

Quarterly Board Meeting

Wednesday, May 23, 2018

10:00 AM to 2:00 PM

Pennsylvania School Boards Association
Pennsylvania A/B
400 Bent Creek Boulevard, Mechanicsburg, Pennsylvania

Agenda

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| 10:00 AM | Welcome and Introductions |
| 10:15 AM | Consent Agenda, Chair Jeff Brown <ul style="list-style-type: none">• Review and Approve May 23, 2018 Meeting Agenda – VOTE• Review and Approve February 13, 2018 Meeting Minutes – VOTE• Deputy Secretary's Report, L&I Deputy Secretary Eileen Cipriani• Committee Structure and Membership |
| 10:30 AM | Committee Report Outs <ul style="list-style-type: none">• Healthcare Workforce Ad Hoc Committee, Chair Matt Yarnell |
| 10:45 AM | Workforce Development System Funding Overview
Presenters: Dan Kuba, PA Department of Labor & Industry
Susie Snelick, Workforce Solutions for North Central Pennsylvania |
| 11:15 AM | Online CareerLink® Update
Presenters: Ruben Pachay and Amber Gaither, PA Department of Labor & Industry |
| 11:45 PM | Break and Working Lunch |
| 12:00 PM | Governor's Middle Class Task Force and PAsmart Update
Presenters: Sam Koch, Governor's Office |
| 12:30 PM | Pre-Apprenticeship and Registered Apprenticeship Overview and Successful Programs
Presenters: Eric Ramsay, PA Department of Labor & Industry
John Tkach, Keystone Development Partnership
Cheryl Feldman, District 1199C Training & Upgrading Fund
Shannon Munro and Chris Ray, Penn College of Technology
Gordon Laabs, Elsner Engineering Works, Inc. |
| 1:45 PM | Public Comment Period |
| 2:00 PM | Adjourn – VOTE |

Next Meeting: Wednesday, August 15, 2018 at the Pennsylvania School Boards Association

Consent Agenda



Special Board Meeting

Tuesday, February 13, 2018

10:00 AM to 12:00 PM

By Telephone and In Person

Pennsylvania School Boards Association

Pennsylvania A/B

400 Bent Creek Boulevard, Mechanicsburg, Pennsylvania

Meeting Minutes

Attendance

Members: Chair Jeffrey Brown, Secretary Jerry Oleksiak, Secretary Russell Redding, Secretary Pedro Rivera, Deputy Secretary Eileen Cipriani, Idayat Adewunmi, Joseph Alex, Denise Andahazy, Carol DeMayo, Brian Funkhouser, Nicholas Gilson, Wendie DiMatteo-Holsinger, Peter Klein, Ron Kratofil, James Kunz, Henry Nicholas, Jodi Pace, Frank Sirianni, Jessica Trybus, Matt Yarnell, Carrie Amann representing the Governor's Policy Office, Lisa Watson representing Secretary Teresa Miller, Carol Kilko representing Secretary Dennis Davin, Luc Miron representing Senator John Blake, Kendra Wiederhold representing Representative Ryan Mackenzie, Eric Kratz representing Senator Kim Ward, Danny Bauder for Pat Eiding, and Dr. Bob Garrity for Matt Yarnell.

Guests: Bill Bartle, Linda Blake, Roseann Cordelli, Jonathan Derr, Dan Fogarty, Bob Garrity, Bridget Hinkle, Daniel Kuba, Susan Miller-French, Cindy Mundis, and Kell Wilkenson.

Staff Present: Allison Jones, James Martini, Michael Leister, and Pamela Gusler Cohen.

Welcome and Introductions

Chair Brown called the meeting to order at 10:07 a.m. He welcomed the Board Members and thanked them for their attendance.

Chair Brown announced the appointment of new Board Members Nicholas Gilson, Marguerite Kline, and Jodi Pace. Each provided a brief introduction, and emphasized their commitment to this Board. Chair Brown thanked the new Board Members for their ongoing participation.

Chair Brown then announced the arrival of Allison Jones, the new Director of the Pennsylvania Workforce Development Board. Ms. Jones introduced herself.

Chair Brown noted that a quorum was established. Pamela Gusler, PA Workforce Development Board, reviewed the proxies provided from absent members. She announced a proxy for all votes from Patrick Eiding to Daniel Bauder, and John Thornton to the Chair. Additional proxies received detailing "YES" votes on all items were received from Julene Campion, Peter Klein, Dionne Wallace Oakley, and Brian Schaller.

Chair Brown explained that due to several administrative changes, a relatively small agenda, and the long distance many Board members travel, it was appropriate to hold this special meeting of the Board by telephone. He asked that all Board members identify themselves prior to speaking.

He directed everyone to the meeting agenda. As a new practice, he asked the Board to approve this and future agendas with flexibility. This means that if there is something the Board wants to add to the agenda or change, they can be flexible.

MOTION: Mr. Nicholas moved to approve the February 13, 2018 agenda, with flexibility. Mr. Kunz seconded the motion. The motion passed unanimously.

MOTION: Mr. Nicholas moved to approve the November 14, 2017 PA WDB minutes. Secretary Oleksiak seconded the motion. The motion passed unanimously.

Governor's Budget Address and Workforce Priorities

Carrie Amann, Deputy Secretary for Policy and Planning in the Office of the Governor, provided an overview of Governor Wolf's February 6, 2018 budget address and his priorities of the workforce system. The Governor's launched a new workforce development initiative, PAsmart, a \$50 million investment in new state resources for workforce and education.

Deputy Secretary Amann highlighted the two budget initiatives specific to the Department of Labor & Industry (L&I):

- \$7 million state investment for Registered Apprenticeship, including pre-apprenticeship opportunities at the high school level. This funding will expand on the work of the L&I Apprenticeship and Training Office and will help meet the goal of doubling registered apprenticeships in Pennsylvania by 2025.
- \$3 million state investment in the Next Generation Industry Partnership program. This increase, from the current allocation of \$1.8 million, will allow the commonwealth to continue to offer support to business-driven partnerships, aimed at addressing the overall competitiveness needs of industry with the support of workforce development, economic development, and education partners.

Deputy Secretary Amann then highlighted the other PAsmart budget initiatives specific to the Department of Education:

- \$25 million state investment in Computer Science and STEM education at both the K-12 and postsecondary levels.
- \$10 million state investment to promote Career and Technical Education and STEM career exploration.
- \$5 million state investment to incentivize employer engagement in postsecondary education.

Deputy Secretary Amann noted the Governor believes PAsmart aligns well with the policy agendas coming out of L&I, Education, and Agriculture, and that the proposed investments align with and support where resources are falling short, while being responsive to business, student, and worker feedback.

Deputy Secretary Amann then reported on three other strategies that are not specific budget acts. First, she said there was interest from the business community to see what type of barriers exist for businesses to hire individuals with a criminal background. This Board identified re-entry as an area of interest and the Governor has also proposed a more targeted, higher, global effort of looking at re-entry and workforce issues in Pennsylvania.

Second, Deputy Secretary Amann highlighted the development of a workforce dashboard to highlight workforce activities in the commonwealth. Deputy Secretary Amann hoped the Board would use this type of data to inform policy priorities and strategies.

Lastly, Deputy Secretary Amann highlighted an effort to leverage some of the federal funding that comes out of L&I to influence teachers, educators, and staff on career awareness. These efforts would boost the ability for teachers, educators, and staff to have access to work experiences as well as guide students of any age in a better pathway to enter an industry.

Chair Brown stated that part of the Board's job would be to look at the Governor's priorities in more detail and to make sure they are integrated in the Board's work moving forward. Deputy Secretary Amann said that, from the perspective of the Governor's Office, the State Workforce Development Board has been one of the key drivers for PAsmart. This Board has several agencies as members and that can drive better coordination and interagency collaboration to align resources. She said the Governor's Office will continue looking forward to this body to help drive that discussion and drive those policies.

Chair Brown thanked Deputy Secretary Amann for her presentation on the Governor's PAsmart initiative and priorities for the coming year.

Deputy Secretary's Report

Eileen Cipriani, Deputy Secretary for Workforce Development at L&I, directed the Board to her report in the meeting packet and provided some highlights of recent work and accomplishments.

Next Generation Industry Partnerships (NGIP) have been well received and have a solid foundation moving forward. Deputy Secretary Cipriani is excited that the Governor is proposing to put more money into the NGIP program and believes there is an opportunity to expand the number of funded partnerships across Pennsylvania. The Governor's proposal for an additional \$3 million will result in 30 active partnerships by the end of next year.

Two years ago, the Governor established the L&I Apprenticeship and Training Office (ATO) and it has been very successful. The ATO is funded by limited federal funds. There is great enthusiasm around the \$7 million being proposed for the apprenticeship initiative because it is a great model to "earn while you learn." She hopes to expand into pre-apprenticeships to reach youth and get them interested in apprenticeship opportunities.

Last year, the Board approved a Business Education Partnership grant program. Deputy Secretary Cipriani said through those grants, 8,900 students in the commonwealth took part in career awareness and career exploration activities. She also said L&I is planning to release grants for Business Education Partnerships and Teacher in the Workplace Partnerships this year.

Chair Brown suggested that staff inventory the Board's previous recommendations to better understand where they stand. This will be beneficial to refresh the Board's memory and help the Board determine if it should continue to focus on specific topics and priorities. Deputy Secretary Cipriani agreed with the Chair.

Third-Party Evaluation of Career Pathways and Apprenticeship Models

Allison Jones, Director of the Pennsylvania Workforce Development Board, said that as part of the current Workforce Innovation and Opportunity Act (WIOA) and Combined State Plan, the commonwealth committed to evaluations of the workforce development system.

The PA Department of Labor & Industry (L&I) has resources available to conduct evaluations and has decided to focus on two priority areas: career pathways, as defined in the WIOA, and pre-apprenticeship programs. These evaluations will gather information about what is currently happening across the commonwealth and develop recommendations on how to establish a more robust system of career pathways and pre-apprenticeship programs. L&I is currently in the process of developing a scope of work for a third-party evaluator to conduct this work. Ms. Jones also noted that the L&I Apprenticeship and Training Office will be involved with the evaluation of pre-apprenticeship program to ensure the evaluation is supporting their work. Ms. Jones will keep the Board informed as the evaluation unfolds.

Chair Brown asked about the timeline for this evaluation. Deputy Secretary Cipriani responded that the first step is to put out a request for proposal, but the hope is that it will be completed in eight to twelve months. She added that the evaluation can be circulated amongst Board Members once the work has been completed.

Chair Brown asked that if the evaluation brings to light best practices from Local Workforce Development Boards (LWDBs) or from providers, that staff ask those groups to present to the Board. Deputy Secretary Cipriani advised that Ms. Jones has been developing a strategy to have more presentations from LWDBs and local vendors.

Secretary Pedro Rivera from the Pennsylvania Department of Education (PDE) commented that the Governor's new vision is a great opportunity for the commonwealth to coordinate leadership. Over the course of the past three years, PDE has been exploring career pathways and alignment of programs. This work has not necessarily done in collaboration with L&I, but moving forward he would like to ensure the two departments work together to align resources and visions to not work in silos.

Chair Brown agreed with Secretary Rivera, and stated that the Board should begin thinking about alignment of work with the other areas of state government. Ms. Jones clarified that once there is a final draft scope of work in place, L&I intends to coordinate with PDE to ensure alignment. Secretary Rivera said that PDE would be willing to help create the scope of work and offer feedback before a final draft. Deputy Secretary Cipriani agreed with the need to increase the level of collaboration.

Overview of Modifications to the WIOA Combined State Plan and Public Comments

Chair Brown asked Ms. Jones to provide an overview of the WIOA Combined State Plan modification compared to the current plan, the public comments that were received, and the commonwealth's response.

Ms. Jones provided an overview of the proposed modifications to the WIOA Combined State Plan and

public comments received. She began by informing the Board that this modification is required under the WIOA as a two-year update to Pennsylvania's four-year WIOA Combined State Plan and is due to the Departments of Labor and Education on March 15, 2018. She said that most of the changes to the WIOA Combined State Plan are relatively minor but wanted to highlight one in particular.

Goal 2.1: Revision related to the minimum spending requirements for training individuals with barriers to employment. Generally, we call this training target benchmark. Specifically, the new training target benchmark was set at 30 percent. For calculated, we moved the allocation totals for the adult and dislocated worker formula funding. Youth and trade funding is not included in the calculation. And the 50 percent of the funds used towards achieving the 30 percent benchmark must be used to serve people with barriers to employment.

Ms. Jones said the 30/50 training target benchmark in the modification would revise down from the original plan that had a more aggressive training target benchmark. This modification holds the training target benchmark at 30 percent and 50 percent. She said that is the most significant change in the plan. All the other changes in the plan are general updates, such as updating labor market information and relevant formatting changes for all the partner programs. A summary of the substantive changes included in the modification were included in the meeting packet.

Ms. Jones then informed the Board that L&I received four series of comments related to the WIOA Combined State Plan modification. The first comment was related to vocational rehabilitation, but was not actually directly related to the modification itself and therefore referred to the Office of Vocational Rehabilitation. The remaining three comments were related to the modification itself and received from the Pennsylvania Workforce Development Association, Partner4Work, and Associates for Training and Development. Ms. Jones provided an overview of the comments and the commonwealth's responses. Full details of the comments and the commonwealth's response are posted on L&I's website.

Ms. Jones thanked all the commenters for taking the time to review the Plan and provide their perspective. She said the feedback was invaluable and resulted in a better Plan. She concluded by saying in most cases, the commonwealth did accept the comments and updated the modification accordingly or committed to addressing the comment and working with the commenter outside of the modification process.

Public Comment – WIOA Combined State Plan Modification

Chair Brown opened the floor for public comment of the WIOA Combined State Plan Modification.

Dan Fogarty, Director of the Berks County Workforce Development Board, thanked Ms. Jones for her openness to the extensive comments in response to this Plan and for the many positive responses to the suggestions that were made.

Mr. Fogarty confined his comments to Goal 2.1, the 30/50 training targets. This section says the commonwealth will establish minimum spending requirements for how much local area funding must be used for training. He emphasized that the issue is not with the targets, but with the targets being requirements. While he appreciates the openness to holding the targets at 30 and 50 percent, which have been operative for the last two years, they are arbitrary targets. There was no data analysis done to support the targets when they were initially established. The commonwealth does not have a standard methodology for reporting on the targets and relies on Local Workforce Development Boards

(LWDB) to self-report. With 22 LWDBs, there might be some variation in the way those numbers are being reported throughout the state. Mr. Fogarty directed the Board's attention to page 32 of the meeting packet and highlighted some specific issues in terms of how these targets are calculated. The mandatory spending percentages, he said, can be very restrictive and limit local flexibility to meet the needs on the ground as determined by LWDBs, which are appointed by local chief elected officials.

Secondly, Mr. Fogarty said the area of youth needs to be looked at very closely. There has been a tremendous change for the better in the way youth programs are managed under WIOA. The focus is now primarily on working with disconnected young adults. The needs of those disconnected young adults are often varied, but they are often not specifically related to the training. He said having to put youth money in the denominator creates real challenges as LWDBs try to hit the arbitrary 30 percent number.

Mr. Fogarty also said that disconnected workers should not be applied to the training benchmarks because they already possess in-demand skills in the current labor market. Often, dislocated workers can be placed in new jobs, that are as good as they had or better, very quickly without requiring extended training programs that would be expected under the targets.

Finally, Mr. Fogarty said the most significant worker retraining program in terms of benefits and long-term impact is the Trade Readjustment Allowances funds. This can be a difficult type of funding to track at the local level, but Mr. Fogarty urged that the commonwealth consider specifically stating that those TRA funds be counted towards the numerator.

Mr. Fogarty closed by saying that the Berks County WDB fully supports the Governor's goals as listed in Goal 2, however the issue is in the details when it comes to implementation. He urged the commonwealth to change the language in the plan related to Goal 2.1 from requirements to targets.

Chair Brown asked for perspective on Mr. Fogarty's comments. Deputy Secretary Amann said the commonwealth wants to continue the dialogue with PWDA, Berks County WDB, and partners that are impacted by this mandated training targets. She would like to hear from them on potential alternative strategies that will ensure the commonwealth is prioritizing postsecondary and individuals with barriers and what that type of criteria that looks like. Deputy Secretary Cipriani agreed to continue the dialogue and added that L&I looked at training target outcomes for all LWDBs and that each one achieved or exceeded the 30 percent and 50 percent mark.

Chair Brown asked for clarification around continuing the dialogue and the deadline for approval of the plan. Deputy Secretary Cipriani explained that the commonwealth is open to talk about the next revision because in two years, another plan will be required. Right now, she said LWDBs areas are meeting the current targets and likely will not have to change what they are doing to achieve that goal. In the next two years, the commonwealth will work with local partners to come up with a better way to address this issue.

Chair Brown then asked about the potential for penalties, monetary or otherwise, if these targets are not achieved. Deputy Secretary Cipriani said there are no penalties if LWDBs are not able to reach the targets. If a LWDB is found to be struggling, the commonwealth would provide technical assistance to address the issue together. Mr. Fogarty stated he and the Berks County WDB can accept the targets with

the commonwealth's commitment that there will be no sanctions. He said they will continue to treat these targets as goals and do everything they can to meet them.

Chair Brown asked for additional comments. No additional comments were raised.

Approval of Modifications to the WIOA Combined State Plan

Chair Brown asked called for a motion to approve the final WIOA Combined State Plan Modification for submission to the U.S. Departments of Labor and Education.

MOTION: Mr. Kunz moved to approve the modifications. Mr. Nicholas seconded the motion. The motion passed unanimously.

Adjournment

Chair Brown noted that we are looking forward to having a robust year of work in the State Workforce Development Board. We would be happy to take any feedback or ideas for planning the meetings for the balance of the year.

Chair Brown thanked the Board for their attendance. The meeting adjourned at 11:38 a.m.

Deputy Secretary's Report

Deputy Secretary's Report

Deputy Secretary Eileen Cipriani

PAsmart Update

Governor's Wolf's PAsmart realigns workforce development and education efforts in a coordinated way across commonwealth agencies and invest \$50 million in new state resources into strategic workforce development and education initiatives.

Labor & Industry

- \$7 million to create Registered Apprenticeships
- \$3 million to create new Next Generation Industry Partnerships

Education

- \$25 million in STEM and Computer Science education
- \$10 million for innovative approaches to help students and workers get skills training for STEM and other in-demand careers
- \$5 million to employers and educators to partner on training, and \$3 million to support Industry Partnerships

PA CareerLink® Rebranding Campaign

Pennsylvania's workforce development system has a positive, life-changing impact on the commonwealth's residents and businesses every day. There are success stories from one end of PA to the other. Our PA CareerLink® offices and our outreach still seem to be a well-kept secret.

The Workforce Innovation & Opportunity Act (WIOA) required Pennsylvania to rebrand its PA CareerLink® career centers as a "proud partner of the American Job Center network." The Department of Labor & Industry is using this rebranding opportunity to share news about the great programs and services PA CareerLinks® offer to residents.

In May, the department launched its PA CareerLink® rebranding campaign. Along with the Pennsylvania's partnership with the American Job Center network, the campaign will help PA CareerLink® centers to become a household name, highlighting Pennsylvania's statewide network of online and in-person workforce development services.

The 12-week campaign will use a variety of media approaches to reach different audiences, including local radio across the state, social media, and ad banners for online websites.

- **Radio Markets:** Allentown-Bethlehem, Altoona, Erie, Hagerstown-Chambersburg, Harrisburg-Lancaster-York, Johnstown, Meadville-Franklin, Philadelphia, Pittsburgh, Reading, Sunbury-Selinsgrove-Lewistown, State College, Wilkes-Barre/Scranton, and Williamsport
- **Social Media:** Facebook and Instagram

Over the next few months, you will see a new landing page for the JobGateway® site to help make the site more user-centric. The name of the site will change to PA CareerLink® to more clearly connect it to the brand. The URL will also change to www.pacareerlink.gov. Labor & Industry is also using the

rebranding campaign as opportunity to offer PA CareerLink® staff with customized trainings on customer service and business engagement.

Be sure to follow PA Department of Labor & Industry on Facebook and look for PA CareerLink® content – share to spread the message even further!

US DOL Co-Enrollment Cohort Update

Pennsylvania was selected with five other states to participate in a peer-learning cohort on optimizing co-enrollment within WIOA programs (Adult, Dislocated Worker, Youth, Adult Ed, Wagner-Peyser, Voc Rehab). Co-enrollment, meaning enrolling customers in more than one program, is encouraged under WIOA because it allows the workforce system to support customers in a comprehensive way.

Pennsylvania's Co-enrollment Cohort team had representatives from PA WDB, L&I, DHS, PDE-Adult Ed, Voc Rehab, and CareerLink® staff from three Local Areas (Pittsburgh, South Central, and Lehigh Valley). The team will update the PA WDB on this initiative at a future meeting.

PA's vision for co-enrollment includes a seamless customer experience, efficient and coordinated co-case management, one data system to track co-enrollment activities, and coordinated state policies on co-enrollment. As part of this cohort, PA developed an ambitious Co-enrollment Action Plan with initiatives that will advance co-enrollment in the state. The Action Plan will be implemented with stakeholder engagement and feedback.

Policy Processes and Development

- Develop a coordinated policy development process with other relevant state agencies
- Develop guidance to Local Workforce Development Boards on strategies and best practices to support co-enrollment
- Develop guidance to Local Workforce Development Boards on cross-training and MOUs that support co-enrollment
- Develop guidance on the role of the operator in co-enrollment

Cross-Training and Professional Development

- Create a cross-training module so CareerLink® staff can identify opportunities for co-enrollment
- Hold a co-enrollment session at a professional development event

Data Sharing and Management

- Explore whether Workforce Connect, a virtual intake form and assessment, is a good fit for PA
- Pilot SARA, virtual a case management assistant, is a good fit for PA

Recent Apprenticeship Grants

In April, the Pennsylvania Department of Labor and Industry awarded Apprenticeship grants through to Local Workforce Development Boards (LWDBs) across Pennsylvania to fund pre-apprenticeship and Registered Apprenticeship programs, and help sponsoring organizations build capacity to expand their programs.

A total of 28 grants totaling \$2 million were awarded to support pre-apprenticeship programs that are actively working with registered apprenticeship programs, or apprenticeship programs that are already registered in Pennsylvania.

A total of 33 capacity building grants totaling \$1.5 million were awarded to support businesses, industry associations, chambers of commerce, training providers, career and technical centers, and intermediaries interested in sponsoring registered apprenticeship programs.

Following is a list of Apprenticeship grants awarded through LWDBs:

Berks County Workforce Development Board

- \$94,880 to IBEW Local 743 for pre-apprenticeship/apprenticeship

Bucks County Workforce Development Board

- \$45,495 to Choice Careers, LLC for capacity building

Central Pennsylvania Workforce Development Board

- \$49,523 to Pennsylvania College of Technology for capacity building
- \$30,100 to TLC Construction and Renovations LLC for capacity building

Lancaster County Workforce Development Board

- \$50,000 to High Hotels for pre-apprenticeship/apprenticeship
- \$45,495 Lancaster County Workforce Development Board for capacity building
- \$60,000 to Northeast Equipment Dealers Association for pre-apprenticeship/apprenticeship

Lehigh Valley Workforce Development Board

- \$85,000 to B. Braun Medical Inc. for pre-apprenticeship/apprenticeship and \$41,430 for capacity building
- \$45,495 to Cetronia Ambulance Corps for capacity building
- \$80,000 to Lehigh Carbon Community College for pre-apprenticeship/apprenticeship

Luzerne/Schuylkill Workforce Development Board

- \$75,000 to Greiner Packaging for pre-apprenticeship/apprenticeship grant and \$45,495 for capacity building
- \$42,280 to Greater Pittston Chamber of Commerce for capacity building
- \$70,000 to Hershey Company-Hazleton plant for apprenticeship/apprenticeship and \$45,495 for capacity building

Montgomery County Workforce Development Board (MontCo Works)

- \$50,000 to Associated Builders and Contractors Eastern PA for capacity building
- \$40,000 to Central Montco Technical High School for pre-apprenticeship/apprenticeship
- \$20,080 to First Quality Retail Services for pre-apprenticeship/apprenticeship and \$45,495 for capacity building
- \$45,495 to NTMA Philadelphia/Delaware Valley for capacity building

Northern Tier Workforce Development Board

- \$30,312 to Northern Tier Local Development District for capacity building grant

- \$45,000 to Northern Tier Regional Planning and Development Commission and Ward Manufacturing for pre-apprenticeship/apprenticeship

Philadelphia Workforce Development Board (Philadelphia Works)

- \$56,080 to A Road to Success-Cosmetology and Barber Program for pre-apprenticeship/apprenticeship
- \$49,600 to Delaware Valley Association for the Education of Young Children for capacity building
- \$85,000 to District 1199C for pre-apprenticeship/apprenticeship and \$50,000 for capacity building
- \$80,000 to Finishing Trades Institute for pre-apprenticeship/apprenticeship
- \$75,000 to Insulators and Allied Workers Local 14 for pre-apprenticeship/apprenticeship
- \$62,000 to International Association of Sheet Metal Workers Local Union 19 for pre-apprenticeship/apprenticeship and \$45,495 for capacity building
- \$45,495 to International Union of Operating Engineers Local 542 for capacity building
- \$99,956 to JEVS Human Services for pre-apprenticeship/apprenticeship grant and \$49,996 for building capacity
- \$50,000 to Philadelphia Carpenters JATC for capacity building
- \$75,000 to Urban Technology Project for pre-apprenticeship/apprenticeship grant and \$45,495 for capacity building
- \$85,000 to The Wistar Institute for pre-apprenticeship/apprenticeship
- \$45,495 to Zhang Sah for capacity building

South Central Workforce Development Board (SCPa Works)

- \$85,000 to Harrisburg Area Community College for pre-apprenticeship/apprenticeship
- \$45,495 to Hanover Area Chamber of Commerce for capacity building
- \$45,495 to Home Builders Association of Metropolitan Harrisburg for capacity building
- \$85,000 to Manufacturer's Association of Southcentral PA for pre-apprenticeship/apprenticeship and \$50,000 for capacity building

Southwest Corner Workforce Development Board

- \$45,495 to Community College of Allegheny County for capacity building
- \$45,495 to Fayette County Career and Technical Institute for capacity building
- \$50,000 to German American Chamber of Commerce-Pittsburgh for capacity building
- \$70,000 to Keystone Mountain Lake Regional Council of Carpenters for pre-apprenticeship/apprenticeship

Pittsburgh Region Workforce Development Board (Partner 4 Work)

- \$50,000 to Catalyst Connection for capacity building
- \$43,833 to FTI of Western PA for capacity building
- \$45,495 to University of Pittsburgh Manufacturing Assistance Center for capacity building
- \$70,000 to North America's Building Trade Union for pre-apprenticeship/apprenticeship

Tri-County Workforce Development Board

- \$55,000 to Oberg Industries for pre-apprenticeship/apprenticeship and \$35,000 for capacity building

Westmoreland/Fayette Workforce Development Board

- \$100,000 to New Century Careers for pre-apprenticeship/apprenticeship and \$50,000 capacity building
- \$90,000 to Private Industry Council of Westmoreland/Fayette for pre-apprenticeship/apprenticeship
- \$85,000 to Western PA Operating Engineers Joint Apprenticeship and Training for pre-apprenticeship/apprenticeship
- \$50,000 to Westmoreland County Community College for capacity building
- \$60,000 to Composidie Inc. for pre-apprenticeship/apprenticeship

Recent Strategic Innovation Grants

In April, the PA Department of Labor & Industry awarded \$3.5 million in Strategic Innovation Grants through Local Workforce Development Boards (LWDBs) to fund 16 projects across Pennsylvania. The grants encourage local creativity and innovation in workforce development, including establishing career pathways, expanding the state's pipeline of workers, increasing work opportunities for youth, strategically engaging employers, and strengthening data sharing across state agencies and workforce development partners.

Following is a list of Strategic Innovation Grants awarded through LWDBs:

Central Pennsylvania Workforce Development Board

- \$135,240 to expand digital communication for the purpose of community engagement through four initiatives: an online regional Career Hub promoting work-based learning, a website for the region's CareerLink® offices, an update to the Central PA Workforce Development Corporation's website, and outreach materials.

Chester County Workforce Development Board

- \$246,000 to address the needs of employers in the technology, energy/construction, and health care industries by providing access to incumbent worker training, increasing training opportunities, and identifying students for tech internship opportunities.

Delaware County Workforce Development Board

- \$200,539 to expand and improve career pathways and Allied Health programs by developing a seamless noncredit-to-credit educational pathway approach.

Lackawanna County Workforce Development Board

- \$122,883 to enable the establishment of career pathway opportunities in response to the documented needs of local employers with the health care/life sciences industry sector through a comprehensive mix of services, including pre-training orientation, occupational skills training, and on-the-job training opportunities.

Lehigh Valley Workforce Development Board

- \$246,000 prepare program completers with skills essential for entry level machining positions for Lehigh Valley manufacturers.

Northern Tier Workforce Development Board

- \$149,919 to individuals who have been disengaged from the workforce due to incarceration or other barriers to gain the skills and tools needed for successful employment.

Pittsburgh Region Workforce Development Board (Partner4Work)

- \$252,000 to prepare, train and place at least 30 low-income, primarily African-American individuals in entry-level jobs in the construction trades and manufacturing sectors.
- \$190,926 to create a non-traditional pathway for students to earn industry-recognized credentials leading to further education, training, or work, focusing on low-income youth and other youth with barriers to employment.

Pocono Counties Workforce Development Board

- \$220,905 to develop and implement a Medical Secretary Certificate Training Program, focusing on targeting populations with barriers to employment, and providing placement into entry-level medical secretary positions.

South Central Workforce Development Board (SCPa Works)

- \$295,000 to expand the region's pipeline of workers for the healthcare industry sector and improve the overall quality of care at long-term care facilities through pre-apprenticeship, apprenticeship, and other similar work-based learning experiences.
- \$252,000 to provide elementary, middle, and high school students enhanced opportunities for exposure and exploration of aquaponics and other agriculture technology as part of the West Shore School District's Science, Technology, Education, and Mathematics (STEM) program.

Southern Alleghenies Workforce Development Board

- \$203,863 to provide intensive case management, workforce development services, and wrap-around support to ex-offenders and to develop a reintegration plan that supports success.

Team Pennsylvania Foundation

- \$239,964 to provide the opportunity for school districts to apply to one of the nine Intermediate Units for a mini-grant of \$5,000 to \$10,000, focusing on career awareness and preparation, career acquisition, career retention and advancement, and entrepreneurship.

Tri-County Workforce Development Board

- \$252,000 to promote manufacturing and health care career pathways in the community and provide Basic Industry Skills training (pre-apprenticeship) that leads to employment.

West Central Workforce Development Board

- \$221,400 to educate youth and young adults about in-demand occupations and career pathways through business and industry career fairs, educator in the workplace programs, and paid work experiences in targeted industries.

Westmoreland/Fayette Workforce Development Board

- \$252,000 to provide controlled work experiences for individuals who have barriers to employment, create a larger pool of trained technicians for manufacturers, and assist by providing parts for production runs.

Recent Summer Internship Grants

In April, the Department of Labor & Industry continued its commitment to providing youth and young adults with the work experience opportunities they need to develop career readiness skills by awarding more than \$2.8 million in funding for the State/Local Internship Program (SLIP). SLIP will create eight-week summer internships for youth 16-24 years old and will offer a minimum wage of \$10.15 per hour.

Following is a list of SLIP grants awarded to LWDBs:

- Berks County Workforce Development Board – \$94,444
- Bucks County Workforce Development Board – \$177,037
- Central Pennsylvania Workforce Development Board – \$266,956
- Chester County Workforce Development Board – \$56,100
- Lackawanna County Workforce Development Board – \$87,472
- Lehigh Valley Workforce Development Board – \$453,997
- Luzerne/Schuylkill Workforce Development Board – \$413,350
- North Central Workforce Development Board – \$199,300
- Northern Tier Workforce Development Board – \$102,100
- Pittsburgh Region Workforce Development Board (Partner 4 Work) – \$79,350
- Philadelphia Workforce Development Board (Philadelphia Works)– \$161,799
- Pocono Counties Workforce Development Board – \$178,993
- South Central Workforce Development Board (SCPa Works) – \$97,700
- Southern Alleghenies Workforce Development Board – \$135,996
- Southwest Corner Workforce Development Board – \$88,000
- Tri-County Workforce Development Board – \$30,000
- West Central Workforce Development Board – \$140,000
- Westmoreland/Fayette Workforce Development Board – \$79,800

Next Generation Industry Partnerships (NGIP)

As of May 1, 11 of the 15 awarded NGIPs have launched. The remaining five are finalizing launch dates. Partnerships have developed in a variety of industries, including Health Care, Manufacturing, Freight and Logistics, and Business Services. The PA Workforce Development Board (PA WDB) is currently accepting applications for Phase II Implementation Grants for awarded partnerships that have demonstrated they meet Implementation Status criteria (e.g. effective and strategic operations, engaged private sector members, comprehensive regional support team, identified solutions with economic impact, and demonstrated action).

On June 5-6, PA WDB, in partnership with the PA Department of Labor and Industry, PA Department of Community and Economic Development, and the Team Pennsylvania Foundation, will host the 2018 Next Gen Sector Partnership Academy. The Academy will provide Next Gen champions with tools and strategies to establish and sustain transformational Industry Partnerships. Topic covered during the Academy will include Next Gen fundamentals, challenges and strategies for long-term success, measuring success and telling your story, and action planning.

Updates

2016 Population		
Total Population	12,783,977	100.0%
Female	6,528,935	51.1%
Male	6,255,042	48.9%
Population by Race		
White	10,402,743	81.4%
Black	1,410,563	11.0%
Hispanic Ethn	843,164	6.6%
Other	970,671	7.6%
Population by Age		
Ages 0 to 17	2,704,268	21.2%
Ages 18 to 24	1,229,863	9.6%
Ages 25 to 34	1,634,292	12.8%
Ages 35 to 44	1,515,459	11.9%
Ages 45 to 54	1,804,510	14.1%
Ages 55 to 64	1,762,338	13.8%
Ages 65 to 74	1,152,343	9.0%
Ages 75 and Older	980,904	7.7%
Median Age	40.6	
Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,356,055	43.2%
Some College or Associate Degree	2,680,155	26.6%
Bachelor's Degree	1,713,347	17.0%
Graduate or Professional Degree	1,027,649	10.2%

Source: U.S. Census-2016 ACS 5-Year Estimates - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
March 2018	March 2017	Volume Change	Percent Change
209,750	220,899	-11,149	-5.0%

Source: The Conference Board Help Wanted OnLine™

U.S. Veterans		Median Income	
Total	Unemployment Rate	Veteran	Non-Veteran
840,258	6.3%	\$34,835	\$27,380

Source: U.S. Census 5-Year Estimate 2012-2016 (Table: S2101)

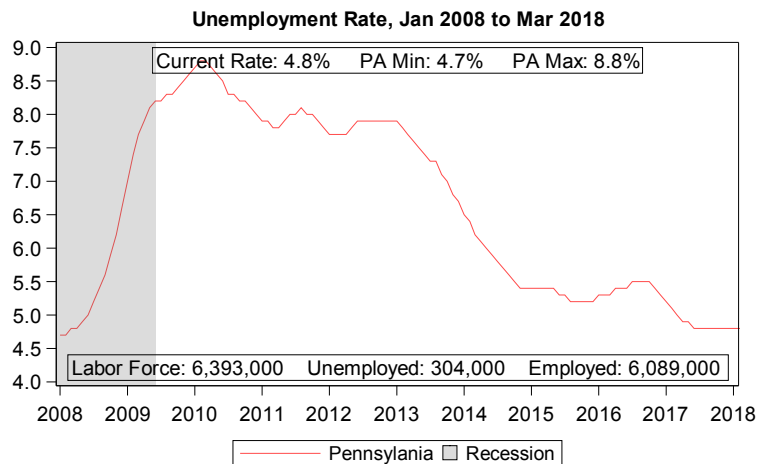
Income Measures			
Per Capita	Total Personal	Median Household	Median Family
\$50,742	\$648,694,472	\$54,895	\$69,960

Note: Total Personal Income is displayed in thousands.

Note: Median Incomes are in 2016 adjusted dollars.

Source: Personal Incomes - Bureau of Economic Analysis (BEA) - 2016

Source: Median Incomes - U.S. Census 2012-2016 (Tables: B19013 & B19113)



Top 25 Employers by Employment in Q3 of 2017

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Apr 2017 to Mar 2018		Mar 2018 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	750	0.8%	1,011	1.6%	10,371	1.9%
Construction	9,380	10.2%	15,254	23.5%	127,588	22.9%
Manufacturing	10,930	11.9%	6,825	10.5%	57,290	10.3%
Trade, Transportation & Utilities	19,370	21.1%	9,497	14.6%	88,654	15.9%
Information	1,800	2.0%	445	0.7%	6,035	1.1%
Financial Activities	4,840	5.3%	1,068	1.6%	20,360	3.7%
Professional & Business Services	17,820	19.4%	7,838	12.1%	105,015	18.9%
Education & Health Services	14,800	16.1%	4,712	7.3%	57,707	10.4%
Leisure & Hospitality	6,810	7.4%	6,728	10.4%	52,452	9.4%
Other Services	2,560	2.8%	757	1.2%	11,149	2.0%
Government	980	1.1%	359	0.6%	7,298	1.3%
Info Not Available	1,960	2.1%	356	0.5%	2,637	0.5%
Total	92,000	100%	64,869	100%	556,523	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.

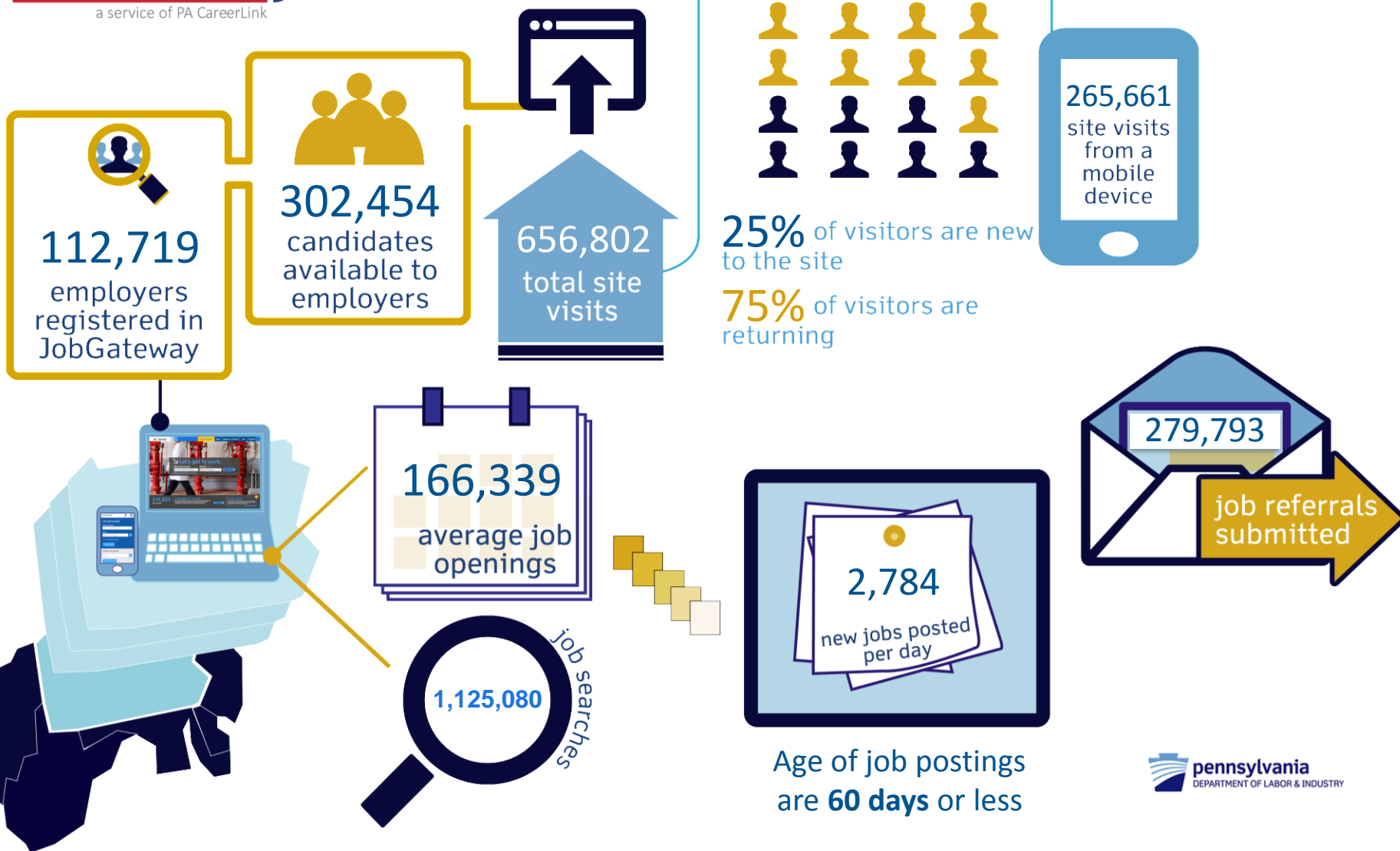
Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2017 Annual Averages					
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage
	Total, All Industries	352,586	5,737,788	100.0%	\$52,460
11	Agriculture, Forestry, Fishing and Hunting	2,174	24,595	0.4%	\$34,031
21	Mining, Quarrying, and Oil & Gas	1,370	24,297	0.4%	\$80,440
22	Utilities	1,345	35,193	0.6%	\$93,686
23	Construction	28,508	247,187	4.3%	\$61,139
31-33	Manufacturing	14,418	559,318	9.7%	\$59,809
42	Wholesale Trade	24,559	219,702	3.8%	\$77,582
44-45	Retail Trade	41,754	637,984	11.1%	\$27,813
48-49	Transportation and Warehousing	10,913	288,064	5.0%	\$46,760
51	Information	4,687	87,874	1.5%	\$74,004
52	Finance and Insurance	18,050	257,059	4.5%	\$87,948
53	Real Estate and Rental and Leasing	10,128	62,949	1.1%	\$57,700
54	Professional and Technical Services	39,136	353,834	6.2%	\$88,700
55	Management of Companies and Enterprises	3,953	134,891	2.4%	\$123,007
56	Administrative and Waste Services	17,839	316,046	5.5%	\$34,313
61	Educational Services	8,814	478,515	8.3%	\$54,470
62	Health Care and Social Assistance	54,770	1,016,283	17.7%	\$48,369
71	Arts, Entertainment, and Recreation	4,995	97,327	1.7%	\$32,260
72	Accommodation and Food Services	27,956	463,254	8.1%	\$17,668
81	Other Services (Except Public Administration)	32,144	197,931	3.4%	\$31,936
92	Public Administration	5,077	235,482	4.1%	\$58,006

Company Ownership					
Total, All Ownership		352,586	5,737,788	100.0%	\$52,460
Private Ownership		339,228	5,062,701	88.2%	\$52,105
Federal Ownership		2,752	96,722	1.7%	\$72,521
State Ownership		1,447	134,078	2.3%	\$58,534
Local Ownership		9,159	444,287	7.7%	\$50,302

Occupational Employment (2014) and Wages (2016)					
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,106,280	\$21,180	\$47,540	\$60,710
11-0000	Management	276,540	\$59,330	\$121,830	\$153,090
13-0000	Business & Financial Operations	293,440	\$42,350	\$72,010	\$86,850
15-0000	Computer & Mathematical	149,710	\$47,270	\$81,100	\$98,020
17-0000	Architecture & Engineering	94,730	\$46,120	\$77,940	\$93,850
19-0000	Life, Physical & Social Science	53,510	\$37,870	\$69,000	\$84,560
21-0000	Community & Social Services	141,070	\$27,080	\$42,840	\$50,710
23-0000	Legal	49,250	\$42,190	\$102,140	\$132,110
25-0000	Education, Training & Library	343,700	\$26,180	\$55,760	\$70,550
27-0000	Arts, Design, Entertainment, Sports & Media	84,240	\$22,970	\$49,500	\$62,770
29-0000	Healthcare Practitioners & Technical	375,730	\$37,020	\$74,590	\$93,380
31-0000	Healthcare Support	208,840	\$21,210	\$29,880	\$34,220
33-0000	Protective Service	123,520	\$20,880	\$43,740	\$55,180
35-0000	Food Preparation & Serving Related	484,470	\$17,250	\$22,530	\$25,170
37-0000	Building & Grounds Cleaning & Maintenance	215,680	\$18,660	\$27,550	\$31,990
39-0000	Personal Care & Service	254,030	\$17,770	\$25,190	\$28,890
41-0000	Sales & Related	618,230	\$17,790	\$40,850	\$52,380
43-0000	Office & Administrative Support	951,400	\$22,510	\$36,500	\$43,500
45-0000	Farming, Fishing & Forestry	43,780	\$19,190	\$31,120	\$37,090
47-0000	Construction & Extraction	261,750	\$29,860	\$49,610	\$59,490
49-0000	Installation, Maintenance & Repair	242,210	\$27,650	\$45,620	\$54,600
51-0000	Production	407,800	\$23,850	\$38,130	\$45,270
53-0000	Transportation & Material Moving	432,670	\$20,900	\$35,590	\$42,930

Note: 'ND' represents Non-Disclosable information.



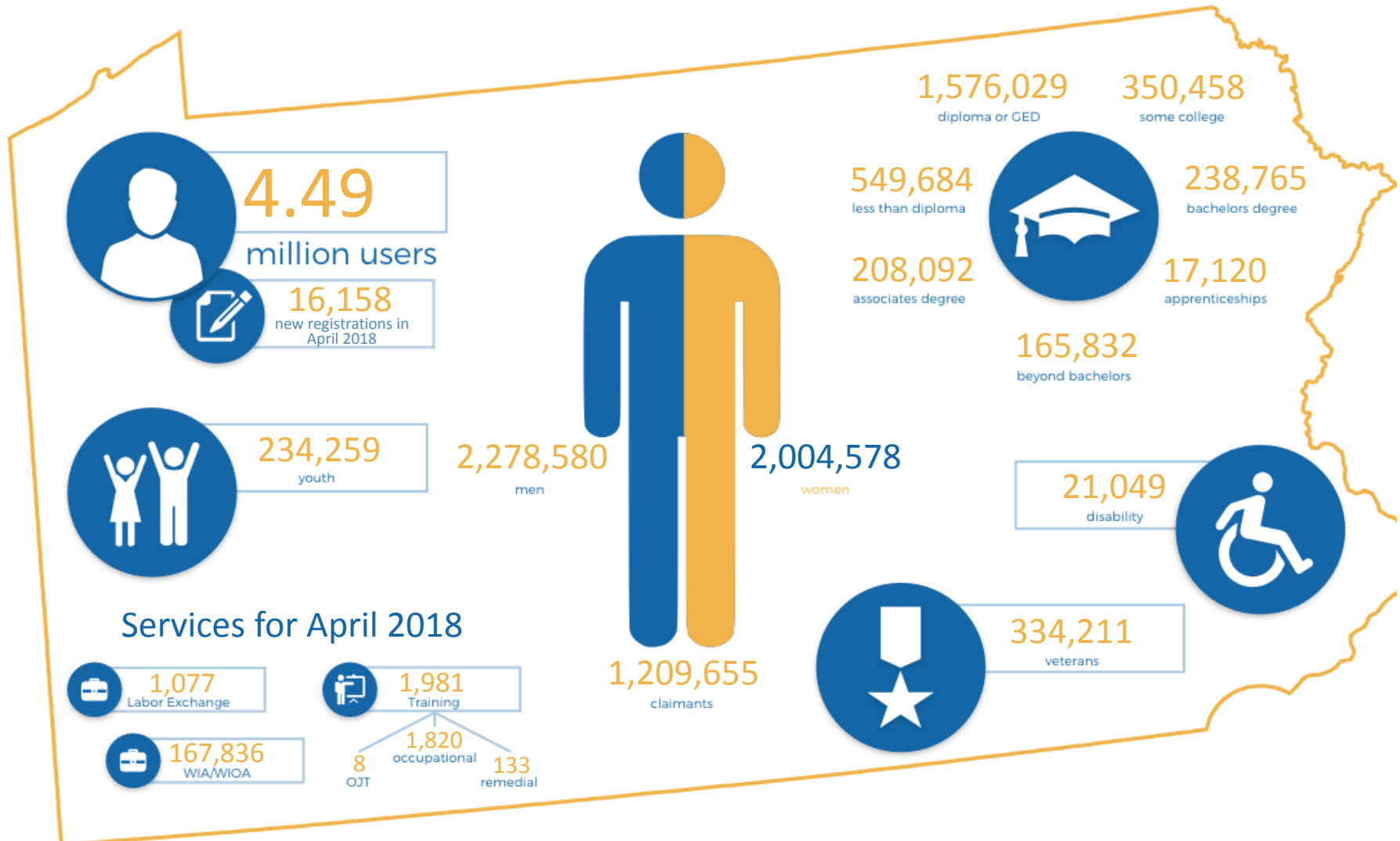
Infographic Description

#	Metric	Description	Notes	Source	Source Detail
1	Employers registered in JobGateway	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 JobGateway was visited (includes new and return visits)	Per month	Google Analytics	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: Visits
4	Visitors new to the site	New visitors to JobGateway	Per month	Google Analytics	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: New Visitor
5	Visitors are returning at least each month	Returning visitors to JobGateway	Per month	Google Analytics	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: Returning Visitor
6	Total mobile site visits	Number of times JobGateway mobile was visited (includes new and return visits)	Per month	Google Analytics	JobGateway Mobile for Job Seekers: All Web Site Data: Dashboards: Private: JobGateway 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	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: Pageviews by Page Title: JobGateway - 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 Business Report: http://lihbg000dvbs/Reports/Pages/Report.aspx?ItemPath=/CWDS_DASHBOARD_RPRT/CWDS+Business+Report



CWDS/JobGateway User Demographics & Services



Healthcare Workforce Ad Hoc Committee

Healthcare Ad Hoc Committee

March 26, 2018

Conference Call

Meeting Summary

Members Present	Members Absent
Chair Matt Yarnell, SEIU Healthcare PA	Tara Breitsprecher, Department of Human Services
Jamie Aurand, Susque-View Home Nursing & Rehabilitation Center	Kim Early, Department of Health
Susan Coble, PA Department of Health	Lauren Hughes, Department of Health
Colleen Engler, Guardian Elder Care	Henry Nicholas, National Union of Hospital & Health Care Employees, AFSCME
Catherine Grove, Cole Memorial Home Health & Hospice	Nancy Thaler, Department of Human Services
Nathaniel Hamilla, Avalon Springs Place	
Kevin Hancock, PA Department of Human Services	
Vicki Hoak, PA Homecare Association	
Tamila Lay, Department of Human Services	
Megan Litz, PA Department of Health	
Mary Marshall, Hospital and Healthsystem Association of PA	
Denise McQuown-Hatter, Affinity Health Services, Inc.	
Charles Quinnan, Pennsylvania Long-Term Care Council	
Victor Rodgers, Harrisburg Area Community College	
Susan Whisler, Southern Alleghenies Workforce Development Board	
Larry Wiersch, Cetronia Ambulance Corps	
Staff and Guests Present	
Dr. Bob Garraty, Garraty Workforce Investment	
Allison Jones, PA WDB	
Michael Leister, PA WDB	

The meeting was called to order by Chair Matt Yarnell at 2pm.

Welcome and Introduction

Chair Yarnell welcomed the members and thanked them for the participation. He provided information on his background and emphasized his priorities for the committee as the drive for a living wage for direct care workers and the desire for all Pennsylvanians to have access to quality care in their preferred location.

Role of the PA WDB and Ad Hoc Committee

Allison Jones, Director of the Pennsylvania Workforce Development Board, outlined the roles of the board and the committee. The Pennsylvania Workforce Development Board is the Governor's business and industry-led advisor on workforce policy issues. The board consists of representatives from business, labor, higher education, cabinet secretaries, general assembly

members, local elected officials, and community-based organization that together explore workforce issues. The Board also plays an important role in providing interagency coordination with state and local partners in education, human services, agriculture, and community and economic development. The Board influences policy by developing committees to explore issues. The Health Care Workforce Ad Hoc committee will help the Board better understand the workforce issues facing the healthcare industry at a statewide and regional level by exploring gathering the expertise of the committee and identifying public policy solutions. She appreciates the committee's willingness to work together.

Committee Survey Results

Dr. Bob Garraty outlined the results of the pre-meeting survey that members were asked to complete. Survey questions asked about the importance of specific topics to committee members and helped frame the discussion for the meeting.

Big Issues in Health Care

Chair Yarnell said that he is mostly focused on direct care workers. Currently, the workforce system allows for more LPN and RN workforce/training programs because they are better paying occupations. While he certainly does not want to exclude those occupations from the work of the committee, direct care occupations are sometimes excluded from workforce programs because they do not provide a living wage. He sees two areas of immediate focus as gathering user-friendly data on direct care worker wages and coming up with strategies for professionalizing the workforce. While proving recommendations for increasing training initiatives for direct care workers is critical, he said the committee needs to focus on creating policies to educate the administration, legislature, and general public on the need for care givers to earn a living wage.

To do this, it will be essential to build a narrative with relevant, user-friendly data to reflect the current and looming shortage of direct care workers in Pennsylvania. Chair Yarnell then asked for committee members' thoughts on current issues in healthcare and areas where the committee should focus.

Victor Rodgers said that with low unemployment, it is a challenge to get job seekers interested in occupations with low wages. He asked if the committee can explore outreach to populations that have not traditionally done this work.

Denise McQuown-Hater would like to focus on strategies to attract and retain workers and make the workforce successful.

Megan Litz thought it would be beneficial to gathering data on current shortages. She suggested looking at the data in urban and rural areas. She is Interested in how the committee could gather data to inform decisions.

Chuck Quinnan said the Long-Term Care Council is also working to address some of these issues. He will share information that the council has compiled to date. He also said that collecting current data on retention would be very helpful.

Susan Whisler said the local workforce system can help support this initiative and informed the committee that Next Generation Industry Partnerships can play a role. Through Next Generation Industry Partnerships, employers are taking ownership of many issues. She thinks it would be beneficial to identify where Next Generation Industry Partnerships can help feed into the work of the committee.

Jamie Aurand echoed Susan Whisler's comments and provided information about the Next Generation Industry Partnership in the Central region of Pennsylvania. He said the partnership launched on March 12 and his two major takeaways were the need to build the talent pipeline and the retention of workers.

Chuck Quinnan said that it would be important to define "direct care workers." Chair Yarnell agreed and said the committee should create definitions that are broad but also focus on the lowest-wage positions.

Tamila Lay said it is important to mesh workers that are looking for jobs with job availability. She also thought an area of focus should be exploring the engagement of job seekers with barriers to employment.

Nate Hamilla said that with the drive towards documentation, caregivers can no longer just provide care. They are expected to provide perfect care and excellent customer service. He asked if these are realistic expectations given the wages of the positions. He said there needs to be realistic expectations and thought the committee should explore current regulations.

Denise McQuown-Hater discussed personal care health. Some of her employees serve SSI patients. With limited funding provided, they are losing money by taking certain patients. She would like to further explore this area and potential policy recommendations.

Chair Yarnell asked what a rewritten healthcare system would look like. He would like to see providers given the opportunity to provide excellent care and workers the opportunity to earn a living wage.

Mary Marshall thought it essential to define the workforce the committee will address. She said there are different regulations and trainings for occupations and thought it would be helpful to understand the requirements.

Previous Work on Healthcare Workforce at State Level

Mary Marshall, Director of Workforce and Professional Development at the Hospital and Healthsystem Association of Pennsylvania, provided an update on previous work of the Pennsylvania Center for Health Careers (PCHC). The PCHC was established in 2004 by Governor Rendell and housed at the then Pennsylvania Workforce Investment Board. The PCHC brought together various public and private stakeholders to develop action-oriented strategies to respond to Pennsylvania's short- and long-term healthcare workforce challenges. The four key challenges the PCHC sought to address were:

- Increase the capacity of Pennsylvania's nursing education system
- Retain healthcare workers in healthcare professions
- Respond to the demand for critical allied health professions
- Address the needs of direct care workers

To respond to these challenges, the PCHC developed five taskforces in addition to a Leadership Council: Allied Health, Direct Care Workers, Nursing Education Capacity, Retention of Healthcare Workers, and Supply/Demand.

In addition to creating many reports on priority areas, the PCHC was active in supporting the development of healthcare Industry Partnerships, held best practices conference, and supported health careers weeks, among other activities.

The PCHC was established in statute with Act 41 of 2010. With the departure of Governor Rendell's administration, the work of the PCHC was halted. Additionally, the legislation establishing the PCHC sunset on June 30, 2015.

Committee Meeting Scheduling and Staff Support

Michael Leister will serve as staff to the committee. The committee will meet at least once a quarter. With the diverse geographic makeup of the committee, conference calls/webinars seem to be the most effective method for hosting meetings.

Next Steps

The committee will work to more clearly define its focus moving forward. This will include:

- Explore the work of the PCHC and reports related to current issues in healthcare;
- Define "direct care workers;" and
- Provide education to the committee on different healthcare occupations and their unique requirements.

The next meeting will be scheduled prior to the PA WDB Quarterly Board Meeting on August 15. The meeting adjourned at 3pm.

Pre-Apprenticeship and Registered Apprenticeship Overview and Successful Programs



Apprenticeship and Training Office:

A guide to Registered Apprenticeship

What is Registered Apprenticeship?

- A structured occupational training program that combines on-the-job training and related instruction.
- Apprentices learn the practical and conceptual skills required for a skilled occupation, craft or trade.
- In other words, it's the work based learning or On-the-Job Training "degree".
- Upon completion, apprentices receive a national portable credential from Pennsylvania confirming that they are a highly skilled professional in their occupation or trade.

An apprenticeable occupation is a skilled trade which possesses all of the following characteristics:

- It is customarily learned in a practical way through a structured, systematic program of on-the-job, supervised training.
- It is clearly identified and commonly recognized throughout an industry.
- It involves manual, mechanical or technical skills and knowledge which require a minimum of 2,000 hours of on-the-job work experience, not including the hours spent on related instruction.
- It requires related instruction to supplement on-the-job training. Such instruction may be given in a classroom or through correspondence courses.
- It involves the development of skill which is not restricted in application to products of any one company, but which is broad enough to be applied in like occupations throughout an industry.

Apprenticeship and Training Office: What do we want to accomplish?

- Increase the number of Pennsylvania Registered Apprenticeship opportunities
- Educate the uninformed (employers and job seekers) about the benefits of registered apprenticeship.
- Expand apprenticeship into non-traditional occupations.

ATO Services: How Can We Help?

- **Technical Assistance:**

The ATO will not only provide technical assistance as you begin to create and establish your apprenticeship program, but will also provide assistance throughout the life of the program. Providing guidance and assistance as questions may arise.

- **Meeting Facilitation:**

The ATO will assist you in planning and facilitating meetings with key partners, employers, and training providers to begin discussion and planning of your apprenticeship program.

- **Funding Opportunities:**

The ATO has knowledge of many different funding sources that may be applicable to your program and can connect you with such opportunities. Additionally, the ATO itself offers a number of funding and grant opportunities to programs once they become registered.

ATO Services: How Can We Help?

- **Inventory of Regional Resources:**

To assist in identifying resources within your area the ATO has created a resource inventory for the various regions throughout the Commonwealth.

- **Workforce Development Board Plan Alignment:**

The ATO can provide assistance to local Workforce Development Boards to ensure their plans align with the requirements for apprenticeship and training set forth in WIOA.

- **Assistance with building program capacity:**

After your program is developed and registered the ATO can assist your program with building and developing it's capacity or entry points for apprentices.

What are the benefits of Registered Apprenticeship?

Benefits for the Sponsor...

- Highly-skilled workforce
- Reduced turnover rate
- More productive employees
- More diverse workforce

What are the benefits of Registered Apprenticeship

Benefits for the Workers...

- Increased skills
- Higher wages – a built-in wage increase or step
- National credential - It's portable
- Career advancement – Career pathways

Steps to Establishing a Program

- Identify an objective and engage the interested parties
- Contact the ATO and/or US DoL Apprenticeship
- Develop Work Processes for the On the Job Training
- Identify Sources for Related Instruction
- Develop Selection Procedure/ Requirements
- Institute Affirmative Action Plan when necessary
- Submit the Program to the reviewing Agency (State or Federal ATO)
- Submit the Program to the Pennsylvania State Apprenticeship and Training Council
- Register Program and Apprentice with PA Apprenticeship and Training Office

Good morning Potential Program Sponsor,

I am enclosing the following documents to help you build your apprenticeship program. You can use the attached Machinist work process to mold your on-the-job learning model. You may add other competencies that you think will be help to mold your new program. Please review the attached materials and formulate any questions you may have.

- **The “Standards of Apprenticeship”** These are the Governing Directives in regards to Registered Apprenticeship specific to the sponsor’s needs.
- **The “Schedule of Work Process”** - This is a samples of the On the job training schedule. Develop the work process schedule based on the work you do. Your apprentice will be trained based on this document.
- **The “Apprenticeship Agreement”** – This form is what will be utilized to register each employee in the apprenticeship program. Please ensure the apprentice completes the form and signs it. You should have at least one apprentice for each trade being registered.
- **Workforce & Journeymen Stats** – These numbers are required for data base entry for all programs registered with the State Apprenticeship & Training Office.

We will also need the related instruction material that will be used to teach the apprentices (syllabus or course curriculum) and if you are using a third party training provider, please get a letter of acknowledgement from the provider saying that your company is using them for training purposes.

After you have reviewed the information, let’s try to schedule a time to discuss the process.

**Thanks,
Eric M. Ramsay | Director
Apprenticeship and Training Office
PA Department of Labor & Industry
651 Boas Street | 12th floor | Harrisburg, PA 17121
717-787-6997|www.dli.pa.gov**

POOLS AND PIPELINES: PRE-APPRENTICESHIP STANDARDS

- Pre-apprenticeship Standards were approved at the September 2017 PATC meeting.
- Pre-apprenticeship Program must be connected with a registered apprenticeship program.
- Pre-apprenticeship curriculum must align with the Registered Apprenticeship programs curriculum.

POOLS AND PIPELINES: PRE-APPRENTICESHIP BENEFITS

- Pre-apprenticeship offers the participant a pathway to meaningful employment
- Encourages dialogue between employers and educators when developing a training plan for the participants.
- Pre-apprenticeship adds participant / employer exposure to gain knowledge about each other.
- Pre-apprenticeships may offer job shadowing, co-ops, and internships to enhance the education experience.

Apprenticeship and Training Office

Contact Information

Eric Ramsay, Director

Apprenticeship and Training Office

651 Boas Street | 12th floor

Harrisburg PA 17121

Email: eramsay@pa.gov

Developing Non-Traditional Apprenticeships

Cheryl Feldman

Executive Director

District 1199C Training & Upgrading Fund
Philadelphia, PA

DISTRICT 1199C
**Training &
Upgrading
Fund**



cfeldman@1199ctraining.org | 215-568-2220 x5101 | www.1199ctraining.org

Background: the 1199C Training Fund

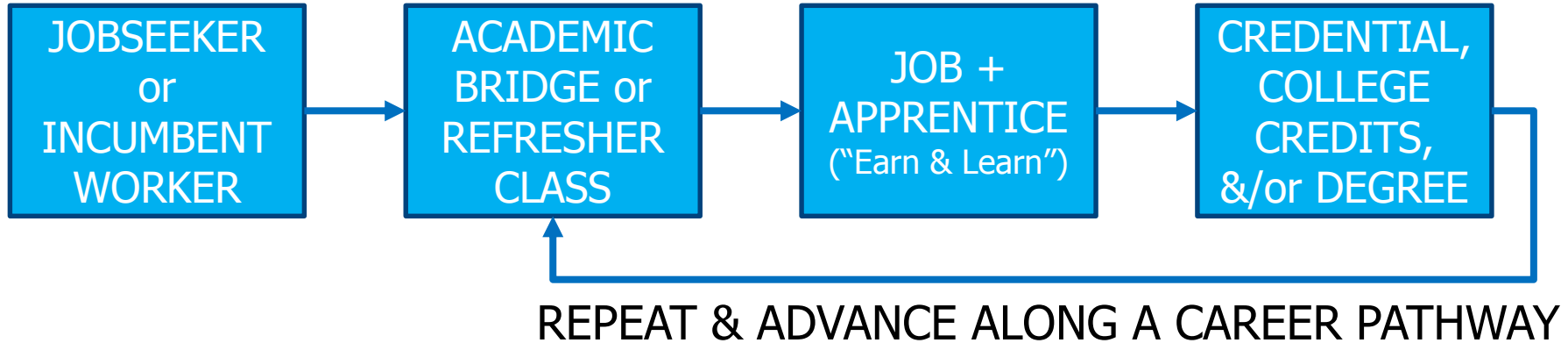
- 43 year-old labor-management partnership
 - Includes National Union of Hospital & Health Care Employees District 1199C, plus 50 healthcare and human services employers in the Greater Philadelphia and Southern New Jersey region
 - Annually serve 5,000 incumbent workers and community residents with healthcare and human services Career Pathway programs

Background: the 1199C Training Fund

- 6 “Career Pathways”
 - Nursing
 - Behavioral Health
 - Health Information Technology
 - Allied Health
 - Community Health
 - Early Childhood Education



Our Model: LIFE-LONG LEARNING



Registered Apprenticeships in Healthcare & Human Services

- **30** Employers, **57** Apprentices, **30** Pre-Apprentices, **12** New Apprenticeship Programs in **6** Occupations:
 - Community Health Worker
 - Early Childhood Education Teacher
 - Direct Support Professional
 - Medical Assistant
 - Advanced Home Care
 - Nurse Aide (hospital **and** in-home)



Laying the Groundwork (1 of 2)

- The District 1199C Training Fund...
 1. Identifies an industry need
 2. Confirms industry need with employer/industry partners
 3. Convenes industry stakeholders and potential employer "champions"
 4. Drafts Apprenticeship program design and Career Pathway steps
 5. Vets draft design with employer/industry partners...

Laying the Groundwork (2 of 2)

- The District 1199C Training Fund...
 6. Develops consensus on competencies, industry credentials, and college credit/degree pathway(s)
 7. Vets and customizes work processes/on-the-job learning
 8. Identifies post-secondary partner(s); aligns competencies and work processes with classroom instruction
 9. Identifies and/or develops career advancement opportunities beyond Apprenticeship

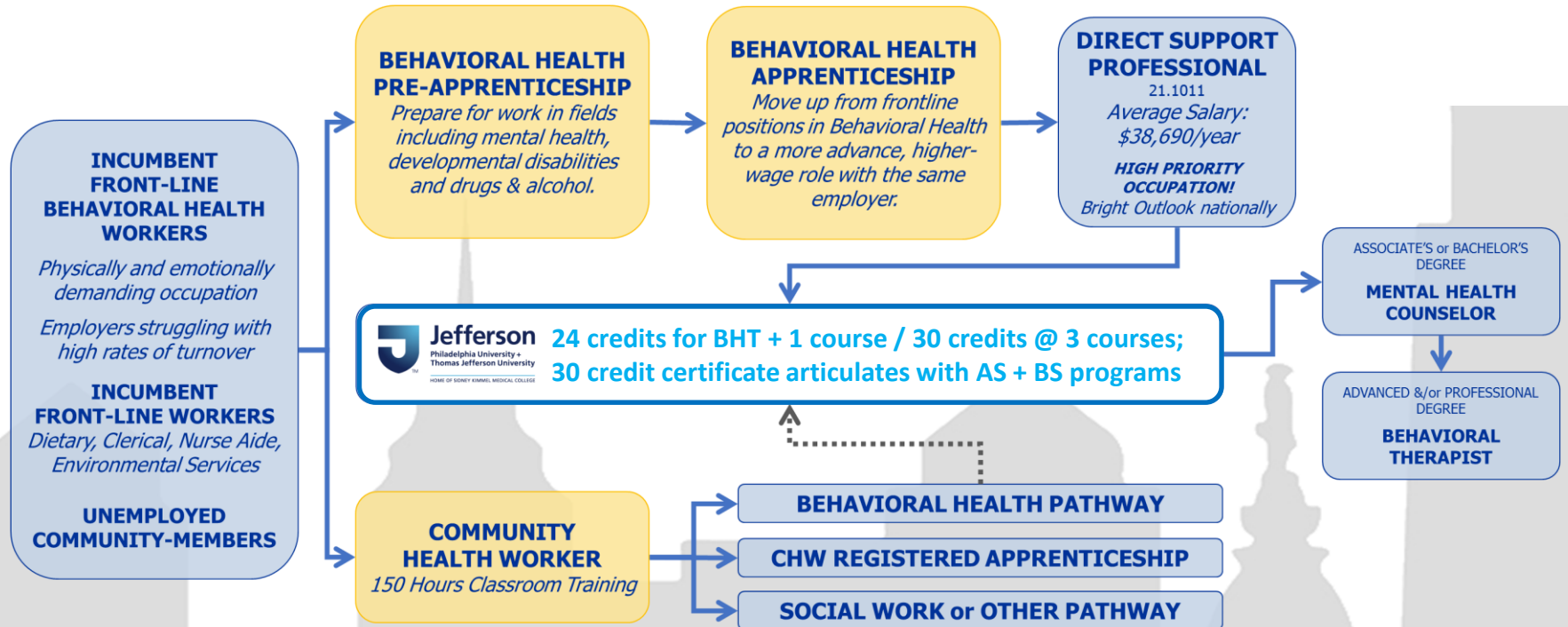
CASE STUDY #1:

Direct Support Professional Registered Apprenticeship

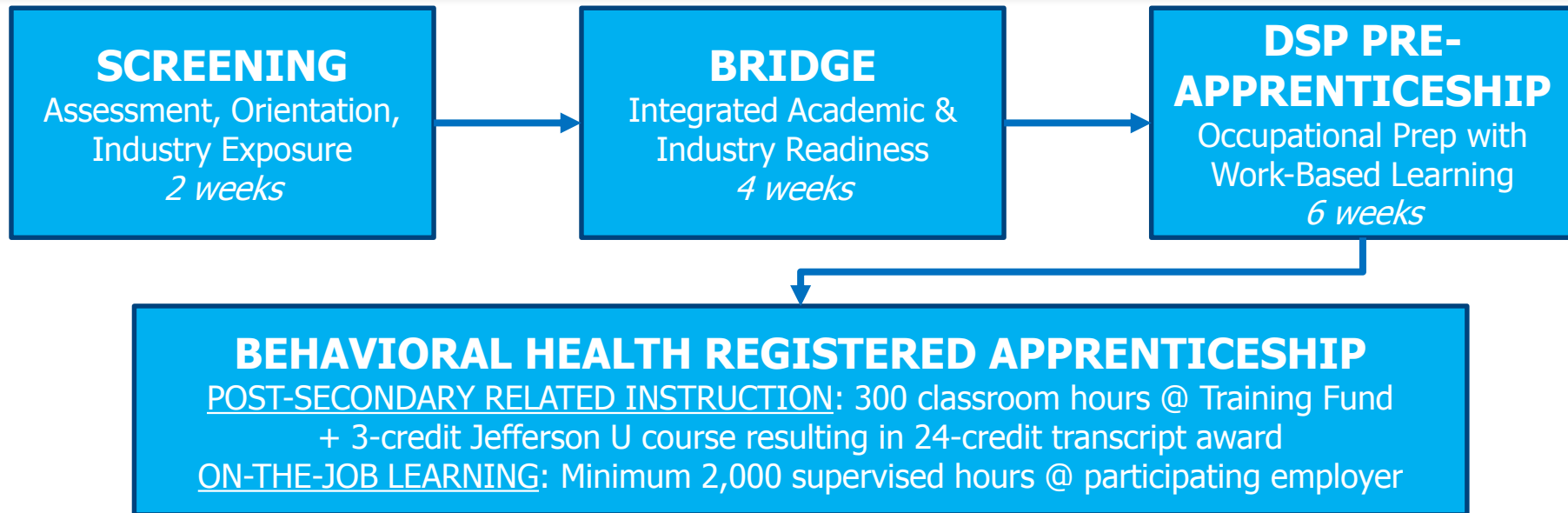
DISTRICT 1199C
**Training &
Upgrading
Fund**



Behavioral Health Career Pathway



Direct Support Professional (DSP) Pre-Apprenticeship to Apprenticeship



Network of Partners Support Success

AN  ApprenticeshipUSA PROJECT



Fiscal agent and
strategy lead



Workforce
Intermediary,
program admin



Curriculum
and advisory
support



Awards
24 college
credits

EMPLOYERS: Sign on to customizable Standards; Sponsor at least one Apprentice; Identify Mentors; Implement wage steps aligned with worker competency attainment

Student Success Story—Amber & Clay

- Engaged, Amber & Clay both completed our Behavioral Health Pre-Apprenticeship (target: 17-24 year olds)
- Now, both work as Direct Support Professionals at SPIN, Inc. – projected to finish program in Summer 2018 w/ 24 college credits



The Philadelphia Inquirer

- Clay: *"Our trauma has put us here for a reason. What I have to offer is sympathy, understanding, compassion, empathy. You name it, I'm giving it."*

– Quote from Jane Von Bergen, writing in the *Philadelphia Inquirer*



The Philadelphia Inquirer

- Judy Dotzman, SPIN Executive Director: *"We are always looking for new strategies to improve recruitment and retention. Targeting youth will introduce this very important career opportunity to them."*

– Quote from Jane Von Bergen, writing in the *Philadelphia Inquirer*



The Philadelphia Inquirer

CASE STUDY #2:

Early Childhood Education Registered Apprenticeship

DISTRICT 1199C
**Training &
Upgrading
Fund**



Accelerated ECE Career Pathway

Career Coaching and Case Management

DISTRICT 1199C
Training & Upgrading Fund



Apprenticeship and Mentoring

Employed:
Assistant Teacher
(Apprentice)

College Readiness and Navigation Support

Promoted:
Lead Teacher,
working on BA/BS

Promoted:
Director, Supervisor,
Master Teacher

CDA Preparation
for high school and
out-of-school youth
(pipeline in development)



Apprenticeship Program: Associate's Degree in ECE
62 credits to complete degree + DOL credential

Pre-requisites:

- One year experience with current ECE employer
- CDA credential
- Admission to Community College of Philadelphia



Bachelor's Degree
and teacher's certification

120 credits
to complete degree

Network of Partners Support Success

Career Coaching and Case Management

Apprenticeship and Mentoring

College Readiness and Navigation Support



Recruitment support.



Mentoring (development and implementation)



a PHMC program

Policy and evaluation support.



Delaware County Community College
Serving Delaware and Chester Counties

Classroom instruction and college credit

DISTRICT 1199C
Training & Upgrading Fund

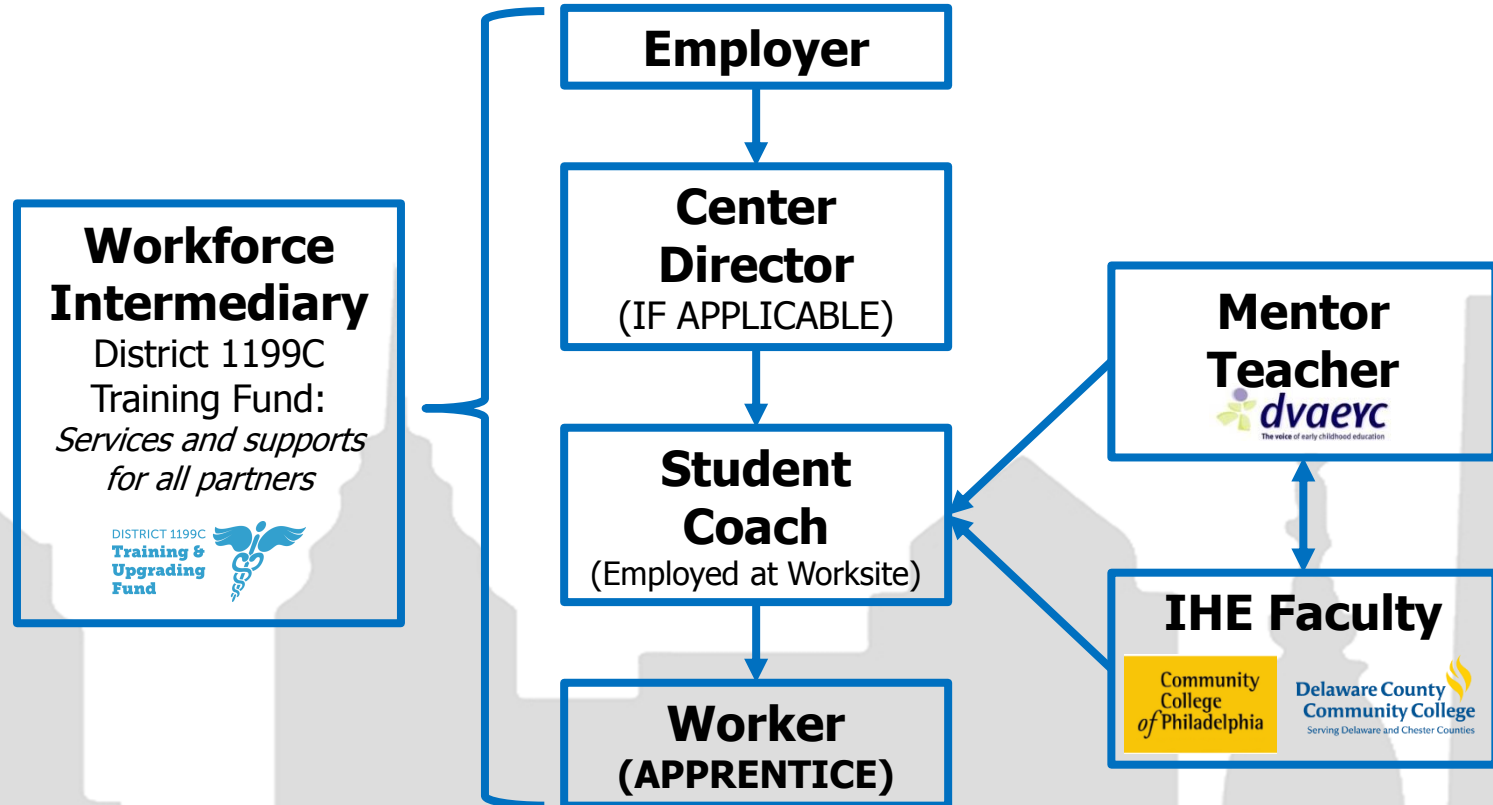


Fiscal agent and program management; counseling, remedial support, and tutoring.

All possible thanks to:



Network of Partners Support Success



Key Apprenticeship Components



Accelerated Coursework

- Bridge/remedial courses provided to prepare for college admissions exams
- Students take 2-3 courses per semester to complete degree in 2 – 2 ½ years

7-9 college credits awarded for CDA credential!



On-the-Job Learning

- 4,000 hours (2 years) of job competencies aligned with classroom instruction

9 college credits awarded for demonstrated on-the-job learning competency mastery!



On-Site Mentorship

- Mentor (with degree) identified by employer
- One lead mentor assigned to each Apprentice
- Pair meets weekly to assess competency attainment

Key Takeaways (1 of 2)

- Impact – for Apprentices **and** employers – of connecting Apprenticeship to degree career pathway
- Acceleration provided by awarding credits for technical instruction and on-the-job learning:
 - Direct Support Professional credits awarded for technical instruction
 - Early Childhood education credits awarded for on-the-job learning (and prior experience)

Key Takeaways (2 of 2)

- Importance of Bridge coursework, tutoring, supportive mentoring and counseling in increasing success of Apprentices

Follow-Up Questions?

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cfeldman@1199ctraining.org

DISTRICT 1199C
**Training &
Upgrading
Fund**

