they discussed what issues would be best to prioritize moving forward. Committee members expressed interest in the following items:
 - Public visibility of Career Pathways for healthcare workers
 - Med Techs in nursing homes
 - The CNA Dashboard
 - Disseminating best practices on healthcare workforce strategies

Matthew Yarnell, Chair

Healthcare Workforce Ad Hoc Committee

One-Stop Service Delivery System Committee
Quarterly Update
November 15, 2022

The One-Stop Service Delivery System Committee continues to support the goals of the WIOA Combined State Plan by strengthening and supporting the state One-Stop, PA CareerLink®.

Committee activities have centered around the following topics impacting the One Stop system:

- FASFA White Paper:
 - The Department of Labor & Industry recently evaluated the availability, barriers, utilization, and needs of customers of the workforce system regarding financial aid for training. This evaluation resulted in a report that includes a summary of what is currently occurring and focused on recommendations for the improvement of application for and utilization of all sources of financial aid. The Financial Aid Optimization project provided training to over 500 PA CareerLink® and workforce development staff across PA. The training, provided in-person and virtually, directed participants to understand the financial aid process from a customer-lens, gathering the necessary materials to complete financial aid documents (such as the FAFSA), and encouraged strengthening collaboration with higher-education access partners and PA CareerLink® on scale across the Commonwealth through the facilitated collaboration and the creation of toolkit resources. During the committee's October 4th meeting, they received a presentation on the research and results of the Financial Aid Optimization project white paper. The report reviewed staff attitudes towards a comprehensive FAFSA training that was done at the PA CareerLink since a previous analysis showed that Pell grant money was being underutilized in the Commonwealth. Some key takeaways for the committee include:
 - PA CareerLink staff do not see how their jobs are linked with FASFA and the Pell Grant.
 - PA CareerLink has traditionally focused on short term training and often higher education enrollment is associated with longer term training.
 - Frequent training is necessary since CareerLink staff can turnover.
 - More data analysis could be done to see how WIOA-funded training is being utilized at community colleges and other technical colleges.
 - There are also opportunities to investigate data sharing arrangements between community colleges, technical colleges and the workforce system.
 - The committee is waiting to hear what final recommendations in the report might be significant to advance to the full PA Workforce Board.
- ETPL Coordination
 - After the Board approved the One-Stop Committee's recommendation on ETPL integration across DLI and DHS, the committee has been updated on the work and discussions of the new ETPL Interagency Workgroup. The ETPL Workgroup will be doing a compilation document of the five different training requirements lists they have acquired between the two agencies.
- Data Analysis
 - At the committee's October 25th meeting they dedicated their time to discussing what CareerLink data is available to analyze performance and what may not be.

Sarah Hollister, Chair
One-Stop Service Delivery System Committee

Continuous Improvement Committee Meeting Summary

Quarterly Update
November 15, 2022

Pennsylvania Workforce Development Act

The committee received an update on Act 31 of 2022, recently signed by Governor Wolf, updating what is commonly known as the Pennsylvania Workforce Development Act. Changes made primarily focus on bringing the Pennsylvania Act in alignment with the federal Workforce Innovation and Opportunity Act.

One change to the law of particular importance to Pennsylvania's Workforce Development Board is the following language:

The Governor, in partnership with the [state] board, shall establish criteria for use by chief elected officials in local workforce development areas for appointment of members of local workforce development boards.

The previous version of the law simply indicated the parameters for construction of the membership of local workforce development boards.

The committee developed the following recommendation, as it pertains to the Board's responsibility to partner with the Governor to establish membership criteria for local Workforce Development Boards.

Recommendation

*After deliberation of the Continuous Improvement Committee, in consultation with workforce development stakeholders, including those from the Local Workforce Development System, **we recommend that no additional required members are necessary for Local Workforce Development Boards to fulfill their mission.** Additionally, we believe that the membership requirements resulting from additional required non-business members would cause unnecessary compliance issues that would likely make fulfilling that mission more difficult.*

Brian Funkhouser, Chair
Continuous Improvement Committee



A Playbook for Pennsylvania's Manufacturing Competitiveness

PA Workforce Development Board Meeting – November 15, 2022:

- Gwen Ross
- Dan Fogarty



About The Manufacturing Advisory Council

The **Pennsylvania Manufacturing Advisory Council** was launched in July 2021 with support from Pennsylvania’s Department of Community and Economic Development to provide a stronger, more unified state-level voice for manufacturers – to tell the story of what Pennsylvania manufacturing is and what it can be.

Council website: <https://www.pamanufacturingcouncil.com/>

Members:

- **Eric Esoda**, President & CEO, NEPIRC (Council Co-Chair)
- **Dan Fogarty**, Director, Workforce Development / COO at Berks County Workforce Development Board (Council Co-Chair)
- **John Biemiller**, Director, Business Retention & Expansion, Economic Development Company of Lancaster County
- **Mel Billingsley**, President and CEO, Life Sciences Greenhouse of Central PA
- **Jeff Box**, President and CEO, NEPA Alliance
- **Steve Brawley**, President and CEO, Ben Franklin Technology Partners of Central & Northern PA
- **Jackie Cullen**, Executive Director, Pennsylvania Association of Career and Technical Administrators
- **Jill Foys**, Executive Director, Northwest Commission
- **Travis Gentzler**, President, Weldon Solutions*
- **Ryan Glenn**, Statewide Coordinator, Ben Franklin Technology Partners
- **Mike Grigalonis**, Chief Operating Officer and Executive Vice President, Chester County Economic Development Council
- **Sheila Ireland**, Deputy Secretary for Workforce Development, Labor & Industry (Former)
- **Betsy McIntyre**, TEAM Consortium Director
- **Heidi McKenna**, President, The Fredericks Company*
- **Patrick Meese**, State Regional Director, Strategic Early Warning Network of Central PA
- **Karen Norheim**, President/CEO, American Crane & Equipment*
- **Tom Palisin**, Executive Director, The Manufacturers' Association
- **Ernie Post**, State Director, Pennsylvania Small Business Development Center at Kutztown University of Pennsylvania
- **Rikki Riegner**, Executive Director, PA Manufacturing Extension Partnership
- **Jake Rouch**, Vice President, Economic Development, Erie Regional Chamber
- **Gus Schroeder**, President, Schroeder Industries (SI)*
- **Abby Smith**, President & CEO, Team Pennsylvania
- **Geanie Umberger**, Associate Vice President for Industry Research, Penn State
- **Ryan Unger**, President & CEO, Harrisburg Regional Chamber & CREDC
- **Ray Yeager**, President and CEO, DMI Companies*

*indicates industry member

Manufacturing is an Economic Engine in Pennsylvania

\$113.2 billion
Manufacturing's total GDP in 2021

\$86,129 per year
average compensation per manufacturing worker in 2021



Every Pennsylvania manufacturing job helps to support **2.5 WORKERS** in the state, including those hired directly by manufacturing employers, their suppliers, and those providing goods and services to the employer's workers.



\$33.1
billion in goods

In 2020, Pennsylvania manufacturers exported \$33.1 billion in goods—roughly 5% of the total value of goods exported to US FTA partners.



For Every Dollar...

Spent by manufacturers, there is a total impact of

\$1.76

on the overall Pennsylvania economy.

Of income earned by manufacturing workers generates nearly

\$2.17

of income for others in the Pennsylvania economy.

Many Pennsylvanians Benefit from Manufacturing



9.5%

of Pennsylvania workers are in the manufacturing field.



37%

higher earnings in manufacturing compared to other non farm businesses.



90%

of manufacturing workers have medical benefits.



78%

of manufacturing workers receive retirement contributions from their employers.

In 2020, Pennsylvania manufacturers bought an estimated

\$52 billion

in goods and services from other Pennsylvania companies – a key contributor to the success of the state's small business economy.

Where Pennsylvania is Losing Ground

Globalization impacted Pennsylvania significantly, resulting in the

COMMONWEALTH LOSING THE 3RD MOST JOBS

among 53 states and territories between 1994 and 2020.

Pennsylvania's manufacturing

JOB GROWTH LAGGED EVEN AFTER IT REBOUNDED ELSEWHERE

after the 2008-2009 recession.

Pennsylvania's manufacturing employment

DECREASED BY .5%

between 2009 and 2020

The Playbook Is Grounded in Research and Data



The Pennsylvania Manufacturing Advisory Council **analyzed industry competitiveness and clusters data** in partnership with professional economists at Pennsylvania's Department of Community and Economic Development and the US Department of Commerce.



The Council **conducted policy research on top issues** identified by manufacturers: workforce, technology and innovation, supply chain, business environment.

The Playbook Is Responsive to Industry Input



The Pennsylvania Manufacturing Advisory Council organized **thirteen industry focus groups reaching more than 150 companies** covering every region of the state and range of company sizes.



Nearly 400 companies participated in the Council's survey of manufacturers to further explore and validate findings from focus groups.

Manufacturers Say...

Labor Shortage	Nine of ten manufacturers surveyed indicated that they need workers immediately
Automation	More than 3 of every 4 companies currently invest in automation or plan to do so, complexity of integration and worker skill gaps are limiting new technology adoption
New Technology	Companies said technology could help them respond to increased demand (55%), automate tasks (44%), lower production costs (34%), and improve systems management (31%)
Buy PA	Twenty-five percent of respondents said they would buy more from in-state suppliers even if the supplier charged slightly more than what they were currently paying
Incentives and Regulations	One in three companies see incentives as helpful while almost as many see the state's economic development incentives as too complicated

Three Game Changers for Pennsylvania Manufacturing



Recapture Pennsylvania's
Manufacturing Competitive
Advantage




Invest In The Factory Of The
Future




Unleash The Power Of
Advanced Manufacturing To
Drive Regional Prosperity

Recapture Pennsylvania's Manufacturing Competitive Advantage by Aggressively Pursuing Manufacturing Growth Sectors to Drive Prosperity

- 
1. Make a transformative investment in the ability of advanced manufacturing to solve real world problems
 2. Connect vulnerable companies to opportunities in growing and competitive clusters and strengthen local supply chains
 3. Make Pennsylvania more attractive for investing in manufacturing facilities
 4. Provide a sustained and unified voice to advise the Governor and legislature on the needs of manufacturers through a statewide body like the Pennsylvania Manufacturing Advisory Council

Invest in the Factory of the Future

- 
5. Accelerate the transition to connected factories
 6. Deliver training in automation to upskill incumbent employees and to attract new employees to manufacturing careers
 7. Support manufacturers as they transition to high-retention work environments

Unleash the Power of Manufacturing to Drive Regional Prosperity

- 
8. Raise the visibility and impact of regional, private sector led partnerships
 9. Strengthen regional manufacturing workforce pipelines
 10. Help local leaders better understand how the development process impacts manufacturing investment

How to Share the Playbook

Share the Playbook page:


<https://www.pamanufacturingcouncil.com/playbook>

On the Playbook page you can access:

- A Playbook media-kit with:
 - Playbook talking points
 - Release announcement language
 - Pre-drafted social media posts
 - Newsletter content
- Pre-made social media graphics to accompany your posts



Example Tweet:

Check out #Pennsylvania's new innovative Playbook— a #gameplan to revitalize #manufacturing for the 21st century 
[URL]

Playbook QR Code:



Pennsylvania Profile

October 2022

2020 Population		
Total Population	12,794,885	100.0%
Female	6,525,743	51.0%
Male	6,269,142	49.0%
Population by Race		
White	10,155,004	79.4%
Black	1,419,582	11.1%
Other	1,220,299	9.5%
Hispanic Ethnicity (All Races)	971,813	7.6%
Population by Age		
Ages 0 to 17	2,649,582	20.7%
Ages 18 to 24	1,155,305	9.0%
Ages 25 to 34	1,693,816	13.2%
Ages 35 to 44	1,502,764	11.7%
Ages 45 to 54	1,651,599	12.9%
Ages 55 to 64	1,806,715	14.1%
Ages 65 to 74	1,317,854	10.3%
Ages 75 and Older	1,017,250	8.0%
Median Age	40.9	
Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,418,879	43.6%
Some College or Associate Degree	2,665,074	26.3%
Bachelor's Degree	1,897,829	18.7%
Graduate or Professional Degree	1,163,521	11.5%

Source: U.S. Census ACS 2016-2020 - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
Sep 2022	Sep 2021	Volume Change	Percent Change
224,376	224,620	-244	-0.1%

Source: Burning Glass Technologies Help Wanted OnLine™

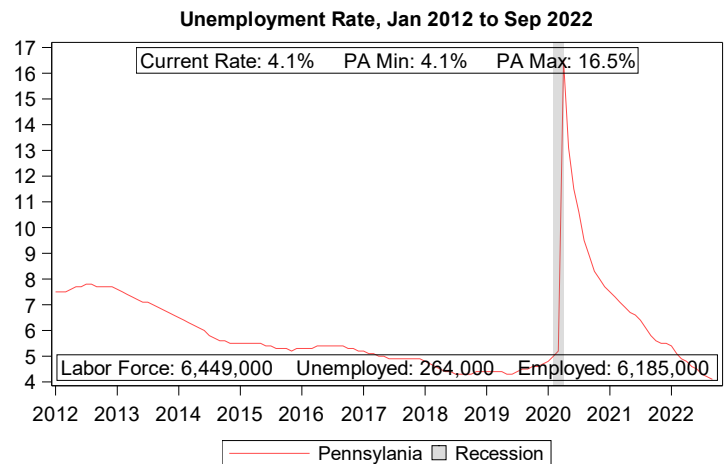
Veterans			Non-Veterans	
Total	Unemployment Rate	Median Income	Unemployment Rate	Median Income
731,411	4.6%	\$39,820	5.3%	\$32,210

Source: U.S. Census ACS 2016-2020 (Table: S2101)

Resident Income				
Per Capita	Total Income	Earnings	Dividends-Interest-Rent	Transfer Payments
\$61,700	\$788,725,185	\$460,729,726	\$129,332,114	\$198,663,345

Note: All income (excluding Per Capita) is displayed in thousands.

Source: Bureau of Economic Analysis (BEA) - 2020



Top 25 Employers by Employment in Q1 of 2022

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Oct 2021 to Sep 2022		Sep 2022 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	440	0.8%	237	0.9%	2,118	0.9%
Construction	7,630	13.9%	4,384	16.9%	32,339	13.1%
Manufacturing	5,010	9.1%	2,952	11.4%	26,678	10.8%
Trade, Transportation & Utilities	10,810	19.7%	4,787	18.4%	49,967	20.2%
Information	700	1.3%	330	1.3%	3,426	1.4%
Financial Activities	2,500	4.5%	1,120	4.3%	13,853	5.6%
Professional & Business Services	8,920	16.2%	3,761	14.5%	40,320	16.3%
Education & Health Services	10,780	19.6%	4,216	16.2%	46,480	18.8%
Leisure & Hospitality	4,480	8.1%	1,776	6.8%	17,276	7.0%
Other Services	1,610	2.9%	517	2.0%	5,797	2.3%
Government	1,740	3.2%	244	0.9%	3,110	1.3%
Info Not Available	380	0.7%	0	0.0%	0	0.0%
Total	55,000	100%	25,963	100%	247,230	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.

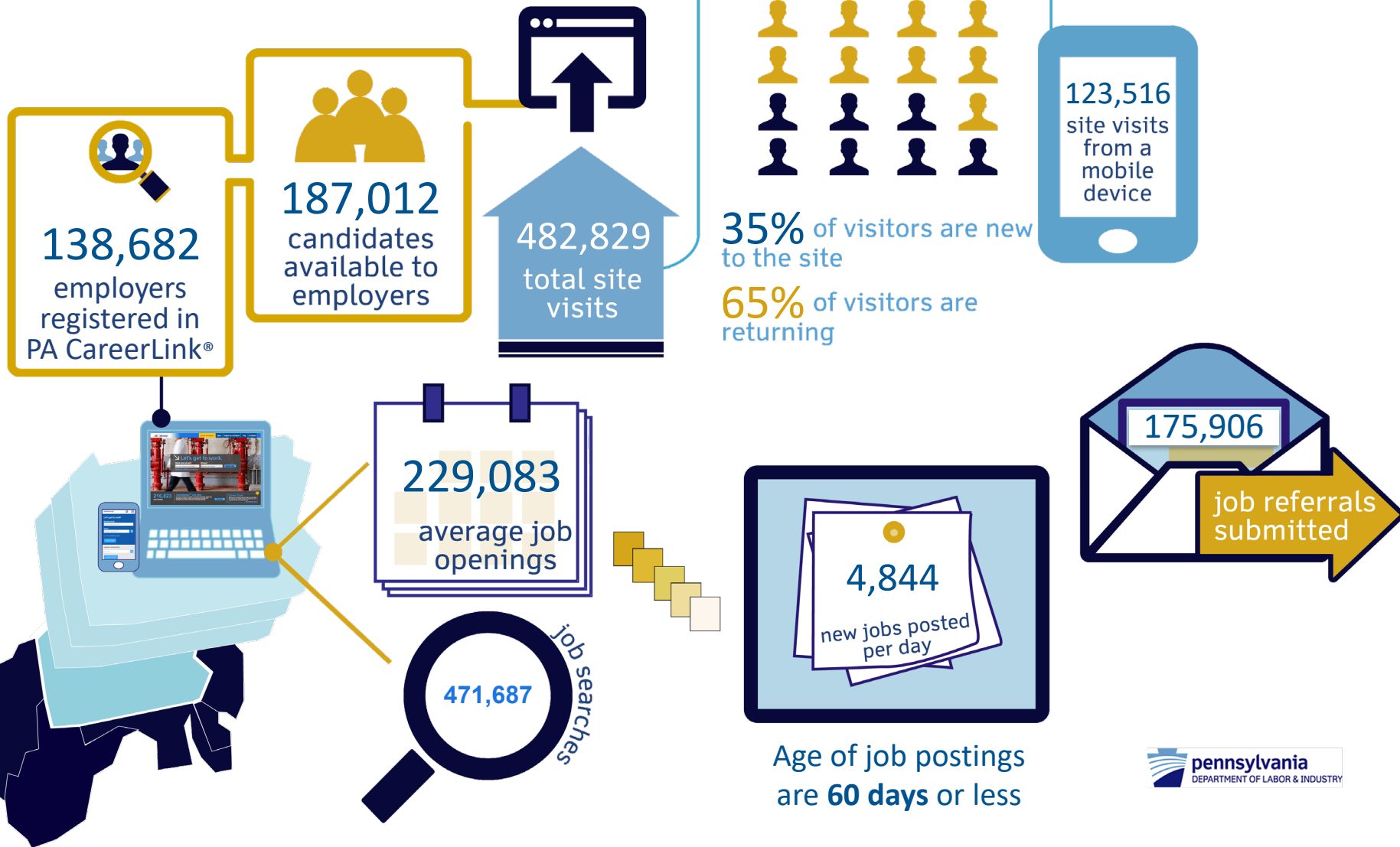
Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2021 Annual Averages					
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage
	Total, All Industries	369,430	5,650,194	100.0%	\$64,704
11	Agriculture, Forestry, Fishing and Hunting	2,478	26,292	0.5%	\$40,399
21	Mining, Quarrying, and Oil & Gas	1,199	21,083	0.4%	\$93,262
22	Utilities	1,407	33,683	0.6%	\$104,950
23	Construction	29,957	262,685	4.6%	\$72,858
31-33	Manufacturing	14,335	544,312	9.6%	\$69,381
42	Wholesale Trade	22,802	204,784	3.6%	\$91,565
44-45	Retail Trade	40,226	596,672	10.6%	\$35,155
48-49	Transportation and Warehousing	12,336	325,671	5.8%	\$54,668
51	Information	7,014	89,145	1.6%	\$112,881
52	Finance and Insurance	19,257	266,579	4.7%	\$110,313
53	Real Estate and Rental and Leasing	11,633	64,092	1.1%	\$69,691
54	Professional and Technical Services	46,580	375,288	6.6%	\$108,786
55	Management of Companies and Enterprises	5,871	137,768	2.4%	\$147,181
56	Administrative and Waste Services	18,743	298,207	5.3%	\$45,861
61	Educational Services	9,388	462,285	8.2%	\$63,834
62	Health Care and Social Assistance	53,583	1,044,836	18.5%	\$58,613
71	Arts, Entertainment, and Recreation	5,454	82,902	1.5%	\$39,463
72	Accommodation and Food Services	27,924	397,999	7.0%	\$22,081
81	Other Services (Except Public Administration)	34,156	184,995	3.3%	\$40,512
92	Public Administration	5,090	230,917	4.1%	\$67,444

Company Ownership					
Total, All Ownership		369,430	5,650,194	100.0%	\$64,704
Private Ownership		356,395	4,998,532	88.5%	\$64,750
Federal Ownership		2,702	98,915	1.8%	\$82,423
State Ownership		1,450	126,259	2.2%	\$67,725
Local Ownership		8,883	426,489	7.5%	\$59,163

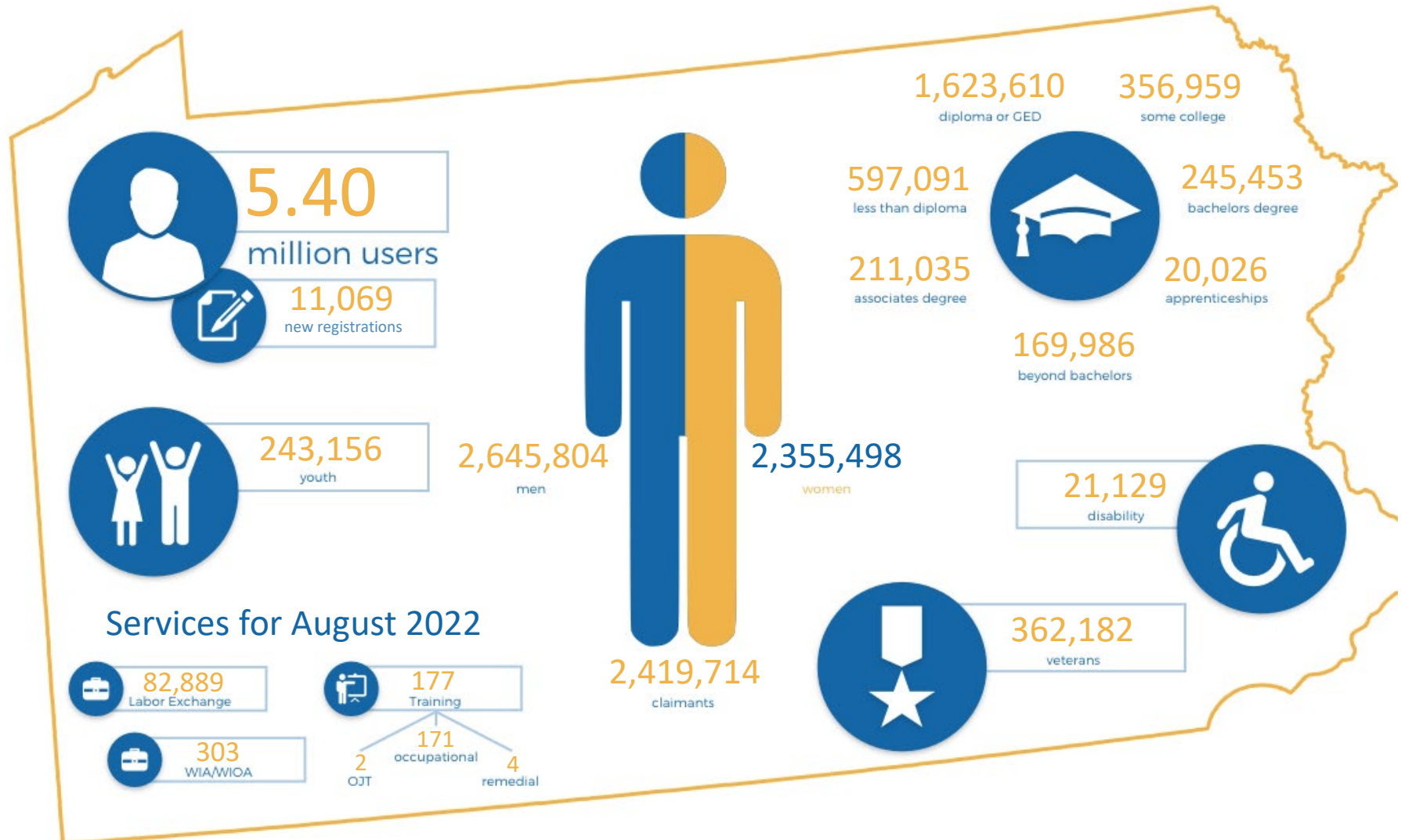
Occupational Employment (2018) and Wages (2021)					
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,329,070	\$25,950	\$55,490	\$70,030
11-0000	Management	322,280	\$57,920	\$120,590	\$151,450
13-0000	Business & Financial Operations	302,930	\$45,760	\$78,910	\$95,240
15-0000	Computer & Mathematical	164,370	\$48,230	\$87,530	\$106,880
17-0000	Architecture & Engineering	110,120	\$51,520	\$84,720	\$101,080
19-0000	Life, Physical & Social Science	54,250	\$41,600	\$74,920	\$91,340
21-0000	Community & Social Services	139,080	\$32,330	\$49,900	\$58,560
23-0000	Legal	50,520	\$46,450	\$101,960	\$129,340
25-0000	Education, Training & Library	341,820	\$31,870	\$66,170	\$83,070
27-0000	Arts, Design, Entertainment, Sports & Media	83,130	\$28,750	\$55,050	\$68,010
29-0000	Healthcare Practitioners & Technical	421,720	\$42,370	\$84,800	\$105,770
31-0000	Healthcare Support	200,560	\$24,070	\$31,720	\$35,490
33-0000	Protective Service	128,960	\$26,920	\$52,360	\$64,910
35-0000	Food Preparation & Serving Related	505,660	\$18,930	\$27,190	\$31,250
37-0000	Building & Grounds Cleaning & Maintenance	208,360	\$22,980	\$32,680	\$37,450
39-0000	Personal Care & Service	321,070	\$19,650	\$31,280	\$37,010
41-0000	Sales & Related	591,150	\$21,060	\$43,410	\$54,420
43-0000	Office & Administrative Support	957,620	\$27,930	\$42,970	\$50,380
45-0000	Farming, Fishing & Forestry	39,530	\$23,240	\$36,900	\$43,700
47-0000	Construction & Extraction	260,640	\$35,470	\$56,870	\$67,410
49-0000	Installation, Maintenance & Repair	251,580	\$32,850	\$52,840	\$62,700
51-0000	Production	391,230	\$28,510	\$43,470	\$50,840
53-0000	Transportation & Material Moving	482,490	\$25,330	\$39,450	\$46,420

Note: 'ND' represents Non-Disclosable information.



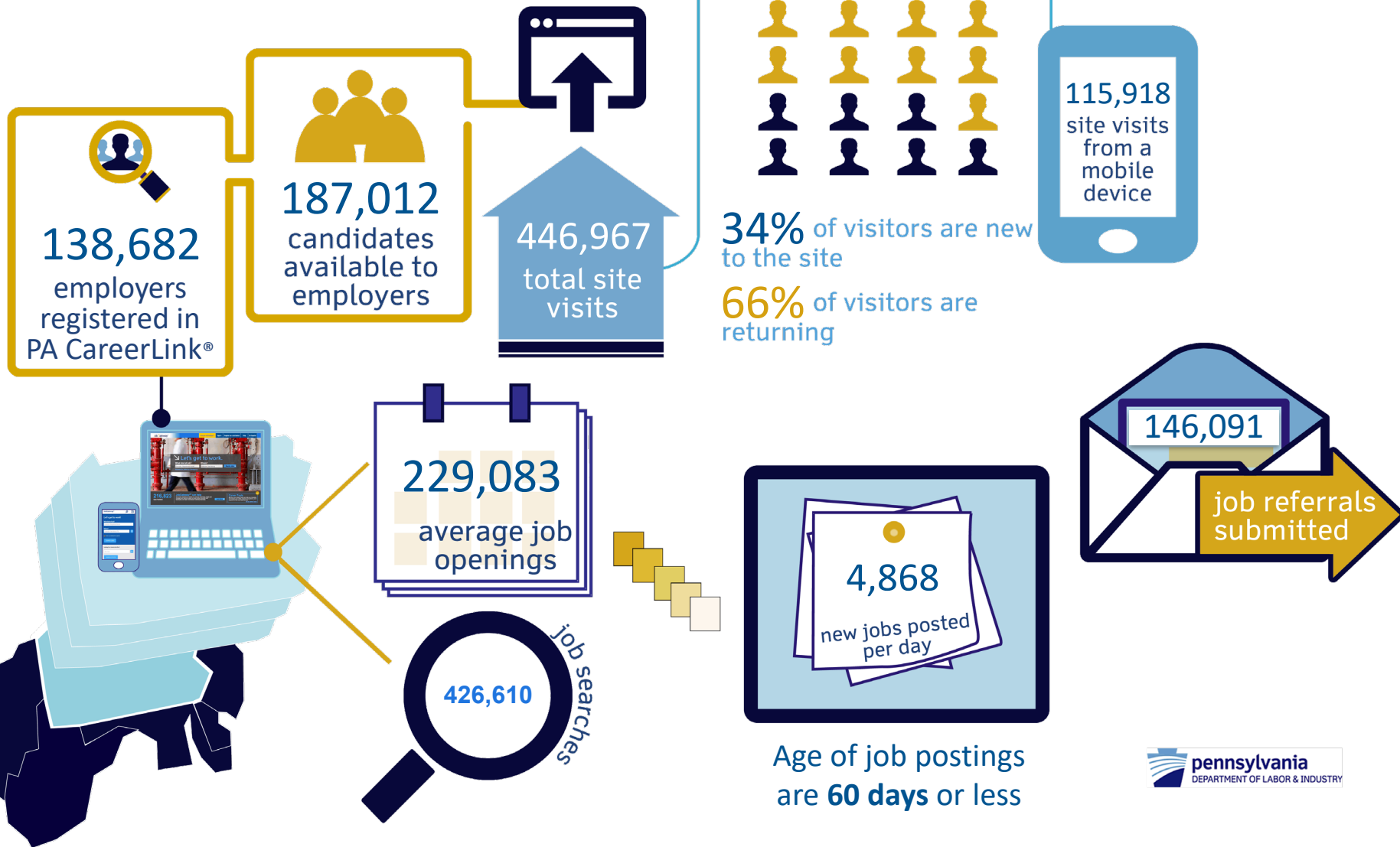


CWDS/PA CareerLink® User Demographics & Services



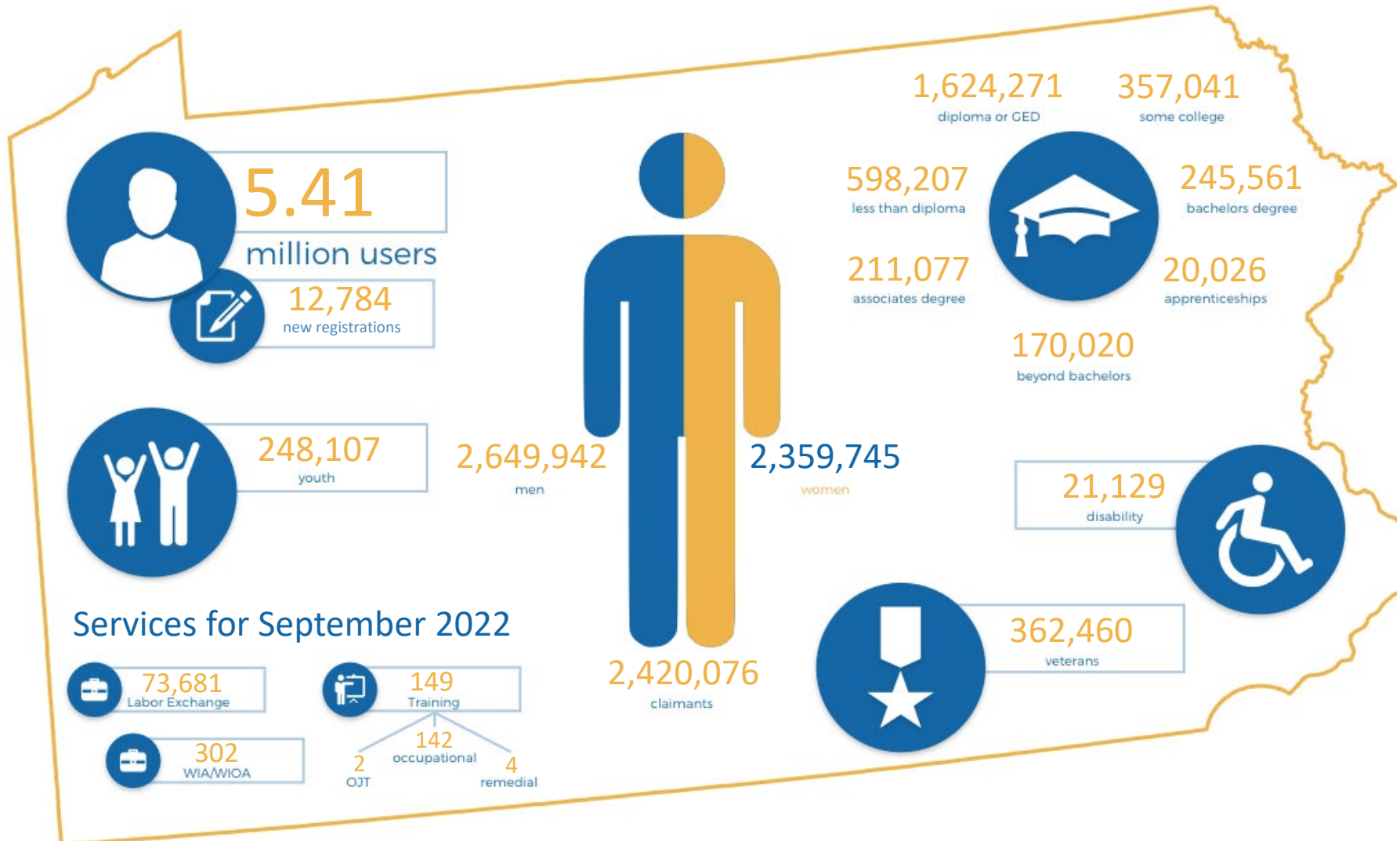
Infographic Description

#	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



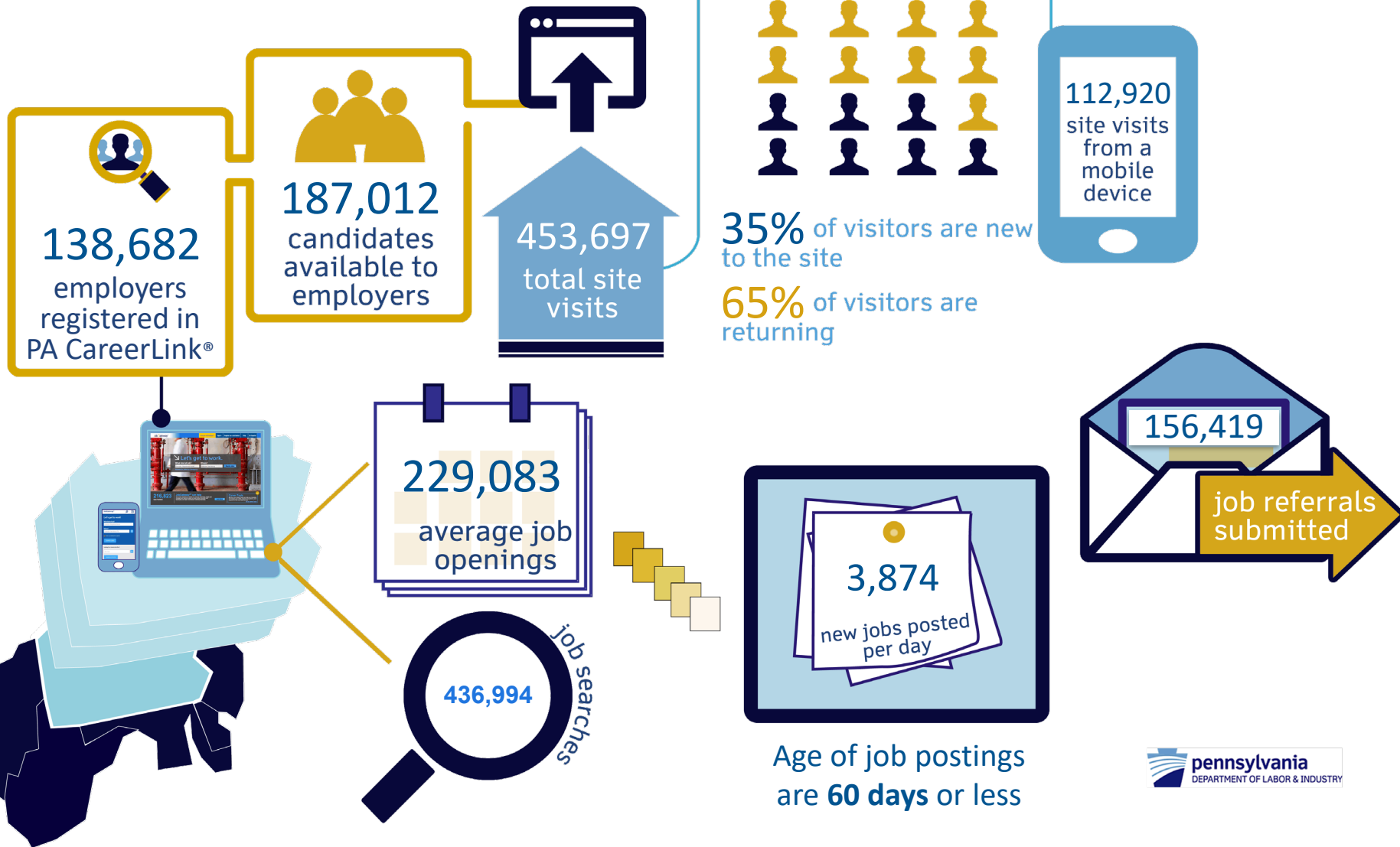


CWDS/PA CareerLink® User Demographics & Services



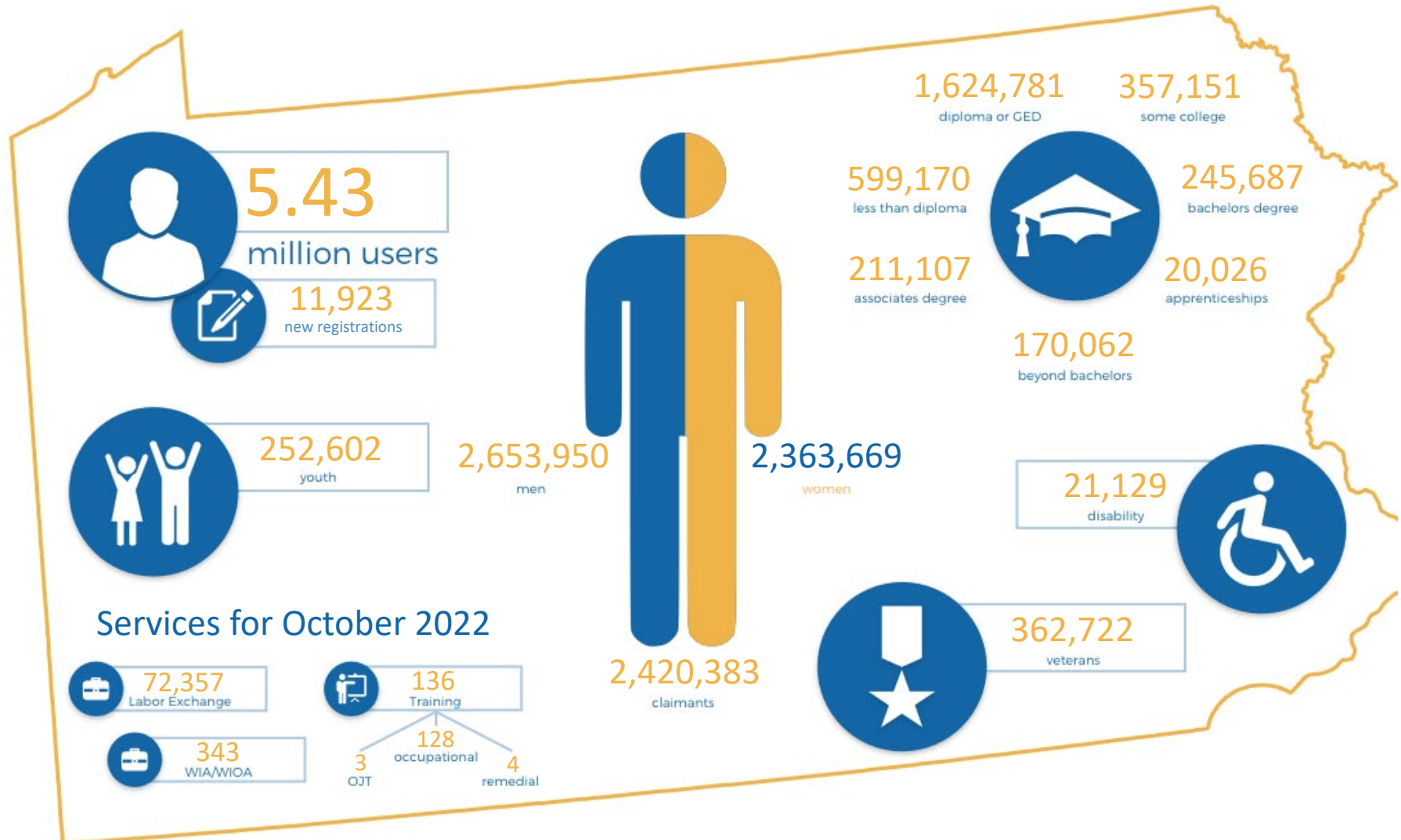
Infographic Description

#	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
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CWDS/PA CareerLink® User Demographics & Services



Infographic Description

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WIOA Title I and Title III Workforce Performance Outcome Progress

Program Year 2022 (Through 1st Quarter)

Statewide

The Workforce Innovation and Opportunity Act assesses statewide performance at the end of the program year using a three-tier method for all core programs:

- The Overall Program Score for all programs must be at or above 90 percent. These represent the margin by which the state is currently achieving the adjusted negotiated goals for all outcome metrics within a given program.
- The Overall Indicator Score for all indicators must be at or above 90 percent. These represent the margin by which the state is currently achieving adjusted negotiated goals for each performance outcome metric across all core WIOA programs.
- The Individual Indicator Score for all performance outcome metrics must be at or above 50 percent of the adjusted negotiated level of performance.

The information below evaluates Pennsylvania's current scores, rather than raw performance, and is based on Program Year 2022 First Quarter performance results compared to our unadjusted negotiated level of performance for the Title I and Title III programs only. Adjusted negotiated levels will be available in January 2023.

Overall Program Scores

Not Meeting	Meeting	Exceeding
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Overall Indicator Scores

100.0%	105.5%	94.6%	108.1%
Title I Adult	Title I Dislocated Worker	Title I Youth	Title III Wagner-Peyser

106.7%	108.7%	116.8%	99.9%	65.4%
Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings	Credential Attainment	Measurable Skill Gain

Individual Indicator Scores (actual performance/negotiated level)

	Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gain
Title I Adult	106.3% (77.6% / 73.0%)	104.5% (74.2% / 71.0%)	118.6% (\$7411 / \$6250)	101.2% (67.8% / 67.0%)	69.4% (34.7% / 50.0%)
Title I Dislocated Worker	104.0% (80.1% / 77.0%)	107.1% (81.4% / 76.0%)	113.0% (\$9601 / \$8500)	110.4% (77.3% / 70.0%)	93.0% (40.9% / 44.0%)
Title I Youth	112.1% (74.0% / 66.0%)	114.7% (71.1% / 62.0%)	124.1% (\$3724 / \$3000)	88.0% (57.2% / 65.0%)	34.0% (19.7% / 58.0%)
Title III Wagner-Peyser	104.2% (64.6% / 62.0%)	108.5% (67.3% / 62.0%)	111.4% (\$6965 / \$6250)		

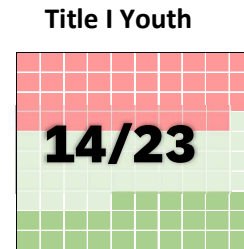
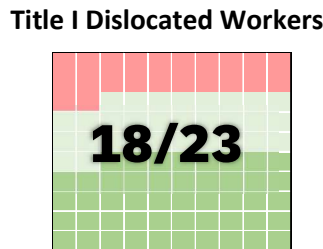
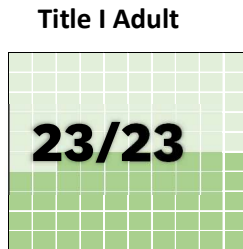
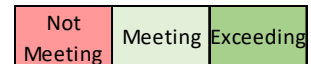
WIOA Title I and Title III Workforce Performance Outcome Progress Through 1st Quarter Program Year 2022 Local Workforce Development Areas

WIOA allows for the creation of local workforce development areas to oversee the provision of Title I workforce programs within their region. Twenty-three such areas have been designated in Pennsylvania and are overseen by twenty-two local workforce development boards – the Three Rivers Workforce Development Board (Partner4Work) directs Title I program activities within the City of Pittsburgh and the Balance of Allegheny County local workforce development areas.

Local performance is evaluated only on outcomes for the Title I programs. States, under authority from WIOA, establish their own methods by which to assess performance outcomes of each local workforce development area. The Department of Labor & Industry has chosen to mirror the WIOA methodology, which is described in the WIOA performance reporting workforce system policy released in August 2020.

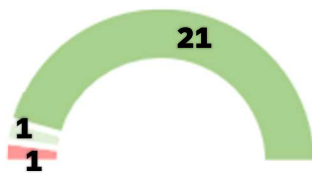
Graphics below indicate the number of local areas currently exceeding, meeting, or not meeting unadjusted negotiated levels of performance. Adjusted negotiated levels will be available in January 2023.

Overall Program Scores

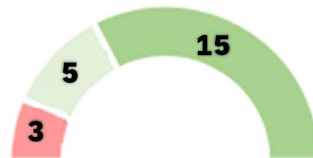


Overall Indicator Scores

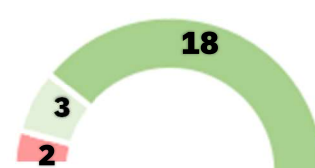
Employment Rate 2nd Quarter



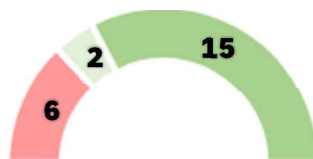
Employment Rate 4th Quarter



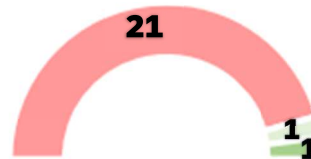
Median Earnings 2nd Quarter



Credential Attainment



Measurable Skill Gain



Individual Indicator Scores

	Title I Adult			Title I Dislocated Workers			Title I Youth		
Employment Rate 2 nd Quarter	0	5	18	0	8	15	1	5	17
Employment Rate 4th Quarter	0	5	18	0	5	18	3	5	15
Median Earnings 2 nd Quarter	0	4	19	0	4	19	4	4	15
Credential Attainment	1	9	13	0	8	15	5	3	15
Measurable Skill Gain	7	14	2	9	8	6	17	5	1

WIOA Title I and Title III Workforce Performance Outcome Progress Through 1st Quarter Program Year 2022

Definitions

Performance Measures

Employment Rate (2nd Quarter) - % of program participants in unsubsidized employment in the 2nd quarter after exit

Note: Outcomes for the Youth program also include those who were in education or training during the 2nd quarter after exit.

Employment Rate (4th Quarter) - % of program participants in unsubsidized employment in the 4th quarter after exit

Note: Outcomes for the Youth program also include those who were in education or training during the 4th quarter after exit.

Median Earnings - Median earnings of program participants who have unsubsidized employment during the 2nd quarter after exit

Credential Attainment - % of program participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

Measurable Skill Gain - % of program participants in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Reporting Cohorts

Performance for the first five measures is determined at a point in time after exit – either 2nd quarter or 4th quarter. Therefore, performance results for these measures are based on participants who completed services at some point in the past. The exception to this is the last performance measure, measurable skill gain, which is evaluated while a participant is actively receiving program services. The chart below provides the timeframes of participants, or participant cohorts, that were measured for the provided results.

Performance Measure	Reporting Cohort
Employment Rate 2 nd Quarter	July 1, 2021 through June 30, 2022
Employment Rate 4 th Quarter	January 1, 2021 through December 31, 2021
Median Earnings 2 nd Quarter	July 1, 2021 through June 30, 2022
Credential Attainment	January 1, 2021 through December 31, 2021
Measurable Skill Gain	July 1, 2022 through June 30, 2023

Footnotes

Performance results based on partial year results can fluctuate dramatically due to the cyclical nature of both program enrollments and availability of outcome documentation. This is especially relevant to the Youth program, where some local areas may enroll participants in cohorts at specific times of the year rather than individually throughout the year. The credential attainment and measurable skill gain outcomes see increases that align to the natural breaks in educational cycles.



Tom Wolf
Governor

Jeff Brown
Chair