



# Quarterly Meeting Briefing Book

May 4, 2021  
11:00 AM to 2:00 PM

**Tom Wolf**  
Governor

**Jeff Brown**  
Chair



## **Quarterly Meeting Briefing Book**

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**Quarterly Meeting**  
Tuesday, May 4, 2021  
11:00 AM to 2:00 PM

Zoom

**Agenda**

- 11:00 AM Welcome, Introductions, and Roll Call, Chair Jeff Brown
- 11:05 AM Chair's Updates, Jeff Brown
- Approve February 10, 2021 Quarterly Meeting Minutes – **VOTE**
  - New Member Introductions:
    - Gerado Interiano – Aurora
    - Tara Williams – Deputy Secretary of Policy – Office of Governor Wolf
    - Allison Jones – Secretary of Policy – Office of Governor Wolf (tentative)
- 11:20 AM PA WDB Agency Updates
- Governor's Office
  - Labor & Industry
  - Office of Vocational Rehabilitation
  - Human Services
  - Aging
  - Agriculture
  - Community and Economic Development
  - Corrections
  - Education
- 12:00 PM Presentation – Pennsylvania's Educate4Opportunity Grant
- Presenters:
- Abby Smith, Director of Education & Workforce Development, Team Pennsylvania Foundation
  - Hope E. Lineman, Dean Career & Workforce Development, Clarion University
  - Dr. Kate Akers, Assistant Vice Chancellor for Advanced Data Analytics, Pennsylvania's State System of Higher Education
  - Jake Roman, Senior Research Analyst Advanced Data Analytics, Pennsylvania's State System of Higher Education
  - Cynthia Pritchard, President & CEO, Pennsylvania's State System of Higher Education Foundation
  - Rachel Hirsh, Senior Policy Analyst Economic Opportunity, National Governors Association
- 12:30 PM PA WDB Committee Updates
- Industry Partnership and Employer Engagement, Chair John "Ski" Sygielski
  - Career Pathways and Apprenticeship, Chair Richard Bloomingdale
  - Youth, Chair Chekemma J. Fulmore-Townsend
  - Continuous Improvement, Chair Brian Funkhouser

- Healthcare Workforce Ad Hoc, Chair Matt Yarnell
- One-Stop Service Delivery System, Chair Sarah Hollister
  - Recommendation – Staff Development Recommendation – **VOTE**
- Reentry Ad Hoc, Chair Jeff Brown
  - Recommendation 1 – WOTC and Federal Bonding Awareness - **VOTE**
  - Recommendation 2 – Reentry Funding - **VOTE**
  - Recommendation 3 – Potential Infrastructure Resources for Reentrants - **VOTE**

1:15 PM      Public Comment Period

1:30 PM      Adjourn – **VOTE**

**Next Meeting:** August 11, 2021

## **PA WDB Quarterly Board Meeting**

Wednesday, February 10, 2021

10:00AM to 12:30PM

Skype

### **Meeting Minutes**

#### **Attendance**

##### **Members:**

- Chair Jeff Brown
- Idayat Adewunmi
- Denise Andahazy
- Shannon Austin
- Senator Camera Bartolotta
- Tim Bean
- Acting Secretary Jennifer Berrier
- Richard Bloomingdale
- Julene Campion
- Representative Morgan Cephas
- Wendie DiMatteo-Holsinger
- Patrick Eiding
- Chekemma Fulmore-Townsend
- Brian Funkhouser
- Nick Gilson
- James Harper, Jr.
- Commissioner Robert J. Harvie, Jr.
- Brad Hollabaugh
- Sarah Hollister
- Timothy James
- Marguerite Kline
- Carrie Lenze
- Representative Ryan Mackenzie
- Bob McAuliffe
- Secretary Teresa Miller
- Henry Nicholas
- Acting Secretary Noe Ortega
- Jodi Pace
- Tom Redden
- Secretary Russell Redding
- Gregg Riefenstahl
- JoAnne Ryan
- Frank Sirianni
- John "Ski" Sygielski
- Jessica Trybus
- Dionne Wallace-Oakley
- Laura Wand
- Yvette Watts
- Senator Lindsey Williams
- Matt Yarnell
- Deputy Secretary Allison Jones for Governor Tom Wolf
- Deputy Secretary Carol Kilko for Secretary Dennis Davin
- David Miles for Secretary Robert Torres
- Dorenda Hamarlund for Secretary John Wetzel

##### **Presenters:**

- Wendie DiMatteo-Holsinger, ASK Foods Inc.
- Senator Lindsey Williams, PA Senate
- Dionne Wallace-Oakley, Erie Insurance
- John "Ski" Sygielski, Industry Partnerships and Employer Engagement
- Committee and HACC, Central Pennsylvania's Community College
- Deputy Secretary Allison Jones, Governor's Office
- Acting Secretary Berrier, PA Department of Labor and Industry

- Deputy Secretary Shelia Ireland, PA Department of Labor and Industry
- Executive Director Shannon Austin, Office of Vocational Rehabilitation
- Dave Miles, PA Department of Aging
- Secretary Russell Redding, PA Department of Agriculture
- Deputy Secretary Carol Kilko, PA Department of Community and Economic Development
- Acting Secretary Noe Ortega, PA Department of Education
- Julie Kane, PA Department of Education
- Secretary Teresa Miller, PA Department of Human Services
- Dorenda Hamarlund, Department of Corrections
- Sarah Hollister, One-Stop Service Delivery System Committee
- Matt Yarnell, SEIU Healthcare PA and Healthcare Workforce Ad Hoc Committee
- Jeffrey Abramowitz, Reentry Ad Hoc Committee
- Rick Bloomingdale, Career Pathways and Apprenticeship Committee
- Chekemma Fulmore-Townsend, Philadelphia Youth Network, Inc. and Youth Committee
- Brian Funkhouser, Continuous Improvement Committee

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

## **Welcome and Introductions**

### **Chair's Updates**

Chair Brown welcomed everyone to the meeting and reminded everyone that the meeting was being recorded.

Chair Brown said he was looking for a motion to approve the November 10, 2020 minutes.

**MOTION:** John "Ski" Sygielski made the motion. James Harper Jr. seconded the motion. The motion passed unanimously.

Chair Brown noted that at the last meeting, the PA Rehabilitation Council (PARC), requested that someone from the PA WDB serve on their Board. Chair Brown said that position was still open and asked James Martini to talk about that Board a little. Mr. Martini noted that it was the PA Rehab Council and one of the laws they had to follow was to have a member from the Governor's Workforce Development Board to provide insight on workforce development issues as relates to disability. He said if anyone was interested that they could reach out to him and he could talk to them in more detail about it.

Chair Brown said that if anyone was even a little interested to reach out because they needed the help to comply. Chair Brown said that they would also be getting their financial disclosure forms any day. Chair Brown said to call James or his office if anyone needed any assistance.

Chair Brown then introduced the new Acting Secretary of the Department of Labor and Industry, Jennifer Berrier. Acting Secretary Berrier said that she was pleased to join the Board and that she knows the group does great work so she was happy to be participating.

Chair Brown began with the Board member updates. He said that everyone has been going through a lot so they thought it would be useful to have some Board members talk about what they were going through and how they were pivoting and adapting to adjust to pretty difficult circumstances.

Chair Brown called on Bob McAuliffe but he wasn't logged into the call.

#### **Member Presentation - Wendie DiMatteo-Holsinger**

Wendie DiMatteo-Holsinger then gave an overview of what they had been going through. She said she had an interesting vantage point in that she serves on a retirement nursing community board, a bank board, and a college board. She said her main job was running a food processing company so it was interesting to have that backdrop as the banking industry had many concerns as well as the nursing home and retirement home community being hit extremely hard. Then she remarked how the college board had to close classes several times. She thinks going back to March and April, as the state went into a mandate from the Governor about masks, they were having a hard time finding masks and they had employees make masks over the weekend. She said they had a lot to consider with the physical aspects of the plant. She said it was very challenging last year from spring to summer. She said one of the things they had trouble with was making sure they had a supply of hand sanitizer. She said as they got into late spring, early summer, what happened was that their customers who are large retailers in 30 states, suddenly had a ripple effect with shutting down their salad bars, deli cases, etc. ASK Foods, Inc. makes the prepared foods that go into most of those things. She said they also sell to companies that distribute to restaurant chains.

Ms. DiMatteo-Holsinger said that as restaurants were closing, they were finding that some orders were going to almost zero in some instances. It was an adjustment of having inventory in some things and people wanting to discontinue items temporarily but very quickly. She said the fall is typically their biggest time because of holiday items but the food industry was trying to regroup and get some more sales so they were pushing some pretty high numbers and there they fell short on trying to find labor. They then had to restrict some of their holiday items so they lost out on sales. She said they were more hopeful going into 2021 that the labor shortage would change but as of the meeting, that they were not seeing that. She said it may perhaps be indicative of the unemployment being refunded with some of the extra dollars. She said they still had many job openings particularly at the entry level. She said they have staggered lines and staggered shifts so they have some manufacturing efficiency reduced. As they looked towards 2021 they were wondering where retail and vaccinations would be. One of their key concerns was making sure their employee group understood the importance of vaccinations and that they were not mandating them but highly recommending them. She said that when the state eventually gets to 1B that they would be able to organize that at the state level for the food industry. She said they believe there is a high interest in their employee group because they have been working the whole time and they were blessed by good employees. She remarked they do look forward to vaccinations in some organized way to the food industry. Chair Brown then thanked her for her presentation.

#### **Member Presentation - Senator Lindsey Williams**

Chair Brown then introduced Senator Lindsey Williams. Senator Williams remarked that she served the 38<sup>th</sup> senatorial district all within Allegheny county. She said the district offices always serve as a connection to state agencies for constituents but starting in March they became a satellite unemployment office. She remarked that they went from 100 to 200 calls per week to 400 to 500 calls per week and that sustained throughout. She said 75% or more of the call volume per week is unemployment related and they were coming in via phone, email, and social media. She said she knows the state employees that do unemployment compensation have been doing so much work since the beginning. She remarked that something that has gotten forgotten with all of the news of the vaccine is that there is still an unemployment crisis in Pennsylvania. Senator Williams commented that she has four constituent relations officers and an office manager and when her office manager left in December they chose not to refill the position and hired a constituent relations officer instead. She said those five people are still struggling to keep up with case volume. Senator Williams then remarked about the emotional labor for her staff and the unemployment staff as they spent all day every day talking to people that hadn't had a check since March. She then shared a story of the struggle that one of her constituents was going through. She stated the state needed to work so that it would never happen again and to buttress up the unemployment office.

Chair Brown thanked Senator Williams for her update and asked how calls were for computer problems with unemployment. Senator Williams said that it was a mix and that computer problems were more at the beginning of the pandemic. She said it was due to a massive influx of people that had never filed for unemployment before. Wendie DiMatteo-Holsinger commented that she wishes to connect people recently unemployed and people looking for them. She said that they just don't seem to be able to connect the two well at the moment, people to jobs. She asked how they incentivize people to switch from unemployment to a job that has a longer term benefit. Senator Williams said that they learned that there is no way to overcommunicate. Chair Brown said that Wendie's question was good and that he was hearing from a lot of employers that they have open positions.

#### **Member Presentation - Dionne Wallace-Oakley**

Dionne Wallace-Oakley, the Executive Vice President of HR and Strategy with Erie Insurance, then presented. She remarked that Erie Insurance has had an interesting run. She said they are a property and casualty insurer and offer life insurance as well. They have over 6,000 employees in 12 states including DC and have over 30 office locations as well as being a regional carrier. She said in 2020, Erie Insurance was slated to celebrate its 95<sup>th</sup> anniversary being in business. She said they had a lot of activities planned to engage the four constituents they always focus on of employees, customers, agents, and a large focus on their community. They were also slated to open a brand new 346,000 square foot seven story building with employees slated to move in after three years of construction. Needless to say, the pandemic changed all of that. She said that 35% of their workforce was already virtual and they had another 65% of their workforce that they had to move virtually quickly. However, they still had seven to eight percent of essential employees that were still going into the office. A couple things they did as an employer, insurer, and a community advocate was that they made sure they did provide rate reductions to auto insurers in particular. They also did policy holder dividend payments and between the rate reductions and the dividend payments it was about \$400 million value. They also offered out about \$100,000 to the community foundation in Erie. They also provided about \$2 million to agents in branch locations so that they could identify non-profits of their choice in their communities to also help. She said they pride themselves on the human touch. They typically get about 20,000 to 25,000 resumes for applicants and



that increased significantly during COVID and they continued to hire. They also retained their summer internship program, and while they about 100 initially they retained 80 for the program. The internship was offered virtually. In terms of the racial injustices, they were already a part of the CEO Action for Diversity and Racial Equality that was stood up several years ago. She said they are fortunate that they do have lots of opportunities for hiring. The last thing she shared was workplace reset where they constantly look at policies and procedures internally, particularly for employees, and they had to add, enhance, or change over 70 relative to COVID alone. Chair Brown asked if they were having difficulty filling open spots. Dionne Wallace-Oakley said that they weren't and that they had filled over 700 positions last year. That was a combination of internal and external. Over 10% were new jobs.

#### **Member Presentation - John "Ski" Sygielski**

John "Ski" Sygielski then presented. He remarked that following Chair Brown on social media was inspiring and that he truly defined who a servant leader is. Mr. Sygielski then remarked there are now 15 community colleges in Pennsylvania, the largest sector of higher education in educating over a quarter of a million students within PA. Erie County Community College is the newest and they will start offering classes in the fall. He then remarked on reflections of what they learned as a higher education institution over the last 11 months. Dr. Ski shared that academic transition of face-to-face to remote happened very quickly. They are using three forms: synchronous, asynchronous, and HyFlex where a faculty member can be in a classroom and address students virtually but also in the classroom. Tutoring and advising may never go back face-to-face as they had more tutoring and advising experiences because of being online. Their workforce development training, about \$10 million a year, got hit hard but their public safety training was doing okay, like police, fire, and EMS.

In regard to technology, Mr. Sygielski said that everyone needs to learn better technology literacy skills. He remarked that the internet connection is essential and they have many students that are not able to connect as the wireless connection is poor. It also expedited them to become much more of a paperless environment. He then said that they had a lot of employee engagement discussions about the insecurities of their employees, health and wellness, and building relationships. Mr. Sygielski remarked it was hard to engage with new employees as it was difficult to not be face to face. In regard to a student perspective, inequities were found in computer technology and internet. Thanks to the foundation they were able to give out hundreds of laptops and desktops and hotspots that helped out. Thanks to isolation, many students developed an awareness of the need for mental health and HACC outsourced the mental health services for a year or two and they were seeing an increase in the mental health services being offered. They have a center that takes care of students' food and housing insecurities as there has been an increase in those areas. Finally, they were grateful for the funding from the state and the feds as they able to put that in their students for things like scholarships but also into the fabric of institution like investing in technology. Mr. Sygielski gave a shoutout to the mayor of Scranton who brought firefighters to be trained for 13 weeks. Chair Brown thanked him and asked if he had a sense if virtual learning left young people less educated and if there was any evidence or facts of where their educational outcome is vs. previous methods. Mr. Sygielski said that he could only talk about it from his perspective but they saw that remote learning was similar, there might a small decline, but many students in hands-on learning were still going to campus so they had 15,000 out of 17,000 students being on one of five campuses and they were not seeing a change in pass rates.

Chair Brown then moved onto agency updates.

## **Governor's Office Updates**

Deputy Secretary Allison Jones provided the report for the Governor's Office. She remarked that the Governor presented his budget to the General Assembly the prior week so Deputy Secretary Jones was going to provide the Board a few highlights. She said she would be sharing a link to the Governor's budget address. First, the Governor's budget continues to invest in PAsmart. Over the past few years, PAsmart which invests in Registered Apprenticeships, Next Gen Industry Partnerships, and various STEM and computer science education initiatives, has received a lot of bipartisan support in the general assembly so they are hopeful that the initiative will continue to move forward in the next budget cycle. Secondly, the Governor renewed his push for the Nellie Bly Scholarship program which was something he proposed for the first time last year. It will help address Pennsylvania's public higher education affordability challenges. Deputy Secretary Jones said that public higher education in Pennsylvania is growing more and more unaffordable for Pennsylvania students and families and so the Governor has proposed a scholarship program to provide assistance to full time undergraduate students at the state system of higher education (PASSHE) and they believe with the revised program this year they would be able to serve all students with a household family income of \$104,800 and the impact of that will be providing additional support to nearly 44,000 students and reducing their incidence of student loan debt burden after they graduate. The goal is to for the most economically disadvantage students, cover the tuition and fee gap that is not covered by Pell and PA state grants. She commented that the Governor has had a long-standing interest in making higher education more affordable but also reducing student loan debt burden so that when students graduate they can invest in their futures and in their communities.

Deputy Secretary Jones highlighted Back to Work PA. Many years ago, the Governor proposed Restore PA which would have invested some badly needed resources across the commonwealth in infrastructure like broadband expansion, blight remediation, etc. They were resources focused on community and economic development as well as more indirectly to the workforce. While the investments are still needed, the Governor proposed repurposing the resources into an initiative they are calling Back to Work PA which strategically invests in the commonwealth's workforce and economic development recovery so they have ongoing resources beyond the federal stimulus. She said they are grateful for it to support the workers and business most significantly impacted by the pandemic as everyone shifts to the reality of the new economy that they are still trying to understand. Back to Work PA builds on the recommendations of the Keystone Command Center which focused a lot on barriers to employment. She said she knows that is a continued focus of the PA Workforce Development Board. They are also trying to address the very specific workforce and business challenges that have emerged during the pandemic. Back to Work PA is intending to lift up and build on initiatives that already exist and work well while also targeting additional investments to fill the gap on where they could use additional support. Some things included in Back to Work PA are an emphasis on digital literacy and broadband access. They know that students, workers, and businesses have really had to quickly pivot to online resources so they wanted to make sure that people in PA have the skills they need to succeed in the workplace and adjust to the online environment. There is an emphasis on middle skills, skilled trades, and non-degree credentials as they know it is a growing demand within the workforce so they want to be prepared. A lot of people who are laid off have an opportunity to reskill/upskill and transfer their skills to new opportunities as they have a lot of valuable experience that transfer well to other environments. From that, the state wants to provide additional support to that kind of skill development. They want there to also be a greater emphasis on the workforce of the future as they know the workforce development system has been investing in high priority and high

demand occupations so they want to continue that and make sure that there are effective training and employment opportunities in those spaces. However, they know that some jobs might not come back so they want to focus on jobs that are automation resilient but also pandemic resilient. There is also emphasis on reshoring and investing in manufacturing and providing resources to local communities so that they can also adjust within their communities and address community needs. Jodi Pace asked if the Governor thought about using the Nellie Bly scholarship for tech schools or community colleges. Deputy Secretary Jones said the scholarship is intended for four year degrees, those students at PASSHE. That is because the four year degree investment over time is larger and those people are typically graduating with more debt but she said that Ms. Pace raised a good point and that in the past the Governor had proposed a program to focus on community college students specifically but it didn't gain as much support as they had hoped so they switched gears. She said that Back to Source PA would include resources for non-four year degrees. There were no other questions.

### **Agency Report- Department of Labor and Industry**

Acting Secretary Jennifer Berrier then provided the update for the Department of Labor and Industry. Acting Secretary Berrier thanked Senator William's for hers and her staffs service in handling the overflow of calls and emails that the Department was not able to handle. In regard to the unemployment compensation area, to date since March 15<sup>th</sup> the Department processed 5.7 million unemployment compensation claims across 6 programs that includes the regular UC program and the PUA program. She said 5.7 million applications was a humongous task and that in comparison to 2009 during the Great Recession, the Department accepted slightly over 2 million applications. She said they were looking at more than a 150% increase of work that was addressed during the pandemic. They also paid out over \$35 billion in benefits across the six programs. They were averaging for regular UC from 500,000 to 600,000 recurring claims a week. For the PUA program they were averaging about 550,000 claims per week. Acting Secretary Berrier remarked that customer service was one of their pain points. When the federal CARES act expired on December 26<sup>th</sup> it left them in a lurch because the extension was not signed by the former president until the day after the former act expired. The agency was put in a position where it had to wait for guidance from the federal Department of Labor because there were new requirements and new initiatives that were put into that bill to prevent fraud and to spell out the terms of the extension. The Department of Labor and Industry then worked fastidiously to update the systems to adapt to the requirements that the feds mandated. Unfortunately, that resulted in a month lag in benefits and hurt the Department in customer service. She was happy to report that they were able to roll out the extension of the PUA program and the Pandemic Emergency Unemployment Program. She said they were still facing overwhelming amounts of calls, emails, and chats. They were averaging about 6,000 calls a day that they were answering and they were responding to about 10,000 emails per day. At the beginning of the pandemic they were staffed for a low unemployment rate and had about 770 unemployment compensation employees. As the of the meeting, they had 1,600 staff helping out with the UC program. That includes full time employees, staff they have borrowed from other agencies, and contract staff that they brought onboard. They have been trying to hire as quickly as possible but the tough reality is that the jobs are very tough. Their retention rate is between 50% and 55% for bringing on new staff so that presented challenges. In February they planned on bringing in 120 additional staff as they are being borrowed from PHEEA. She said they began the training program. Next month they would be bringing in additional contracts. Acting Secretary Berrier said that the future of unemployment compensation was uncertain and that there was bound to be more changes for UC.

Deputy Secretary Shelia Ireland then provided the report from the Workforce Development deputate. She said that the meeting was impactful and they heard the board members' viewpoints. Deputy Secretary Ireland then remarked that she wanted to present a strategic overview of the purpose and direction of the work that the deputate had been engaged in for the last quarter. Thanks to the action of Congress, they had the temporary support of the CARES Act one and two as well as the promise of the Biden stimulus package to tide them over for a short time. She said they weren't making the mistake of thinking that the supports weren't temporary. In workforce they were using the breathing room as an opportunity to provide service to the 420,000 unemployed people seeking work in Pennsylvania. In order to do so in the first quarter, they were focusing on three areas. The first was defining the infrastructure needs that they have in order to respond to a world in which service must be delivered virtually. The second was moving from reactive to proactive service delivery and the final being finding programs that engage employers and create career pathways to jobs that pay family sustaining wages. So first, in regard to developing infrastructure and for the deputate to successfully respond to the challenges of the fourth industrial revolution, they must first have the basic systems and infrastructure in place to both leverage opportunities and respond to the challenges. That means moving into service delivery through virtual platforms and part of that is their Wi-Fi expansion project seeks to expand the capacity of the PA CareerLink® to have quality Wi-Fi and broadband capabilities. That is so they can expand both opportunities for service to their customers and leverage the digital platforms and systems that they will be bringing online to increase their ability to serve. Of the 62 PA CareerLink®, they have begun the upgrade of all of them effective the end of last year. Bringing those 62 PA CareerLink®'s digital capacity up is not enough so in mid-January they announced a \$4.5 million grant opportunity that will establish 100 new public computing centers across the state. They will be focused on digital literacy and workforce development programming focused on their digital deserts. The harsh reality of today is that if you are not digitally literate or have limited access to the internet, it is nearly impossible to access a family sustaining wage job. This effort will begin to change conditions across Pennsylvania especially for rural Pennsylvanians. They have partnered with Penn State, the PUC, and the Federal Reserve Bank of Philadelphia to build solutions that further address the digital divide. The work is led by Alvaro Sánchez, the lead researcher at the Federal Reserve Bank of Philadelphia. The next cog in the workforce engine that they are developing is moving service delivery from reactive to proactive. What would happen if they reached out to UC claimants and brought their services to them in a curated and customer focused way as opposed to waiting for people to contact them. The first weeks of the pilot began in October and required course corrections as they did not anticipate UC claimants not believing that their local PA CareerLink® was actually calling them. However, as they got their techniques down, the results improved dramatically and they would be rolling out phase two later in February. In the interim, in the buzz that was generated by those five PA CareerLink® proactive service pilot, all 22 local workforce development boards launched on Jan. 25<sup>th</sup> a statewide outreach campaign to UC claimant exhausters. Lastly, they put their shoulder to the wheels on funding and launched a series of investments. The Apprenticeship and Training Office (ATO) granted \$6.7 million in apprenticeships contracts and will begin program activities using the Apprenticeship State Expansion funding of \$2.1 million to support the registration of 600 new apprentices. They released \$4.8 million in Direct Care Worker Grants and were awarded to develop and implement systems that focus on delivering effective training programs that will improve the skills of direct care workers and build career pathways to jobs that pay family sustaining wages in this particular field. \$200,000 was awarded for the Veterans' Employment Program to support innovative solutions to address veterans' barriers to employment and \$300,000 was awarded to three workforce boards for the

Business Education Partnerships grants. Those allow school districts to collaborate with local businesses and workforce development boards to educate students and their families about HPO's and their career pathways. This is just some of the work that the deputate performed over the last quarter. Chair Brown asked if there were any questions. Matt Yarnell asked if there was any update on the developing of guidance for Temporary Nurse Aids (TNAs) program that was based on Senate Bill 1268. Deputy Secretary Ireland said that would be under education. There were no other questions.

#### **Agency Report- Office of Vocational Rehabilitation**

Executive Director Shannon Austin then provided a report for the Office of Vocational Rehabilitation. She said they have been very vigorous behind the scenes operating their program. She highlighted a handful of things that OVR is working on. She said they were spending a lot of time trying to pivot OVR to be stronger virtually. They do understand the literacy divide especially in individuals with disability where there can be barriers to them having access to technology including where they live. She said they were looking at their current delivery model internally so they can expand what they are doing because even once we get through COVID there is going to be time and space in the virtual space to continue and expand services. Their HGAC in Johnstown continues to work with students even though the rest of OVR is in telework status. The Hiram G. Andrews Center in particular is doing face to face with students and they didn't have any outbreaks. They worked with the Governor's office to develop a sound protocol to get the students there between semesters. Students continue to graduate and go through the programs. They had to cut back in the dorms so they are scaled back internally. They continued to still have a closed order of selection within the agency. They were able to release a little over 3,800 individuals from the closed order of selection at the beginning of December. Their hope over the next few months was to remove individuals from the list monthly starting in March as they were in a better financial place. Referrals were down so with that they had the ability to serve more individuals. Their hope was that as they were more fluid in releasing individuals from the waiting list was that more people would apply and access services.

They also, as of July 1, 2020, put within the state plan their intention to get individuals to apply for OVR services and if they have job issues where they are unable to maintain employment they are able to come off the list in accordance with the state plan so that they can be served. That has been going very well and the people have been captured in the system. They, also as of Jan. 1<sup>st</sup>, had a program that got emergency funding with the Office of Deaf and Hard of Hearing Services to allow the support service provider program to continue within the state. It was being operated under ODHH in particular and they had two providers that were implementing those services. They were working with two non-profits to implement services to individuals who are deaf and hard of hearing within the Commonwealth to make sure they have some level of independence in the community. OVR was in the process with the program to develop an FAQ to explain who was going to be eligible for the program and who can apply, who meets the working definition of being deaf and hard of hearing. They were also going to be doing specialized training with some of the SFP or SSP providers and those that were implementing the program. They recognize that there is 1.2 million individuals in the Commonwealth that potentially do fall in the working definition.

#### **Agency Report- Department of Aging**

Dave Miles said the Department of Aging didn't have anything to add to what was already in the briefing book.

#### **Agency Report- Department of Agriculture**

Secretary Russell Redding then provided the report for the Department of Agriculture. He mentioned about the work that Chair Brown and Wendie DiMatteo-Holsinger face. He said thanks to the whole food industry as everyone watches its innovation, creativity, and its ability to shift. He noted that they didn't have the opportunity to work from home. He said a piece of what he looks at everyday is the number of individuals who are still food insecure. They were running 525,000 people every week. Since last March that is 25 million people who have been served by food banks in a state of 13 million people roughly. That is a duplicated number but just to keep it in mind. They have continued to work with the industry as noted by Wendie DiMatteo-Holsinger and they were identified in the 1B category. There was a lot of federal activity including the federal H2A program which is the temporary agricultural worker program which is critical to the food system. He said it was a moving target but a couple of things had evolved. They had previously talked about the extension of the USDA labor survey that was being done and the methodology changes for the adverse effect wage rates. He was pleased to say that there were changes in the survey which began in December when the decision was made to change course. They would have an update at a later date. There were some proposed changes on the simplification of that process and they were withdrawn. The Farm Show went virtual for the first time in 105 years and they had 800,000 Facebook followers and 300,000 Farm Show website followers. It took the Farm Show to every county in PA, and every state in the nation as well as internationally. They did have a couple of career panels to focus on ag education as well as the jobs and career opportunities. They continue to work on apprenticeship and pre-apprenticeship models. They have a fifth ag specific apprenticeship under development with Penn State looking at meat processing. One of the revelations in the pandemic is the need for that position. Secretary Redding then stated that they were continuing to work with the Department of Education on the standards for ag, food, and natural resources. Wendie DiMatteo-Holsinger then asked if the Secretary saw PA following the models of other states where they were having a lead plant for vaccinations. Secretary Redding said they had been contacted by other states asking that question and they had raised the question with the Department of Health and the Governor's Office and that they would keep working on it.

#### **Agency Report- Department of Community and Economic Development**

Deputy Secretary Carol Kilko reported that they have their flagship program, WEDnet, which provides training dollars for incumbent worker training and it was going very strong. One other thing that DCED was working on was the Manufacturing Advisory Council as PA had been selected for a policy academy with nine other states in late 2019. It was delayed somewhat because of the pandemic and one of the items that came out of the goal for PA was that they needed a central guiding council of some sort for the manufacturing industry. She said they don't have workforce specifically noted in the goals but Deputy Secretary Ireland was participating on the council and workforce is interwoven into all of their discussions. Chair Brown asked if there were any questions and there were none.

#### **Agency Report- Department of Education**

Acting Secretary Noe Ortega then presented for the PA Department of Education. He said that the US Office of Career and Technical Adult Education recently announced the 95 finalists for the Rethink Adult Education Challenge and recognized programs making advances with pre-apprenticeships. Acting Secretary Ortega said that 7 out of the 95 finalists are from the Commonwealth and only one state yielded more finalists than PA. For the Perkins V state plan, some disruptions of the pandemic effected some of the work around the plan. The Department was going to start work to update the performance metrics

for the Perkins V. Similar to previous processes, there would be comment period in the Spring of 2021. Additionally, there would be several virtual meetings to explain the changes and the circumstances that led to them. For the Career Ready PA Coalition, the Department was able to convene and hold five stakeholder meetings on behalf of the Career Ready PA Coalition. The convenings focused on strategies and best practices to increase awareness for career and workforce readiness. The information on who was there is in the Board meeting packet. They were working through the information that they received to work on next steps of the work. Finally, he mentioned that their LEA's continued to implement Teacher in the Workplace grants and 92 grants were made available at \$25,000 each and the grants connect the classroom to the workplace. The grants are coming to an end in the fall and it is another effort to equip teachers with the knowledge and resources to promote college and career readiness for all students in the Commonwealth.

Chair Brown asked if there was an initiative to better understand the learning gap from the pandemic and if there was any thoughts on how to get young people back up to speed. Acting Secretary Ortega said that they don't have an initiative per say in place. They did however convene a number of groups to talk about the steps needed to assess and measure the learning gaps and then to figure out how they are going to be able to put in place both resources and professional development plans to help people help students catch up. They have been using the term accelerated learning because that is essentially going to be what is needed to bring people up to speed. He said it was likely going to be a multi-year effort and is going to have to span across a number of other stakeholders. He said that post-secondary partners were probably going to have to help uplift those who maybe did not receive adequate time in their secondary school education. They were also going to be thinking about what it means in the career tech space. The basic education programs were going to be key as well.

Julie Kane gave an update on their work with the nurse aid program. She said that a few meetings ago, the PA Workforce Development Board had recommended that PDE and the state consider alternative pathways for the nurse aids that stepped up during the pandemic but that might not have been able to complete the training program to be a certified nurse aid. The Governor did sign the bill that provided that pathway to temporary nurse aids. There had been a push because the federal declaration was set to expire at the end of December but has been extended now. They expect it to go through the end of December but they wanted to let everyone know that PDE was working with the Department of Health and the Department of Human Services on a process by which temporary nurse aids can seek certification and to be placed on the nurse aid registry list that is overseen by the Department of Health. She said they know people are eager to get started and that there are three pathways that individuals can follow. One is to have 80 hours of practical training. There are then three other ways for them to prove that they have the demonstrated competencies for certification. One of them is that they can sit for the CNA exam and Ms. Kane said that would be the preferred way of going. Another way is a process that would allow them to demonstrate competency through an apprenticeship program and through an assessment that would be provided by their employer. They are at the point where they have it written down and would be asking some stakeholders to review it. She said they were figuring out how to get names on a list. She reiterated that because the federal declaration had been extended, Temporary Nurse Aids could continue to work. Ms. Kane said they would keep everyone posted. Chair Brown thanked her for the update.

#### **Agency Report- Department of Human Services**

Secretary Teresa Miller then provided the report for the Department of Human Services. She said a lot of their focus over the past year has been on addressing peoples' basic needs. They have a lot of people in congregate care so they were also conscious of how they protect them. She said they were excited about some of the efforts they were taking around workforce development. Secretary Miller remarked that she wanted to highlight the first three items in the report in the Briefing Book. She said that DHS had selected a vendor to implement their statewide resource and referral tool that they have named the Resource Information and Services Enterprise (RISE PA). She said the goal of the project is to better and timelier connect people to resources that can address their social determinant and health needs. It includes healthcare, food, housing, transportation, etc. Their new vendor is Aunt Bertha and they are going to develop an interactive platform that will allow for a closed loop referral system so that they can track referrals and follow-up. Organizations from healthcare providers to faith based organizations to counties, managed care providers, community based entities, schools, other agencies, will be able to better coordinate services and facilitate access to services and supports and track outcomes. Once the tool is in place, workforce providers can use it to help address barriers to employment and other providers can connect people to workforce services. DHS is in the process of hosting webinars and meeting with local entities to prepare them for the rollout of the tool. It will take time to do it. It will be phased out in terms of geography. Secretary Miller said that she believes they are starting with nine counties in Central PA. She commented that it would likely take several years to roll it out completely across the state but that it is an exciting development. The second item is their racial equity report that they released in January. She said it reinforces their commitment to including diversity, equity, and inclusion in all of their work so that they are a good partner in correcting systemic racism and inequities. The report covers health equity, economic justice, early childhood education, child welfare, and juvenile justice. She said that statistics show that black individuals and families are disproportionately impacted by poverty and the impacts of systemic racism are also reflected in the demographics of public assistance program enrollment. They serve a disproportionate number of people of color for the reasons that have everything to do with the impact of systemic racism in our country. She believes the first step to address the inequities in both the agency and the system is to analyze data. That is what the report does. It highlights disparities throughout their programs so they can figure out how they address those. It is meant to be a baseline report which she thinks will hold them accountable as they address those disparities. Finally, she pointed out that they implemented their redesign for their employment and training programs that serve primarily their TANF clients. They don't have a lot great data at this point but she said they do have indications that show improvement in key areas. She said they were seeing better rates of enrollment following referrals to programs, their rates of assessments that were connected to new participants looked good and they were seeing a notable use of new counseling services. It is hard to know the impact of the changes because of rolling it out in the middle of a pandemic but they are hoping to see more enrollment in training and education programs going forward because they know it can lead to economic mobility.

One of the things they did during the pandemic to help those that might be struggling to keep up with services being provided remotely. She said they knew technology barriers were creating a lot of issues for the people they serve so they have been able to add to their special allowances to allow people to be able to get allowances for devices. If they are engaged in an employment and training program they can have access to a device to continue that program. They are pleased with what they have seen so far especially given that we are in a pandemic. Chair Brown said that last time she presented there had been issues with SNAP as related to the Trump administration and he was wondering with the Biden administration it cleared up. Secretary Miller said that she had talked about the emergency allotments they had gotten out



to families and how CLS was going through the legal battle to try to get all families additional assistance. The Biden administration a couple of days into the administration issued an executive order that Secretary Miller believes will be very helpful. She said they had struggled the last four years with the Trump Administration trying to cut benefits. She said the Biden administration coming in sent a strong message that they want to increase SNAP benefits and one of the things that he asked USDA to look at was the issue of emergency allotments. They haven't been able to get them out yet but they think that relief is coming. Secretary Miller then commented on a couple of other things notable with SNAP benefits. A program they were able to implement with the Department of Education was the Pandemic Electronic Benefit Transfer (Pandemic EBT). It essentially was providing to families, that rely on the national school lunch program, meals for kids to account for the fact that that are not in school. Secretary Miller said that it was a significant benefit and a huge lift on the part of school districts, the Department of Education, and the Department of Human Services to get it up and running. The period of time where the schools closed in the spring of last year turned into a \$370 benefit per child. They had a million children that benefited so they had \$370 million through that program alone last spring that they were able to bring into Pennsylvania to help with hunger issues. They now have the opportunity to do the same thing for the entire school year and were working with the Department of Education to make that happen. One of the things that the President did in his executive order was to increase the benefits around PEBT.

The last thing he did that Secretary Miller thought would be incredibly helpful long term in terms of SNAP benefits was asking the USDA to revisit the Thrifty Food Plan which is what SNAP benefits are based on to really see if that is where they need to be or if benefits need to be generally increased. She was encouraged that what they have seen early from the Biden administration is a focus on making sure they are doing everything they can to address hunger through the SNAP program. She said she thinks it can be strengthened. Sarah Hollister asked what the plan was for connecting the Aunt Bertha system to CWDS and data going through already existing infrastructures. She said she was thinking through how that data and information could enhance the staff's ability at PA CareerLink® to serve people. Secretary Miller said she believes that it can be incredibly useful. In some ways, she knows that PA CareerLink® systems have been working to connect people to food banks and other resources over time whether they want to have Aunt Bertha become that system or not, Secretary Miller said it certainly could be that system. In the meantime, the goal is that it would work very well with other systems. She said the goal is to help with duplication and it is only if someone wants their information shared. Chair Brown asked if there were any other questions and there were none.

#### **Agency Report- Department of Corrections**

Dorenda Hamarlund then presented for the Department of Corrections. She highlighted that they were continuing to participate in events with chambers, local workforce development boards, and other educational entities to continue educating employers on the benefits of hiring reentrants. They have done a couple roundtables and have a few more set. Ms. Hamarlund said she had been doing it for four years but there are still so many people that are unaware of that untapped population of hiring reentrants. They also in the end of January partnered with OVR and facilitated a reentry employment specialist (RES) training. Due to COVID they provided the training virtually. They do plan on holding others soon. She then highlighted that reentry services parole officers were creating a new workshop for inmates on what to expect when being released during the pandemic. It was going to help with information on how to succeed in a different world prior to when they entered medicine. It is going to talk about telemedicine, virtual learning platforms, getting ready for virtual job interviews. A lot of things they hear from different

committees is technology classes and how to how to teach it. Ms. Hamarlund said they do that inside of the prisons and they were tweaking their classes. Chair Brown asked if there were any questions and there were none.

#### **Committee Update- One-Stop Service Delivery System**

Chair Sarah Hollister then presented on One-Stop Service Delivery System committee. She said the One-Stop Committee is new and they were continuing to meet to take stock of the work that is already being done and where they can best provide support and recommendations. She emphasized the themes they see emerging. One is the need for real-time data and how systems interact. She said the one-stop is truly supposed to be a one-stop, so how do they have actionable data available so that staff can appropriately use it to refer people. The second theme is staff training, capacity, and development. They want to make sure that staff are fully supported and have the development opportunities they need in order to help clients as they go in. The third theme is customer service. Their goal is to meet monthly and hopefully have a recommendation in the spring for the Board to consider. Chair Brown asked if there were any questions and there were none.

#### **Member Presentation- Matt Yarnell**

Matt Yarnell gave a walkthrough of how their healthcare members are experiencing the crisis of COVID. He focused on nursing homes and remarked that the union brings together over 40,000 healthcare workers. He commented that short staffing in nursing homes was a growing crisis and 11,000 nursing home residents passed since March and they know that Pennsylvania is of the fourth-highest rate of nursing home deaths in the country. Short staffing in nursing home facilities was a longstanding problem with 75% of nursing facilities were below CMS-recommended staffing levels. Advocates and industry experts were pointing to a shortage of trained CNAs as a key challenge to adequate staffing. The pandemic drove the problem to crisis levels with 23 % of all nursing homes reporting critical shortages of CNAs according to the January 2020 study by the US Public Interest Research Group. Mr. Yarnell said that they know that CNAs at nursing homes do vitally important work caring for residents. The work is emotionally demanding and physically dangerous. CNAs are among the highest injury rates of any occupation according to the Bureau of Labor Statistics. He said they lost over 11,000 nursing home residents at the same time as there were 63,000 caregivers sickened according to McKnight News. He said that they were among some of the most dangerous jobs in the country prior to the pandemic. CNAs are the lowest paid healthcare professional and have few avenues for career advancement. Many make under \$12 an hour and don't receive regular raises for increased experience or advanced training. Some of the challenges for staffing was that there were low starting wages for hard work which makes it difficult to recruit. He said that they also know that no career ladder and little training or support CNAs frequently quit leading to sky-high turnover. There is a vicious cycle of low staffing because inadequate staffing makes CNAs' jobs even harder. Some long-term solutions are figuring out how to invest in the workforce, enacting strong staffing regulations. He said that staffing regulations hadn't been updated since the 90's and right now the minimum for staffing is 2.7 hours of care a day. Mr. Yarnell said they were advocated to make it 4.1 hours a day. Also, creating a career ladder and improving quality through certifications in key emerging fields like infection control. Another solution would be supporting new CNAs with training and mentorship to improve retention. Mr. Yarnell then showed a map of where approved CNA training was across the Commonwealth as well as the deserts where it would be hard for someone to get to in person learning.

He also supplied a map of all of the programs reporting active during COVID. Chair Brown asked if there was any questions and there were none.

#### **Committee Update- Healthcare Workforce Ad Hoc**

Chair Matt Yarnell remarked that they approved recommendations back in August 2020. He then ran through the four recommendations that the Healthcare Workforce Ad Hoc committee was proposing. He said that recommendation 1 was about creating more opportunity for blended learning to be able to meet the need and train certified nursing assistants. The recommendation is specifically asking that they be more flexible with registered nurse educators and was asking PDE to allow for blended education for online classroom education for the standard program for CNA training but there would be in-person clinicals, with final skill demonstrations conducted in person. He said it would allow for new innovative programs. Recommendation 2 asks that DOH, PDE, and DHS review the requirements for nurse educators that provide CNA instruction to identify ways to improve recruitment of educators and to expand the pool of educators, specially allowing Licensed Practical Nurses (LPNs) to be educators to increase the capacity and availability of train the trainer programs, including virtual programs across the commonwealth. He remarked that often instructors are part time. He said that that the importance of passing the recommendations from a stakeholder committee helps frame where they think the government ought to go. Recommendation 3 is about asking DOH and DHS to examine the role of med techs. He said that med techs currently don't play a role in skilled nursing facilities and there has been a question raised to look at using med techs in nursing facilities if it would allow for career advancement. It is not to eliminate or erode the need for existing RN and LPN roles but another way in which they can build the career ladder and meet the need of residents. Recommendation 4 is about lifting up the need for competency-based Alzheimer's and dementia training and cultural competencies training (including those applicable to the LGBTQIA population). All of it being focused on person-centered care, should be an industry standard for all direct care professionals across all long-term service and support settings and home and community based service providers. This kind of work need to be culturally competent. Chair Yarnell then remarked that those were the four recommendations coming from the ad hoc committee pending approval from the Board. Chair Brown asked if there were questions or concerns. John "Ski" Sygielski said Chair Yarnell made twenty people at HACC very happy as well as 100 CNA students that were waiting to get in because HACC couldn't get the right training people in. Chair Brown commented that he thought the recommendations were awesome and that the committee was making recommendations on how to improve healthcare and Chair Brown appreciated that broader view.

**MOTION:** John "Ski" Sygielski made a motion to approve all of the recommendations. Pat Eiding seconded. Motion passed unanimously.

Senator Camera Bartolotta said that she loved all of the recommendations and that she and her staff were working hard to facilitate growth for their nurse practitioners. She said she had a bill that they were trying to put forward for some time about full practice authority for nurse practitioners. She said more than ever they should be able to release the army of very educated, highly skilled, competent nurse practitioners to practice in their field with full autonomy. Chair Brown thanked her and said that he had first hand experience working with nurse practitioners and that they were a good way to address routine healthcare needs. Idayat Adewunmi commented that she was a pharmacist by trade and was wondering if she had heard of another state giving pharmacists the authority to be a prescriber. Senator Bartolotta said she had

not heard of it but that she would look into it. Chair Brown said a lot of pharmaceutical medicines were not over the counter but they should be as they are routine.

#### **Committee Update- Industry Partnerships and Employer Engagement**

Chair John “Ski” Sygielski then provided an update. He said that there were three things from their report in the briefing book that he wanted to summarize. The first was that the committee put together a purpose statement that was giving them direction and helping evaluate their work. The second was that they still believe that the PA CareerLink® was under marketed and underutilized and they have engaged with employers to figure out a way to enhance employer knowledge. From that they created a marketing tool. Finally, they continue to listen to the strengths and weakness or employer engagement in the systems and figure out how to enhance the systems that the state offers to employers.

#### **Committee Update- Reentry Ad Hoc**

Co-chair Jeffrey Abramowitz remarked that the Reentry Ad Hoc committee was meeting on a regular basis and their employer one-pager would be going out soon. They were also continuing their virtual roundtable discussions with the next one being in Allegheny County. They met recently to align their priorities for 2021 and look at targets for what they could be doing. He said they were engaged with SHRM on a tool called Getting Talent Back to Work and they recently launched a toolkit and training module for HR professionals and employers on what it takes to get people back to work. He said it was completely free and you can learn about challenges that men and women in the criminal justice system face as they try to get back into employment. He then remarked that himself and Chrissie Klinger were assigned as moderators for the LINCS at the US Department of Education in their communities of practice. He said that he would be overseeing the correctional and reentry education space and Chrissie Klinger would be overseeing Career Pathways. Chair Brown asked if there would be any recommendations at the next meeting. Co-chair Abramowitz said there would.

#### **Committee Update- Career Pathways and Apprenticeship**

Chair Rick Bloomingdale said that the committee was working on recommendations with the help of Shuana Davis and James Martini. He said they were continuing to struggle with making sure that people who are underemployed or coming out of high school knows what career opportunities were available to them. He said that there are so many skills were you can start with a high school diploma but then get additional training and build on the career ladder. He said they were focused on making sure that everyone in Pennsylvania knows about the career opportunities.

#### **Member Presentation - Chekemma Fulmore-Townsend**

Chekemma Fulmore-Townsend noted that non-profits were continuing to struggle with many resources going towards basic needs as budgets were insecure. Transitioning to virtual service delivery presented challenges for non-profits and the participants in the program especially as related to lack of technology and access to devices as well as some of the services not being easily transitioned to virtual. She said that the Philadelphia Youth Network works with over 140 non-profits in Philadelphia and they were able to identify quickly where they could change in order to meet the demands during the pandemic. They had to identify what safe operations consisted of and what the boundaries were like having access to PPE and ensuring their safety at locations. About 85 percent of services were delivered virtually and 15 percent were in person in terms of work experience over the summer. A significant amount of effort went into

training and research as they understood better what it meant to in the same physical space, how to employ strategies for social distancing, and how to address those emergent needs that came with new use of technology. One of the challenges of the non-profit sector is the lack of amount of money being invested in continuous improvement. She said despite the challenges, when they think of providing young people with employment opportunities, they face two major constraints. One is that businesses were being shut down or not returning so there was less physical space for young people to work. The second was young people competing for positions that adults were then willing to take because they were out of work. They were able to transition their summer employment program to virtual options and were able to employ 6,100 young people, they earned about \$4.6 million over the course of the summer. The earnings were being used to directly support families and meet the needs of young people so it was very critical that they were able to keep those services going. She remarked that everyone thought that COVID life would be shorter and they were looking at what it means to redefine workforce preparation for young people and what it means for them to acquire skills and to understand the behaviors that can be applied on worksites and work independently in a virtual context. She remarked quite frankly that it means reexamining the regulations around youth employment so that it can be done in a way that is seamless and efficient. She said fundamentally how they work has changed forever. She added that several studies were done over the summer that indicate the economic devastation will undo about a decade of progress with opportunity youth. She said it would a multi-year effort to recapture the time and experiences that they lost. She wanted to highlight that the workforce system for young people was not immune to that.

#### **Committee Update- Youth**

Chair Chekemma Fulmore-Townsend then presented for the Youth Committee. She said they were exploring what has happened during the pandemic to young people and services as well as looking at data and information and how they could use that to improve programming. She said at a recent meeting they had made a recommendation on categorizing evidence towards evaluation and they were taking that work a step further. She then said they got over 100 responses to a survey they had released which gave them a better sense of how programs across the commonwealth were viewing evaluation. It also gave them a better understanding of what their needs may be as it relates to training. She said there were a variety of responses but a certainty is that it is an important lever in which they can improve programs so they have to be intentional about the ways in which they make resources available for evaluation and taking a leadership role in terms of coordination and access to strong evaluation systems. She then talked about a recommendation on officially documenting the TANF Youth Development Program data in the CWDS system. She said the data is currently kept separately and the change would allow for integrating youth related data plans, assessing, and understanding how investments are working towards the effectiveness for the youth population.

**MOTION:** Chekemma Fulmore-Townsend made the motion to approve. Matt Yarnell seconded. Motion passed unanimously.

#### **Committee Update- Continuous Improvement**

Chair Brian Funkhouser said the Continuous Improvement Committee was also looking at the data from the evidence and evaluation capacity survey. He said they had 250 respondents but about 100 of them were detailed responses. That information is provided in the briefing book. As a result, they have a recommendation as well. The recommendation is regarding a pilot grant program that would select one program to look at as a pilot for increased focus on evidence collection and increased rigor on evaluation.

**MOTION:** Brian Funkhouser made the motion and Wendie DiMatteo-Holsinger seconded. Motion passed unanimously.

Chair Funkhouser said they would be holding a presentation on March 15<sup>th</sup> from the team working on the common intake process for the users of the PA CareerLink®.

**Public Comments**

There were no public comments.

Chair Brown sought a motion to adjourn.

**MOTION:** Dr. Ski made the motion to adjourn. Wendie DiMatteo-Holsinger seconded. The motion passed unanimously.

## **Pennsylvania Workforce Investment Board – May Update**

### **Pennsylvania Department of Labor and Industry – Workforce Deputate Deputy Secretary Shelia Ireland**

**Bureau of Workforce Development Administration (BWDA)**  
**Acting Director: Brenda Duppstadt,**

#### **TANF Youth Development Program Manual Update**

An updated version of the TANF Youth Manual and budget form was issued in April of 2021. A brief training clarifying the eligibility criteria and spreadsheet documentation process was also conducted in April in collaboration with the Pennsylvania Workforce Development Association.

#### **Optimization of the Use of Financial Aid in the Pennsylvania Workforce System**

Workforce is currently procuring a vendor to develop and deliver training for all staff in the workforce system on the use of the FAFSA. This initiative will include the training of approximately 1400 or more partner staff in sixty-two PA CareerLink® centers across the Commonwealth. The vendor shall also conduct an evaluation of the availability, barriers, utilization, and needs of customers of the workforce system regarding financial aid for training. This evaluation will result in a White Paper that includes a summary of what is currently occurring and will focus on recommendations for the improvement of application for and utilization of all sources of financial aid. The White Paper will inform decision makers so that resources and policy can be aligned to specifically address the barriers of customers in the workforce system when obtaining financial aid, as well as, maintaining those awards.

#### **Digital Literacy Grant**

The digital literacy grant applications were due on February 17, 2021. The review teams have scored the applications and submitted the recommendations to leadership for approval. Of the 42 projects received, 32 were awarded. The awarded projects addressed innovative outreach and implementation strategies that made them stand out from the other projects. They offered a commitment and preparedness to quickly deliver digital literacy training to those in need. These projects offered a hands-on instruction model that can be tailored to each participant's specific needs. Focusing on individual, specific needs will help ensure that each participant receives the necessary attention and guidance needed for their successful outcome. It is also important to note that services offered to the participant do not necessarily end with the completion of digital literacy training. These projects are already set up to directly refer participants to their local PA CareerLink® for additional jobs skills training, help with resumes, job search assistance, and so on. Finally, these projects all offer the necessary services to assist Commonwealth citizens with overcoming their digital literacy deficiencies to become valuable assets to any and all employers.

#### **Schools-to-Work Grant**

The Schools-to-Work Program Grant posted on March 12, 2021. Applications have been received and the department is in the process of reviewing and will be making selections in the near future.

#### **COVID-19 Grant**

The Department of Health has identified their employer of record as Insight Global (IG). IG received training from the department on how to navigate CWDS and recently posted their Contact Tracer positions. As a note, the contract tracer positions wage is \$17.00 an hour.

#### **Dislocated Worker Near Completer Grant**

The Dislocated Worker Near Completer Demonstration Project Notice of Grant Availability posted on March 19, 2021. Applications have been received and the department is reviewing and will be making selections in the near future.

#### **Title I Eligibility Policies**

BWDA Policy & Planning Coordination Services is working toward completion of a suite of policies that will ensure uniformity of eligibility determination practices across local workforce development areas statewide. These policies, one each for WIOA Title I Adult, Youth and Dislocated Worker programs, are in late draft and being prepared for review by workforce development deputate leadership.

#### **Trade Act and WIOA Title I Co-Enrollment Policy**

BWDA Policy & Planning Coordination Services, writing in concert with BWPO's Trade Coordination Services unit, is working to complete a policy that will establish uniformity of practices for co-enrolling TAA recipients with WIOA Title I Dislocated Worker program services in accordance with federal requirements.

#### **Regional & Local Workforce Development Plan Review**

BWDA Policy & Planning Coordination Services, writing in concert with state-level workforce system partners, is reviewing regional and local workforce development plans submitted by local workforce development boards. The first region and constituent plans, the Southeast Region (Berks, Bucks, Chester, Delaware, Montgomery, and Philadelphia local workforce development areas) is complete. The Southwest Region and the rest follow in the coming weeks through early June.

#### **Career Advisor Assessment**

The bureau is in the process of assessing the knowledge, skills, and abilities of PA CareerLink® Career Advisors. Once the assessment period concludes we will work to provide training related to identified gaps to better ensure staff have the requisite skills to best serve customers.

#### **Office of Vocational Rehabilitation Partnership**

The bureau engaged OVR to provide a courtesy review of ADA compliance of PA CareerLink® centers which has resulted in the purchase of new CCTVs for each center. The bureau is also engaging OVR staff to determine the best equipment to better serve the deaf and hard of hearing community in these centers.

#### **Elevating PA CareerLink®**

The bureau has endeavored to work with each local area to spruce up the PA CareerLink® centers with new furniture and other items to improve the public workforce system's image by creatively leveraging multiple funding streams and modernizing equipment.

#### **WIFI Expansion**

The bureau has expanded the Wi-Fi capability in and around each PA CareerLink®. This expansion will give customers access to online applications and other tools and allow them to begin workforce activities prior to meeting with an advisor.



**COVID-19 Update**

The bureau is in the process of procuring more desk shields and PPE for PA CareerLink® centers in preparation for staff to return. Our existing contracted vendor allows for immediate sanitizing/fogging when requested. As we move forward, please continue to communicate any needs so that we can work to keep staff and customers as safe as possible.

**Bureau of Workforce Partnership & Operations (BWPO)**

**Acting Director: Steve Wolf**

**Digital Literacy Assessment**

BWPO has been engaged with Accenture to understand the digital literacy gaps faced by our customer; how this is impacting employers looking for candidates to fill their vacancies; and our current tools to identify and meet the needs of our customers. At the conclusion of this study, we will have identified short-term and long-term strategies for PA CareerLink(r) to implement to help us meet the needs of both our jobseeker and employer customers.

**RESEA Program Update**

At the onset of the pandemic, BWPO and UC put the RESEA program on pause as PA CareerLink® staff moved to telework and began offering services to customers virtually. In January 2021, the RESEA program was once again implemented but in a virtual capacity. To enable our customers to meet the mandatory requirements of the program, it became clear that BWPO staff would need to reach out to customers to walk them through the process virtually. Since the outreach began in late March, the numbers of Personalized Service Meetings scheduled have increased dramatically. Feedback from field staff performing this outreach has been positive. Participants have been thankful for the assistance in walking through program requirements and for the services provided through the RESEA program.

**PA CareerLink® Update**

All PA CareerLink® locations have the Governor's approval to reopen and most have been seeing customers in person by appointment only. Recently, a few locations have requested that BWPO staff return to the office on a full-time basis and these locations will receive walk ins, in addition to appointments. All CDC/OA guidelines will be followed to ensure the safety and health of customers and staff.

**DW Outreach**

Our dislocated outreach project has been expanded and refocused. Originally, the pilot offices contacted dislocated workers based on WARN notices. Now the project has been expanded to additional offices and the focus is on jobseekers that have filed new UC claims. We are working with Deloitte to organize and track this effort. Claimants are contacted via email and phone and offered one-on-one meetings to assess the need for PACL services.

**UCX Outreach**

This project was originally intended to reach out to UC claimants that have exhausted their UC benefits. Now that federal UC benefits have been extended, we are shifting our efforts towards the Dislocated Worker outreach project and contacting claimants with new UC claims.

### **PA Rapid Hire Portal**

The PA Rapid Hire employer portal was launched on April 16, 2021 and is located on the PA CareerLink® home page. The portal spotlights employers that have open positions and are hiring immediately. It provides jobseekers a link to the employers' website career pages or POC email. To be displayed on the page, employers may submit an express form (link located on the home page of the portal). Currently, there are 193 employers displayed and the site is refreshed weekly with new employers.

### **Trade Navigators**

PA is in the process of hiring 5 Trade Navigators for the Commonwealth. There will be one for each region Northwest, Southwest, North Central, South Central, Southeast-Poconos. As of today, 4 Navigators have been hired and have started. The 5<sup>th</sup> Navigator for the Southwest region has been selected and recommended and should be starting before the end of the quarter. Their primary role will be to focus on outreach to the trade affected workers. The Navigators will work with the Rapid Response Services Unit and CareerLink® staff to coordinate and ensure outreach and connection with affected workers, to increase participation in the TAA program. The Navigators will work with the CareerLink® staff to ensure that both the workers who attended a BRI/Trade BRI as well as those who did not attend a BRI/Trade BRI receive follow up in the form of a letter/email/phone call. They will also play a role in ensuring that the workers who attend TAA training are working with the CL staff 60-90 days out from graduation from training to start job searching or planning for work-based training.

### **Center for Workforce Information Analysis (CWIA)**

**Director: Ed Legge**

1. In support of future workforce development training efforts, CWIA recently released the draft 2021 High Priority Occupations (HPO) lists by Workforce Development Area (WDA). HPOs are in demand by local employers and provide a family-sustaining wage. They are matched with state funded training programs through the PA CareerLink® to prepare job seekers for available positions. Local WDAs have until mid-June to submit petitions to have additional occupations added to their HPO list to address additional employer needs. Visit CWIA's website to learn more about HPOs: <https://www.workstats.dli.pa.gov/Products/HPOs/Pages/default.aspx>.
2. In April, CWIA released the 2020 occupational wages. These data are equally beneficial to employers setting wage levels, educators providing career advice and job seekers weigh a potential job opportunity. Statewide and sub-state region data are available from more than 800 occupations. The updated wage data can be found at: <https://www.workstats.dli.pa.gov/Products/Occupational%20Wages/Pages/default.aspx>.

### **Apprenticeship and Training Office**

**Director: Tara Loew**

### **State Apprenticeship Expansion, Equity and Innovation (SAEEI) Grants**

The ATO in coordination with BWDA submitted an application for a federal award under the SAEEI funding announcement for \$5.6M. This project is aimed at expanding RAPs in Pennsylvania through the support of apprentices. By off-setting the costs of Related Technical Instruction (RTI) and On-the-Job Training (OJT) for employers, they are more likely to adopt the programs, experience the benefits firsthand, and make ongoing investments in them. The ATO will use the majority of funding from the SAEEI grant to provide direct support to 1200 participants.

## **Other**

### **Workforce Data Quality Initiative**

Workforce submitted an application for a federal award under the WDQI funding announcement for \$2.9M. This project focuses on the expansion of data integration across agencies. The results of this grant will allow PA to understand the challenges and barriers facing our residents prior to their engagement for services. Understanding what types of interventions work best for all residents, including those in underserved populations, is essential to developing policy and programming to meet their needs and the changing needs of PA employers, understanding what types of interventions are less successful for those with different lived experiences is likewise beneficial to ensure that programs that are no longer generating outcomes or preparing PA for the current and future labor market can be eliminated or updated.

Perhaps more importantly, PAWORKS will allow the commonwealth to better understand and evaluate the impacts that our Workforce Development interventions have had on our residents for a substantially longer duration than currently required under WIOA reporting requirements. Many of PA's Workforce initiatives focus on building the foundational skills and competencies that are intended to support individuals entering a career pathway that will lead to family-sustaining wages. Despite this intention, workforce metrics are predominantly and often exclusively evaluated based on outcomes no further than one year after program exit.

## Office of Vocational Rehabilitation Update

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### COVID-19 PANDEMIC

In order to mitigate the spread of COVID-19 in Pennsylvania, Governor Wolf announced temporary closures of most Commonwealth offices as of March 17, 2020. OVR staff continues to telework, with critical function teams going into the district offices and Central Office on a rotating basis in order to handle mail and other essential tasks. Telework is projected to continue into at least mid-2021. As mitigation efforts continue, we continue to seek guidance and work internally to develop procedures to ensure the health and safety of staff and customers as we plan for an eventual return to normal operations.

### EMPLOYMENT OUTCOME STATISTICS

#### Successful Closures Across OVR

The COVID-19 pandemic impacted the delivery and direct management of services. The OVR Executive Team, regional management, local District Administrators, and direct staff continued to provide services leading to competitive integrative employment. In consideration of the closed Order of Selection (OOS) and the impact of the pandemic, the following outcomes were achieved:

Program	Goal for the Program Year (PY)	# of Successful Closures in Q1 of SFY20	% of Goal Achieved for the PY
BVRS	5,414	3,644	67%
BBVS VR Program	266	110	41%

### ORDER OF SELECTION

In 2019, RSA approved OVR's request to temporarily close the Order of Selection (OOS). A wait list was implemented on July 1, 2019. The Executive Team will continue to monitor the progress of the customers released from the list and will work with the Secretary's and Governor's Offices to determine when additional releases can occur.

<b>All customers on Wait List as of 4/12/2021</b>	<b>3,310</b>
Moving Toward OOS Waiting List as of 4/12/2021	5,729
Cases Approved to move off the Waiting List as of 4/12/2021	16,006
Open VR Cases Receiving Services	25,341
Total Open VR Cases	34,380
Net Increase Since 3/29/2021	27
Net Increase Since 7/1/2019	1,849

## **MEASURABLE SKILLS GAINS**

OVR continues to document customer progress on Measurable Skills Gains (MSG) that lead to successful credential attainment, in collaboration with Workforce partners, Titles I-III.

## **BUREAU OF CENTRAL OPERATIONS (BCO)**

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### **GENERAL UPDATE**

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

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

### **BUSINESS SERVICES & OUTREACH DIVISION (BSOD)**

The Business Services & Outreach Division (BSOD), along with all OVR, continues telework activities. Guidance and support to OVR staff and business customers continues. During these months, BSOD increased its partnership with Unique Source and its member companies, including InspiriTec, which have contracted with the PA Department of Labor for Unemployment Compensation (UC) and Pandemic Unemployment Assistance (PUA) call center positions starting at \$14.00 per hour. These positions offer qualified OVR customers opportunities to build their work history and market themselves for full-time, benefitted careers in the customer service IT help desk field. OVR's on-going relationship with retailers in the grocery and pharmacy sectors continues to provide opportunities for OVR customers. Each week, BSOD staff share approximately 200-300 job openings with CVS Health for positions in PA retail pharmacies, distribution centers, and pharmacy direct operations. BSOD specialists and district office Business Services staff work with VRCs to encourage all employment-ready customers to register with their local CareerLink, the national Talent Acquisition Portal, USA Jobs for federal career positions, PA Civil Service Commission for state and municipal civil services positions, and with many private sector job boards.

### **CareerLink Accessibility Reviews**

Discussions with the Bureau of Workforce Development Programs (BWDP) regarding ADA accessibility reviews at all PA CareerLink offices continue, and these reviews will resume when it is safe to do so.

### **Focus on the Expansion and Development of Apprenticeship Pathways and Internships**

The following is an update on activities related to apprenticeship and internship collaboration:

- Networking and expressed interest by the PA AFL-CIO, Central Labor Councils and their trade locals to assist with expanding apprenticeship pathways to any qualified OVR trainee.
- Networking with PA Department of Labor & Industry ATO and Keystone Development Partnership to explore collaboration in the Philadelphia, central and western PA regions to introduce qualified OVR customers to both pre- and registered apprenticeships.
- Working toward development of statewide legislative office aide internship and/or job positions for qualified OVR customers with both caucuses of the PA house and senate.
- Due to COVID-19 mitigation efforts, the Office of Administration (OA) has decided to cancel plans to resume the 2021 State Summer Internship program.
- Ongoing discussion with PSSU SEIU Local 668 leadership in exploring development of Public Sector apprenticeships within 668.
- Training BSOD Specialists through apprenticeship with the Keystone Development Partnership to become Apprenticeship Navigators.
- Embedded Apprenticeship Specialist within OVR BSOD.

## **TRANSITION**

### **OVR Services to Students with Disabilities**

The Transition Unit and OVR Executive Team have been meeting with PDE leadership since December and are happy to report that the OVR-PDE MOU has been signed by all parties and a training and implementation plan is in process between OVR and PDE. We are working closely with Local Education Agencies to ensure students have access to vocational rehabilitation services across the state.

## **BUREAU OF BLINDNESS & VISUAL SERVICES (BBVS)**

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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 1,800 customers across Pennsylvania in their Vocational Rehabilitation program.

## **BUREAU OF VOCATIONAL REHABILITATION SERVICES (BVRs)**

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

## **HIRAM G. ANDREWS CENTER (HGAC)**

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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 134 students enrolled in training programs at HGAC.

## Quarterly Meeting Agency Update

Tuesday, May 4, 2021

Agency: PA Department of Human Services

### American Rescue Plan Funds

- The American Rescue Plan Act provided three distinct buckets of funds to support families and child care providers.
  - a) The first is Child Care Discretionary funds in the amount of \$428 million which can be encumbered through September 30, 2023. This bucket has the most flexibility to support a variety of activities.
  - b) The second is Child Care Stabilization, the Act specifies this to be sub-grants to child care providers based on current expenses. This is more than \$750 million, with 10 percent allowable for administrative costs, training related to supporting to make application and supports needed to award funds. These funds must be encumbered by September 30 2022. OCDEL is awaiting Office of Child Care Guidance for additional direction on the subgrant parameters.
  - c) The final child care allocation is for direct services. DHS is still estimating this amount but believe we will receive approximately \$50 million. These funds are the only funds that are ongoing.
- The American Rescue Plan Act provides a 10 percent federal Medicaid match bump for certain services offered in the provision of Home and Community Based Services. The Center for Medicare and Medicaid Services has not yet released guidance to states on how to claim and spend these funds but DHS is very interested in initiatives which would support the hiring and retention of the direct care workforce.

### CBO/MCO Partnerships-Training Opportunity:

DHS recently added requirements to our Medicaid Managed Care Organizations (MCOs) to incorporate community-based organizations into their plans to advance our health care system towards value (a concept called value-based purchasing), which emphasizes results over transactional cost.

Part of the goal is to make sure that community-based organizations (CBOs) understand these changes and can effectively partner with MCOs and providers to deliver social services. DHS is hosting a series of training sessions for CBOs to better understand how to get involved, the different models for these agreements and the operational aspects involved, and the requirements for CBOs.

Employment and workforce entities may be interested in these trainings. If you have any questions, please contact Michael Hershey at [c-mhershey@pa.gov](mailto:c-mhershey@pa.gov)

### Addressing barriers: RISE PA – the statewide resource and referral tool

DHS selected a vendor to develop and implement the statewide resource and referral tool, newly named the Resource Information and Services Enterprise – or RISE PA. This tool will help connect people to resources across nine domains that reflect the social determinants of health. The nine domains include: healthcare, food, housing, transportation, employment, child care, clothing, financial strain, and utilities. The vendor, Aunt Bertha, will develop an interactive platform that not only connects people to a database of resources based on location and needs, but also allows for a closed-loop referral system that tracks referrals and follow up services. The tool will supplement interactions between organizations and clients to help facilitate access to services and supports. It will also help minimize duplication of services and reduce the time it takes for individuals to get the help they need. DHS has launched an



[informational page about the tool](#) in its website and providers can sign-up to receive updates on the tool here:

[https://docs.google.com/forms/d/e/1FAIpQLSdZKCOhU1IVMOz6spWC0QHXCqpWQPpflplaInoTFoWc\\_oaJuQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdZKCOhU1IVMOz6spWC0QHXCqpWQPpflplaInoTFoWc_oaJuQ/viewform)

### **TANF Employment & Training redesign updates**

Nine months ago, DHS began implementing new flexibilities and expanded services in two of its major workforce programs, EARN and Work Ready, to include expanded access to education opportunities and barrier remediation services. Early data reports indicate programs are successfully increasing enrollments and connecting individuals to credentialing programs. DHS anticipates further tests of concept of its redesign as participants seek to reattach to a post-pandemic economy.

### **Expanding Quality Job Training Opportunities: SNAP 50/50 Programs**

The SNAP 50/50 Program is a federal program administered through DHS that reimburses up to 50% of costs for local non- or for-profit entities who provide structured technical skills training and earn-and-learn opportunities for SNAP recipients. Given its significant returns on investment, DHS has moved to expand these programs across the state. Over the last year, DHS has onboarded 8 new SNAP 50/50 partnerships that build pipelines to a variety of quality jobs, ranging from manufacturing to HVAC and financial services positions. We will be accepting new applicants in the next quarter.

### **Childcare**

- OCDEL, through its regional partners the Early Learning Resource Centers (ELRC), is in the process of distributing the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act funds to child care providers across Pennsylvania. \$212M of CRRSA is directed at child care providers to continue to support the increased cost of operations related to COVID-19 and to assist with the impact of ongoing decreased enrollment. Disbursements range from \$4,400 for the smallest providers serving between 4-6 children, to \$91,000 for centers licensed to serve more than 180 children.
- OCDEL reviews statistics on child care providers opening and closing after the end of each month. A summary of openings and closings from February 28, 2020 through March 31, 2021 can be found in the table below. The total net change is consistent with trends seen over the past five years. CCW enrollment is currently at 73,517. The CCW Waitlist is zero and we have ample funds to continue to enroll eligible families as they apply.

Action	Center	Group/Family	Total	# STAR 3 or 4
Permanently Closed	351	288	639	69 closed
Newly Open	316	129	445	NA
Net change	-35	-159	-194	2.4% increase in 3 and 4 providers

- OCDEL has completed Pennsylvania's FFY 2022-24 Child Care and Development Fund (CCDF) Draft State Plan. This plan outlines the activities supporting licensing of child care, professional development, subsidy and family engagement for CCDF supported activities and funds.



The Public Comment period has officially begun and the Public Hearing will be held virtually on Tuesday, May 18, 2021, from 11:00am to 2:30pm.

To view the State Plan, submit a public comment, register to attend the Public Hearing and register to provide testimony please visit the Department of Human Service's website [here](#).

## **Quarterly Meeting Agency Update**

May 4, 2021

Agency: Department of Aging

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the Third quarter of its program year. We have tried to open our program as much as possible, but we are still limited because of COVID. We utilize many training sites that are currently closed to the public or have limited services. Furthermore, since we provide training to participants that are 55 years and older, we have only been able to open at 84% capacity. We have provided training services to 448 participants this program year which is 101% of SCSEP maximum enrollment. We are still limited by COVID to enroll new participants and sending participants to train in host agencies. 102 participants have exited the SCSEP with 28 participants exiting due to employment. The 2nd quarter employment rate of 33%. Furthermore, 22% of the participants that found employment have retained employment through the fourth quarter after exiting the program. Most in need, community service, and median earnings goals and targets are either exceeding or on pace to exceed when all required updates are performed in the SPARQ system

## Quarterly Meeting Agency Update

May 4, 2021

Agency: PA Department of Agriculture

### COVID 19

- Agricultural workers including grocery workers and meat processors were given priority access to the COVID vaccine.
- Agricultural employers were very interested in vaccinating their employees and many took advantage of the opportunity to vaccinate their workforce. The overall agricultural industry responded positively to this.
- PDA provided and continues to provide support to employers looking to vaccinate their workers and will continue to address any needs or issues that arise.

### PDA and L&I Stakeholder Engagement

- At the beginning of the year PDA and L&I connected to discuss workforce development issues and challenges within agriculture and to identify opportunities to create programs targeted specifically to the agricultural industry.
- A need to get stakeholder feedback was identified. PDA and L&I hosted 3 stakeholder listening sessions with stakeholders from Team PA's Ag Advisory Board, general agricultural stakeholders, and urban agriculture stakeholders. These calls focused on stakeholders' experiences with the workforce development system and their biggest workforce development needs such as recruitment and funding.
- A stakeholder survey was created as well and shared with over 100 stakeholders including employers, employees and training providers within agriculture.
- These stakeholder discussions and data from the survey will be used to inform possible funding and training opportunities moving forward.

### PA Commission for Agricultural Education Excellence

- The commission collaborated with the PA Department of Education and stakeholder groups on suggested changes to the proposed PA Standards for Science and Technology;
- Developed a plan for Diversity, Equity, Inclusion and Accessibility (DEIA) which included the creation of the DEIA Ad Hoc Committee. The Committee has defined their mission and objectives which includes an upcoming diversity and equity assessment.

### Agriculture Apprenticeship and Pre-Apprenticeships

- 3 new agricultural apprenticeship programs were registered with the state including Penn State's Butcher Apprenticeship Program and two groundskeeper apprenticeship programs. One new agricultural pre-apprenticeship program was registered as well.
- There are now 7 agricultural related apprenticeship programs and 2 pre-apprenticeship programs registered with the state.

### Other Workforce Initiatives

- The Ag and Youth grants program through the PA Farm Bill closed on March 5<sup>th</sup>. The grant program invests in workforce development initiatives for agriculture and youth organizations such as FFA and 4-H. 85 grant applications were received from 32 different counties. Grant awards and announcements will be made in the next few weeks.
- Team PA's updated Economic Impact Study was released last week. The report highlights the importance of workforce within agriculture and the need to make workforce development a priority.

## Quarterly Meeting Agency Update

May 4, 2021

### Department of Community and Economic Development

#### COVID-19 Action

- **Contact Tracing Training:** DCED and DOH have contracted with the community colleges across the commonwealth to offer a contact tracing training program. The 45-hour online training free of charge program will train 425 individuals in contact tracing and, offer them the opportunity to continue onto a career pathway in the health care field.
- **Outreach Calls with Industry:** Secretary Davin continues hosting listening session calls with industry and partner organizations to hear firsthand what is happening at the local level and to hear how the state can help with recovery efforts. To date, over 65 calls have been hosted. Sister agencies, PEMA, L&I, DOH continue to participate regularly on the calls. PennDOT, Banking & Securities, Agriculture and the PUC also participate on related industry calls.
  - **Industries:** Hospitality/Travel/Tourism; Construction; Small Business/Direct to Consumer Business; PREP (LDDs, SBDCs and IRCs); Medical/Technology & Innovation; Food Chain; Team PA Foundation; Warehousing/Distribution/Logistics; Minority/Diverse Business; PEDA Executive Committee; The Trades; Workforce Development; Finance; Utilities & Energy; and Manufacturing.
  - **Hot Topics:** vaccine rollout, mitigation efforts, workforce training, reshoring, broadband/IT infrastructure, future stimulus money from federal government, loan repayment, impact of extended UC benefits, and liability.

**WIOA State Plan-Goal 2 Sector Strategies and Employer Engagement:** DCED continues to serve as the lead agency for Goal 2 of the WIOA State Plan and hosts interagency committee meetings to review the sub-goals and update the progress made towards the sub-goals. DCED is also a member of the Industry Partnership and Employer Engagement Committee of the Board.

**Keystone Economic Development and Workforce Command Center:** The pandemic caused a shift in everyone's focus, and the Command Center held off their weekly meetings, however, the work of the Workforce Command Center is more relevant than ever and the group will begin meeting again as a whole group in May. Prior to the pandemic, the Command Center released an annual report that identified barriers as well as 42 recommendations to mitigate those barriers. This work is more important than ever as the barriers identified in the report have been exacerbated by the COVID-19 pandemic. This group remains well positioned to ensure collaboration and collective progress towards the progression of breaking down these identified barriers, while also targeting new challenges and ways that the private and public sector can work together to build the strongest workforce in the nation.

#### Workforce & Economic Development Network of Pennsylvania (WEDnet):

2021 – 1<sup>st</sup> Quarter Activity:

- 9,202 employees trained
- 246 unique FEINs trained
- \$2,095,529.27 invoices paid

**Manufacturing Training to Career:** The Manufacturing PA Training-to-Career Grant program has awarded eight grants totaling \$1.9 million. Six of the grants are going to develop short-term training programs to help those with barriers to employment gain the skills necessary to obtain employment in the manufacturing industry and two are going to focus on bringing awareness of the manufacturing industry to students.

**Next Generation Industry Partnerships:** DCED continues to partner with L&I on NGIPs. DCED participates on a bi-weekly interagency Next Gen calls with L&I, Team PA, PDE, and DHS, as well as participates on the monthly Community of Practice calls with the NGIPs across the commonwealth. DCED is participating with L&I on check in calls with the current 28 partnerships that are in operation. These calls began in February.

**Pennsylvania Manufacturing Advisory Council (MAC):**

As a result of Pennsylvania participating in the SSTI Manufacturing Policy Academy, DCED developed and implemented the Pa Manufacturing Advisory Council. The Council, currently made up of service providers working to support Pa manufacturers, has had three meetings and our now poised to start work on the following focus areas:

- Engage industry and recruit industry members:
  - UPDATE: The Council has identified manufacturers and are in the process of reaching out to invite them to the join the Council. Industry representatives will begin attending Council meetings in July 2021.
- Produce comprehensive view of state of industry:
  - UPDATE: The Council has heard presentations by the Berks County Workforce Area regarding the workforce needs in their region and a 'State of Manufacturing' report contracted by the Pennsylvania MEP.
- Create a statewide manufacturing strategy (including elements such as access to capital; customized training, reshoring, support of specific sectors, database of suppliers, fund to help companies acquire companies from other states); and
  - UPDATE: Along with the continued data collection noted above, the Council continues its resource mapping project which includes all service providers across the Commonwealth to begin its development of a statewide strategy.
- Promote manufacturing at higher level in state and improve public opinion.
  - NO UPDATE AT THIS TIME.

## **Quarterly Meeting Agency Update**

May 4, 2021

Agency: Corrections

### **Partnerships with Other Agencies**

On February 5, 2021, the department's Workforce Development Specialist provided a presentation to Union County Probation on the opportunities we provide inmates inside the State Corrections Institutions (SCIs) and how we work with employers to fill job needs.

On February 16, 2021, the Workforce Development Specialist spoke with Central PA Chamber about hosting a series of workshops to their 500+ members on the benefits of hiring reentrants. The series will take place virtually and in-person throughout the remainder of 2021.

In March 2021, Central PA Chamber held a virtual job fair with about 5 employers interested in hiring reentrants. The Workforce Development Specialist shared with the employers the benefits of hiring that population, prior to the event.

On March 30, 2021, the Workforce Development Specialist provided a presentation on the Benefits of Hiring Reentrants hosted by South Central PA Works (SCPa Works). The presentation was done with Flagger Force, a second chance employer, sharing the success of hiring reentrants. There were approximately 100 participants at the event.

On April 16, 2021, the Workforce Development Specialist participated in a roundtable on the Benefits of Hiring Reentrants hosted by the Allegheny County Anchored Reentry (ACAR). The roundtable also included Flagger Force, a second chance employer, sharing the success of hiring reentrants.

On April 26, 2021, Deputy Secretary Kelly Evans and staff presented to the Criminal Justice Reform Caucus. They provided an overview of how the department has adjusted operations to keep staff, inmates, and reentrants safe during the pandemic, while also continuing to provide required programming and activities. Additionally, the presentation included an overview of Justice Reinvestment Initiative 2 (JRI2), an update on employment and what is being done to assist reentrants and employers in today's job market, and an inside look at the new program created for Technical Parole Violators.

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.

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

### **Reentry Services**

As a reminder, in October 2020, to better connect employers and reentrants the department created a Workforce Development page on our website with resources and contacts all centered on second-chance hiring. <https://www.cor.pa.gov/community-reentry/Pages/Workforce-Development.aspx>. Our goal in the future is to add a list of second chance employers.

Annually, each SCI coordinates and hosts a reentry job fair for inmates to participate. This event is generally hosted in the gym, classrooms or other large area within the institution and invites various community partners (employers, community service providers, BCC contractors and other agency representatives) to provide in-person information and presentations to the inmates. This information is vital for successful reentry planning. However, due to the COVID outbreak of 2020, these events have all been cancelled or rescheduled and the likelihood of facilitating these events in alignment with DOC COVID procedures and CDC guidelines will be difficult. Unfortunately, the scheduled virtual reentry job fairs in December 2020, had to be canceled. We anticipate holding a virtual reentry job fair in June 2021.

Corrections and Parole staff facilitated a Reentry Employment Specialist training on March 8<sup>th</sup> and 9<sup>th</sup>, with 18 participants. A second training was held on April 6<sup>th</sup> and 7<sup>th</sup>, with 22 participants. Participants included CareerLink staff, community partners, Montgomery County Probation Officers, and State Parole/Department of Corrections staff. The next training is scheduled for June 14<sup>th</sup> and 15<sup>th</sup>. Please visit: [Reentry Employment Specialist Training \(pa.gov\)](https://www.pa.gov/reentry-employment-specialist-training) for future training events and how to register.

## Quarterly Meeting Agency Update

May 4, 2021

### Pennsylvania Department of Education

#### **Title II Adult Education**

*Online Learning for Workforce Development Staff:* The PA Department of Education (PDE) and PA Department of Labor and Industry worked with Tuscarora Intermediate Unit 11 to develop a series of online, on-demand training modules for workforce development staff. WIOA core program staff contributed to the content development.

Available at [www.workforcestafftraining.com](http://www.workforcestafftraining.com), the first course, *Introduction to the PA CareerLink® System: Referrals and Best Practices*, consists of two modules. The first module introduces participants to the PA CareerLink® system and provides an overview of the WIOA core programs. The second module shares referral best practices to support participant co-enrollment across WIOA programs. The course includes a user guide with additional activities that workforce partners can complete to encourage collaboration and referrals among WIOA core programs. Individuals can enroll for free at [www.workforcestafftraining.com](http://www.workforcestafftraining.com).

*Peer-tutoring Program:* With support from the PDE Division of Adult Education, the Penn State Institute for the Study of Adult Literacy helps coordinate a peer tutoring program at SCI Muncy for inmates to tutor fellow inmates. Read about the program—including inmate testimonials—in a [blog post](#) from the Department of Corrections.

#### **Career and Technical Education (CTE)**

Due to the pandemic and an inability to complete credential testing, the number of CTE students earning industry credentials during the 2019-20 school year dropped 13% from the previous year. Until last year, the number of CTE students earning credentials and the number of credentials being earned had been increasing annually. To make it possible for more students to earn credentials, PDE distributed Governor's Emergency Education Relief (GEER) I and II funding to CTCs for summer school, extended days, and bringing graduating students back in the fall. The PDE Bureau of Career and Technical Education also surveyed CTCs on how they have been providing education and credentials during the pandemic, with the intent of sharing promising practices with all CTCs.

#### **PAsmart Computer Science and STEM Advancing Grants**

On April 13, 2021, PDE awarded \$10.8 million in [PAsmart Advancing Grants](#) to expand access to computer science and STEM education for Pennsylvania learners. The onset of the pandemic caused a delay in grant distribution, which was originally intended to take place in the spring of 2020. Over the last three years, the Wolf Administration has awarded 453 PAsmart grants to expand computer science classes and teacher training at over [765 schools across the commonwealth](#).

A full list of the 26 newly awarded projects can be found at [PA Advancing Grants 2021](#). Funded projects include:

- The establishment of innovative STEM partnerships between school districts and higher education partners to provide college credits and industry credentials in STEM and computer science;



- Computer science and STEM after-school programs in robotics and artificial intelligence;
- Support for diversity and inclusion on esports teams in high-need areas;
- Establishing innovation hubs through collaborations with community colleges, city parks, and libraries to help underserved learners build STEM and computer science skills;
- Establishing mentorships to expose underrepresented learners to STEM careers; and
- Opportunities for rural, urban, and suburban students to gain hands-on experience in coding and robotics.

### **Career Ready PA Coalition**

In March 2021, the Career Ready PA Coalition steering team finalized language on a mission and vision, developed a calendar through June 30, 2021, and established workgroup sessions focusing on statewide career and workforce readiness priorities identified in the fall statewide stakeholder sessions: industry credentials, employability skills, pre-apprenticeships/apprenticeships, and career pathways/pilots. Each session includes a best practice and/or industry presentation and conversations on existing opportunities, alignment to the classroom and workforce need, and steps to increase access and awareness of the priority to advance postsecondary success for all learners.

The Career Ready PA Coalition also launched the “[Career Ready PA Backpack Challenge](#)” to uplift Remake Learning Days (RLD) festival events, taking place across Pennsylvania between May 6-16, 2021. Organizations will host free public events for all age groups focusing on hands-on learning at libraries, schools, tech centers, museums, play spaces, community centers, and more. Students can obtain artifacts for their career portfolios when they participate in designated RLD events.

**Industry Partnerships and Employer Engagement Committee**  
**Quarterly Update**  
May 4, 2021

The committee 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 itself to strategically collaborating with the work of **Next Gen Industry Partnerships** statewide, regionally, and locally.

Over the past quarter, the committee engaged in strategic discourse and approved new purpose and vision statements:

**The purpose of the Industry Partnerships and Employer Engagement Committee** is to promote awareness and foster employer engagement through public and private industry partnerships to create demand-driven priorities, leading to economic vitality.

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

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

In addition, the committee approved new objectives and related strategies. In order to accomplish the objectives and strategies outlined, they will regularly invite Pennsylvania business and industry leaders (who are active in Industry Partnerships) to participate in regular convenings to inform the committee about its work to achieve its goals for the benefit of the Commonwealth's business community and economic well-being.

As the committee continues to focus on encouraging the use of and increase awareness of the one-stop System (WIOA Combined Plan Goal 2.4), it has focused its efforts, most recently, on increasing awareness of the one-stop system, statewide. After identifying and reviewing several priorities, marketing the PA CareerLink system to business leaders was chosen as the top priority and a marketing tool was created to make employers more aware of the benefits of the Commonwealth's one-stop system.

Finally, in support of aligning resources, policies and strategies between state, local and regional systems to increase employer awareness of the one-stop system (Priority of Focus), the committee is identifying strengths and weaknesses of employer engagement within the workforce system and is exploring ways to increase such engagement. The committee has also begun identifying and supporting policies and programs that focus on re-entry citizens and will look to track their employment gains.

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

**Career Pathways & Apprenticeship Committee**  
**Quarterly Update**  
May 4, 2021

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 has been committed to the **Strategic Process** to ground the committee in actionable steps to achieve strategies that align with the purpose of the committee.

Over the last quarter the committee has approved a purpose statement, objectives, and strategies:

**The purpose of the Career Pathways and Apprenticeships Committee** is to identify, invest in and support strategies that equitably connect unemployed and underemployed Pennsylvanians to family-sustaining careers, through training, pathways, and apprenticeships.

As the committee continues to focus and support **Goal 1 of the WIOA Combined State Plan (Establish career pathways as the primary model for skill, credential, and degree attainment, and provide all Pennsylvanians, with an emphasis on Pennsylvanians with barriers to employment, an opportunity to obtain a job that pays)** it has focused its efforts most recently on equity, access and diversity in career pathways and apprenticeship models.

In support of the committee's recommendations in quarter four of 2020 (**The Career Pathways and Apprenticeship Committee recommends allocating funding for a competitive grant program (if and when funding is available) to assist individuals in the Commonwealth in entering into, and progressing along, career pathways**) elements are being incorporated into future grants. The Keystone Research Report has been received and is in draft form. The report is expected to be finalized in this quarter.

Rick Bloomingdale, Chair  
Career Pathways and Apprenticeship Committee

## Youth Committee

### Quarterly Update

May 4, 2021

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

Over the last quarter, the committee has heard from three presenters to expand its knowledge on topics directly aligned with key elements of sub-goals 3.1 and 3.7 of the state plan:

**3.1: The commonwealth will identify and promote evidence-based models and effective practices for engaging opportunity youth.**

**3.7: The commonwealth will promote early career exposure and exploration, as well as the development of employability skills through work-based learning opportunities, particularly through summer employment and STEM career pathways, for in-school youth, as a means of increasing student engagement and drop-out prevention, by engaging businesses.**

#### Youth Committee Next Steps:

- Continue exploration of ways to promote effective practices for engaging opportunity youth, as well as equity in youth access to Science, Technology, Engineering, and Math (STEM) education opportunities.
- Continue to ascertain youth-related impacts of the COVID-19 pandemic and promising practices for mitigation.
  - Explore potential policy recommendations to ensure that workforce preparation is expanded and integrated as a part of K-12 academic curriculum. Given the dire impacts that youth have suffered during the pandemic, it is critical that policy decisions and future investments reflect the changes necessary to restore progress lost and promotes an equitable economic recovery strategy.

Chekemma Fulmore-Townsend, Chair  
Youth Committee

**Continuous Improvement Committee**  
**Quarterly Update**  
May 4, 2021

### **Committee Activity**

The committee focused on two primary initiatives this quarter:

- CWDS (Pennsylvania's workforce system of record) Digital Intake Project
- Performance outcomes public communication

### **Digital Intake Project**

Deloitte and the CWDS team presented to, and heard feedback from, the Continuous Improvement Committee on the ongoing Digital Intake project. The goal of the project is to standardize many aspects of customer intake across Pennsylvania's CareerLink® system. The project aims to accomplish several goals including, but not limited to:

- Increasing customer centered design during intake – Customers are asked a high volume of questions during the intake process that are often personal in nature. By asking questions in a manner that encourages disclosure helps CareerLink® staff assisting those customers to develop service strategies and plans that best meet the needs of those individuals. It also assists the commonwealth in collecting accurate and complete data from participants.
- Eliminating unnecessary questions – Customers are required to provide a lot of information throughout the intake process in order determine eligibility and to enroll in programs. Often customers must provide the same information to multiple staff. By ensuring that information collected during the initial intake follows the customers throughout their engagement with PA CareerLink®, we can eliminate the need to ask duplicative questions and, in turn, enhance the customer experience.
- Enhancing Data Accuracy of Data – Accurate data on who is seeking services and on who is receiving services is important. Capturing information on customers helps to ensure that services align with and individual customer's needs. Additionally, accurate and complete data on all customers helps to ensure that workforce development programming reflects the needs of our customers at large.

### **Performance Reporting**

Pennsylvania, like all other states, reports a great deal of information to our Federal funders on both system and participant performance outcomes. The Continuous Improvement committee has prioritized making sure this information is available in a format that is understandable to the public, both to increase public understanding of the workforce development system, and to increase accountability based on system performance. The committee worked with CWIA's performance management team to develop the two-page document displaying state and local performance found in this briefing book.

### **Next Steps**

- Continue to engage and provide feedback on the Digital Intake Project
- Further refine and expand ways of communicating workforce development system performance

Brian Funkhouser, Chair  
Continuous Improvement Committee

# WIOA Title I and Title III Workforce Performance Outcome Progress Through 2<sup>nd</sup> Quarter Program Year 2020 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 2020 Second 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 2022.

## Overall Program Scores

Not Meeting	Meeting	Exceeding
-------------	---------	-----------

## Overall Indicator Scores

<b>109.4%</b>	<b>119.5%</b>	<b>96.0%</b>	<b>103.9%</b>
Title I Adult	Title I Dislocated Worker	Title I Youth	Title III Wagner-Peyser

<b>100.3%</b>	<b>103.0%</b>	<b>108.4%</b>	<b>117.7%</b>	<b>112.1%</b>
Employed 2 <sup>nd</sup> Quarter	Employed 4 <sup>th</sup> Quarter	Median Earnings 2 <sup>nd</sup> Quarter	Credential Attainment	Measurable Skill Gain

## Individual Indicator Scores (actual performance/negotiated level)

	Employed 2 <sup>nd</sup> Quarter	Employed 4 <sup>th</sup> Quarter	Median Earnings 2 <sup>nd</sup> Quarter	Credential Attainment	Measurable Skill Gain
Title I Adult	<b>97.5%</b> (71.2% / 73.0%)	<b>98.9%</b> (69.2% / 70.0%)	<b>97.7%</b> (\$5667 / \$5800)	<b>131.4%</b> (73.6% / 56.0%)	<b>121.3%</b> (46.1% / 38.0%)
Title I Dislocated Worker	<b>105.7%</b> (79.3% / 75.0%)	<b>104.1%</b> (79.1% / 76.0%)	<b>107.8%</b> (\$8409 / \$7800)	<b>123.6%</b> (71.7% / 58.0%)	<b>156.3%</b> (50.0% / 32.0%)
Title I Youth	<b>99.5%</b> (65.7% / 66.0%)	<b>106.9%</b> (62.0% / 58.0%)	<b>116.8%</b> (\$3211 / \$2750)	<b>98.2%</b> (70.7% / 72.0%)	<b>58.6%</b> (33.4% / 57.0%)
Title III Wagner-Peyser	<b>96.9%</b> (63.0% / 65.0%)	<b>98.9%</b> (65.3% / 66.0%)	<b>109.4%</b> (\$6018 / \$5500)		

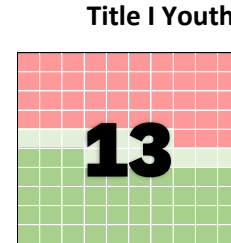
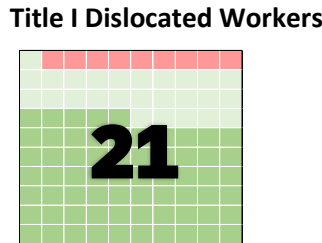
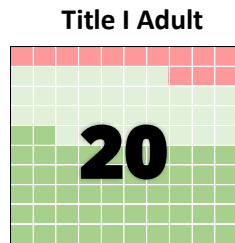
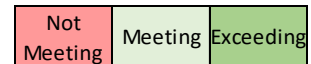
# WIOA Title I and Title III Workforce Performance Outcome Progress Through 2<sup>nd</sup> Quarter Program Year 2020 Local Workforce Development Areas

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.

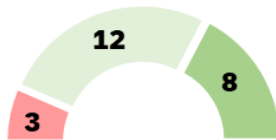
Graphics below indicate the number of local areas currently exceeding, meeting, or not meeting unadjusted negotiated levels of performance. Adjusted negotiated levels will be available in January 2022.

## Overall Program Scores

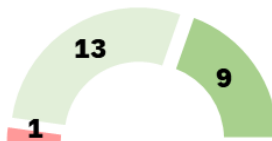


## Overall Indicator Scores

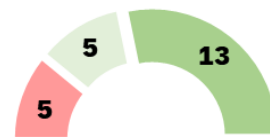
Employment Rate 2<sup>nd</sup> Quarter



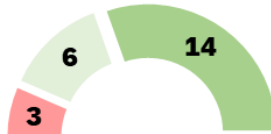
Employment Rate 4th Quarter



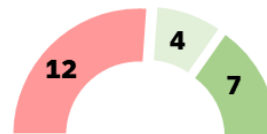
Median Earnings 2<sup>nd</sup> Quarter



Credential Attainment



Measurable Skill Gain



## Individual Indicator Scores

	Title I Adult			Title I Dislocated Workers			Title I Youth		
Employment Rate 2 <sup>nd</sup> Quarter	0	16	7	0	13	10	0	12	11
Employment Rate 4th Quarter	0	15	8	0	12	11	0	15	8
Median Earnings 2 <sup>nd</sup> Quarter	0	11	12	0	8	15	3	6	14
Credential Attainment	0	6	17	1	6	16	1	8	14
Measurable Skill Gain	3	10	10	2	5	16	10	8	5

# WIOA Title I and Title III Workforce Performance Outcome Progress Through 2<sup>nd</sup> Quarter Program Year 2020

## 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 2<sup>nd</sup> 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 4<sup>th</sup> 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 2<sup>nd</sup> quarter or 4<sup>th</sup> 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 <sup>nd</sup> Quarter	July 1, 2019 through December 31, 2019
Employment Rate 4 <sup>th</sup> Quarter	January 1, 2019 through June 30, 2019
Median Earnings 2 <sup>nd</sup> Quarter	July 1, 2019 through December 31, 2019
Credential Attainment	January 1, 2019 through June 30, 2019
Measurable Skill Gain	July 1, 2020 through December 31, 2020

## 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.



## **Healthcare Workforce Ad Hoc Committee**

### **Quarterly Update**

May 4, 2021

The Healthcare Workforce Ad Hoc Committee finalized four more recommendations to address the crisis shortage of professional care workers in Pennsylvania, which were approved by the PA WDB membership during the quarterly board meeting on February 10, 2021.

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

Matthew Yarnell, Chair  
Healthcare Workforce Ad Hoc Committee

**One-Stop Service Delivery System Committee**  
**Quarterly Update**  
May 4, 2021

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

**Main Goals of the Committee**

- The Committee spent its several last meetings talking about priorities with regards to bringing forth a recommendation at the May PA WDB meeting. Discussions centered around the previously identified areas for potential improvement: actionable data access, customer service, and staff support and training.
- Committee members completed a survey where they ranked the priority of four different topics surrounding the one-stop service delivery system. From those results, the committee formulated the following recommendation on the importance of quality training and development of PA CareerLink® staff.
- The committee has also been staying apprised of the Continuous Improvement Committee's project regarding a common intake form.

**One-Stop Service Delivery System Committee Next Steps**

- The committee will continue meeting monthly to discuss further priorities and possible actions that can bolster the one-stop service delivery system in Pennsylvania.

Sarah Hollister, Chair  
One-Stop Service Delivery System Committee

## **One-Stop Service Delivery Recommendation**

### **Rationale:**

The purpose of the PA CareerLink® system is to serve workforce development customers, including job seekers, those seeking upskilling, and employers. PA CareerLink® centers staff are key to ensuring that the experiences had by individuals and employers at PA CareerLink® centers are positive and yield productive outcomes. Therefore, investment in the continued learning and professional development of our PA CareerLink® staff is essential.

Although many efforts exist within regional PA CareerLink® centers, we are recommending a statewide investment in the training and development of PA CareerLink® staff.

### **RECOMMENDATION:**

The PA Workforce Development Board recommends that the state make strategic-investments in the professional development and training of PA CareerLink® staff, including but not limited to:

- cultural awareness and trauma-informed care practices;
- technology and digital literacy skills;
- customer service, and
- leadership development.

This investment will lead to improved services, standardized customer experiences in PA CareerLink® centers, and increase the overall effectiveness of PA CareerLink®.

In addition, PA CareerLink® staff should be encouraged to participate in communities of practice for workforce development professionals to ensure that best practices are shared across the commonwealth and to optimize the customer experience at PA CareerLink® centers.

The Board membership asks that the state provide on-going updates to them regarding the progress of this recommendation.

**Reentry Ad Hoc Committee**  
**Quarterly Update**  
May 4<sup>th</sup>, 2021

The Pennsylvania Workforce Development Board's Reentry Committee is focusing its efforts on identifying strategies to address barriers identified as priorities for 2021, and engaging employers around issues related to hiring reentrants.

**Allegheny County Virtual Roundtable Listening Sessions**

The committee, in collaboration with Allegheny County Anchored Reentry (ACAR) Consortium, the Pennsylvania Attorney General's Office and Pennsylvania Reentry Council (PARC) hosted a virtual employer roundtable April 16<sup>th</sup>, 2021.

The purpose of this roundtable was to hear directly from Employers, and HR Professionals around issues related to reentry and using the information collected to develop a Toolkit for Employers, Human Resources professionals and the general public that contain practical resources and strategies to encourage the hiring of reentrants.

**2021 Reentry Community Priority List and Recommendations**

The Pennsylvania Workforce Development Board's Reentry Committee has committed its efforts in identifying priorities for 2021 and a broader vision for the committee's work going forward. The committee will work to identify new and previously discussed recommendations (e.g., regional reentry roundtables, toolkit development, policy recommendations, etc.). It is imperative to shift from a punitive to a restorative response that leads to healthy and thriving individuals and communities.

The proposed recommendations from WDB the Reentry Committee are listed on the following page.

Jeff Brown, Chair  
Reentry Committee

## Reentry Draft Recommendations 2021

**Recommendation 1:** The Commonwealth should encourage the usage of the Work Opportunity Tax Credit and the Federal Bonding Program for employers hiring Returning Citizens.

The Pennsylvania Department of Labor & Industry (L&I) manages the Federal Work Opportunity Tax Credit (WOTC) Program, which enables employers to benefit from hiring Returning Citizens, who often face significant barriers to employment. This program financially supports employers who hire individuals from targeted groups, including Returning Citizens. We encourage the Commonwealth to educate all employers on the benefits of WOTC and the Federal Bonding Programs.

**Recommendation 2:** The PA Department of Labor & Industry should dedicate funding and programming for working with Returning Citizens who are unemployed or underemployed.

The Commonwealth of Pennsylvania should support targeted and uniform Reentry programming throughout the PA CareerLink® System, which includes a Reentry Accelerated Learning Opportunity with wrap around support services, digital literacy, and digital access training. We encourage the Commonwealth, through the Department of Labor & Industry, to allocate funds to support this initiative.

**Recommendation 3:** The Commonwealth of Pennsylvania should dedicate a portion of the funding from any Federal Infrastructure funding to support Returning Citizens that are seeking training and gainful employment.

The President and Congress are considering a major Infrastructure plan that will unify and mobilize the country to meet the great challenges of our times and provide funding for numerous infrastructure and capital improvement projects across our country. The Commonwealth should support Reentry Programming, which would assist with skill training and gainful employment of Returning Citizens.

2019 Population		
Total Population	12,791,530	100.0%
Female	6,526,417	51.0%
Male	6,265,113	49.0%
Population by Race		
White	10,300,602	80.5%
Black	1,430,664	11.2%
Other	1,060,264	8.3%
Hispanic Ethnicity (All Races)	935,216	7.3%
Population by Age		
Ages 0 to 17	2,662,391	20.8%
Ages 18 to 24	1,174,907	9.2%
Ages 25 to 34	1,680,907	13.1%
Ages 35 to 44	1,493,904	11.7%
Ages 45 to 54	1,692,870	13.2%
Ages 55 to 64	1,804,831	14.1%
Ages 65 to 74	1,276,690	10.0%
Ages 75 and Older	1,005,030	7.9%
Median Age	40.8	
Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,495,797	44.4%
Some College or Associate Degree	2,668,721	26.3%
Bachelor's Degree	1,841,510	18.2%
Graduate or Professional Degree	1,123,111	11.1%

Source: U.S. Census ACS 2015-2019 - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
Marc 2021	Marc 2020	Volume Change	Percent Change
123,312	122,158	1,154	0.9%

Source: Burning Glass Technologies Help Wanted OnLine™

U.S. Veterans		Median Income	
Total	Unemployment Rate	Veteran	Non-Veteran
759,474	4.6%	\$38,725	\$31,116

Source: U.S. Census ACS 2015-2019 (Table: S2101)

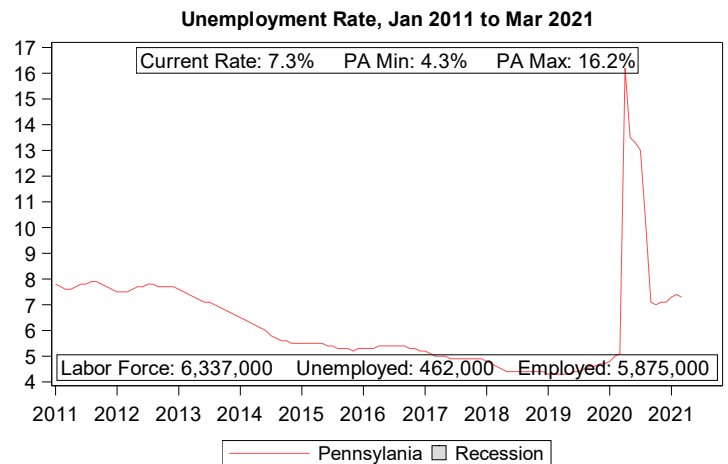
Income Measures			
Per Capita	Total Personal	Median Household	Median Family
\$58,032	\$742,924,296	\$61,744	\$78,521

Note: Total Personal Income is displayed in thousands.

Note: Median Incomes are in 2019 adjusted dollars.

Source: Personal Incomes - Bureau of Economic Analysis (BEA) - 2019

Source: Median Incomes - U.S. Census ACS 2015-2019 (Tables: B19013 & B19113)



## Top 25 Employers by Employment in Q3 of 2020

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Apr 2020 to Mar 2021		Mar 2021 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	4,670	1.0%	1,179	1.0%	16,169	1.4%
Construction	35,550	7.9%	15,205	13.3%	148,632	12.6%
Manufacturing	39,960	8.9%	13,144	11.5%	110,353	9.3%
Trade, Transportation & Utilities	88,580	19.7%	19,689	17.2%	224,142	19.0%
Information	5,480	1.2%	838	0.7%	9,781	0.8%
Financial Activities	13,390	3.0%	2,760	2.4%	35,443	3.0%
Professional & Business Services	62,900	14.0%	12,975	11.4%	174,363	14.8%
Education & Health Services	68,970	15.4%	16,517	14.5%	205,006	17.4%
Leisure & Hospitality	101,640	22.6%	17,214	15.1%	162,995	13.8%
Other Services	20,700	4.6%	3,867	3.4%	35,826	3.0%
Government	3,640	0.8%	951	0.8%	13,869	1.2%
Info Not Available	3,520	0.8%	0	0.0%	0	0.0%
Total	449,000	100%	114,198	100%	1,180,752	100%

Notes: Percentages less than 0.5% will be displayed as 0.0%. Percentages may not sum to 100% due to rounding.

Claims data are not comparable to claims data released in any other report.

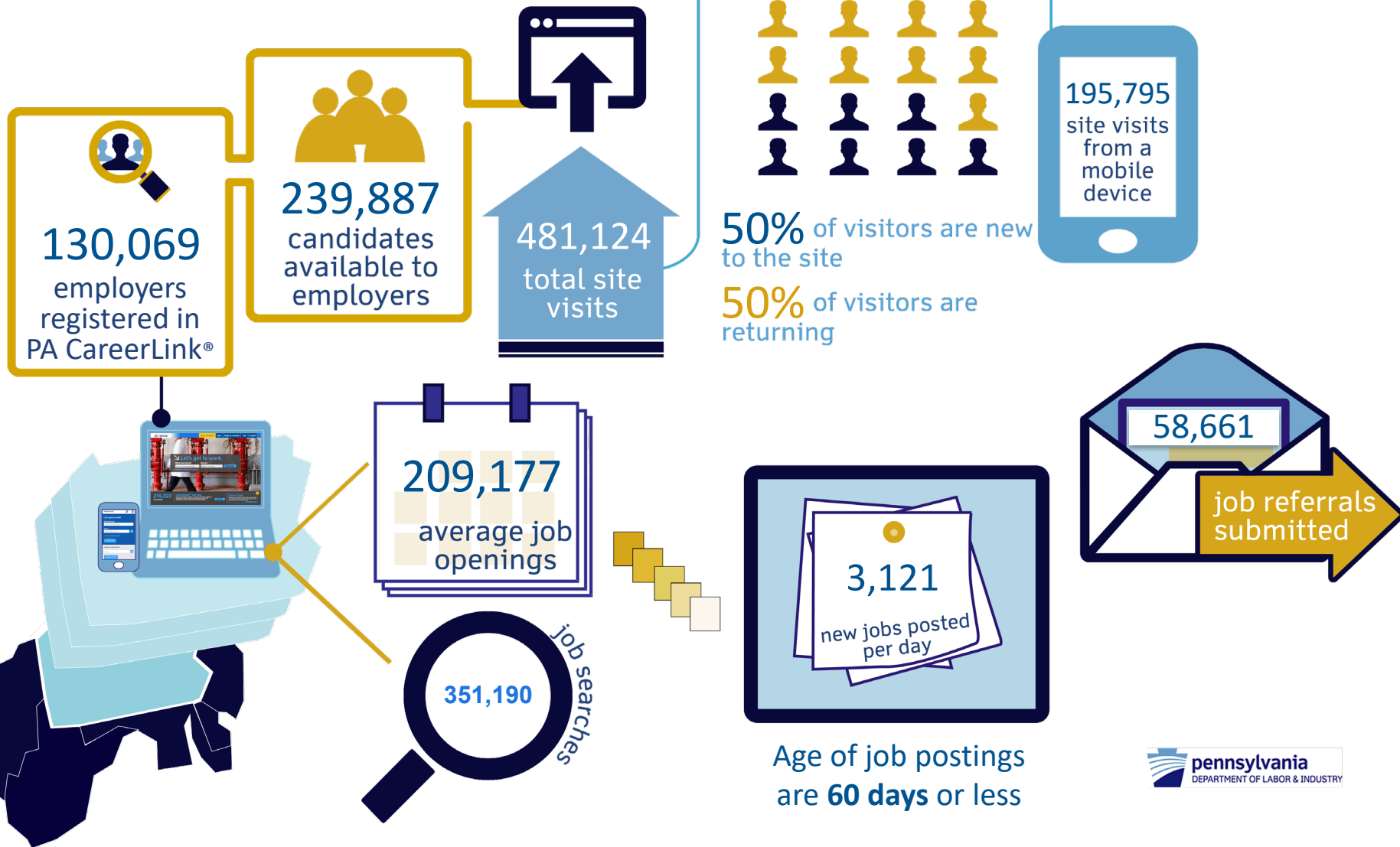
Source: Pennsylvania Unemployment Compensation System

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

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

Occupational Employment (2018) and Wages (2019)					
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,329,070	\$23,070	\$51,340	\$65,480
11-0000	Management	322,280	\$62,900	\$125,270	\$156,460
13-0000	Business & Financial Operations	302,930	\$45,450	\$76,330	\$91,780
15-0000	Computer & Mathematical	164,370	\$51,220	\$86,730	\$104,480
17-0000	Architecture & Engineering	110,120	\$48,690	\$80,650	\$96,630
19-0000	Life, Physical & Social Science	54,250	\$40,950	\$76,750	\$94,650
21-0000	Community & Social Services	139,080	\$30,240	\$46,880	\$55,200
23-0000	Legal	50,520	\$44,090	\$106,560	\$137,790
25-0000	Education, Training & Library	341,820	\$28,380	\$61,790	\$78,500
27-0000	Arts, Design, Entertainment, Sports & Media	83,130	\$25,090	\$52,720	\$66,540
29-0000	Healthcare Practitioners & Technical	421,720	\$40,130	\$77,730	\$96,530
31-0000	Healthcare Support	200,560	\$22,230	\$29,760	\$33,520
33-0000	Protective Service	128,960	\$23,540	\$47,580	\$59,610
35-0000	Food Preparation & Serving Related	505,660	\$17,700	\$25,190	\$28,930
37-0000	Building & Grounds Cleaning & Maintenance	208,360	\$20,730	\$30,500	\$35,380
39-0000	Personal Care & Service	321,070	\$17,920	\$28,440	\$33,710
41-0000	Sales & Related	591,150	\$19,550	\$42,680	\$54,240
43-0000	Office & Administrative Support	957,620	\$25,470	\$40,460	\$47,960
45-0000	Farming, Fishing & Forestry	39,530	\$20,240	\$34,810	\$42,090
47-0000	Construction & Extraction	260,640	\$32,560	\$54,530	\$65,510
49-0000	Installation, Maintenance & Repair	251,580	\$30,140	\$50,010	\$59,950
51-0000	Production	391,230	\$25,610	\$40,640	\$48,160
53-0000	Transportation & Material Moving	482,490	\$22,440	\$36,350	\$43,300

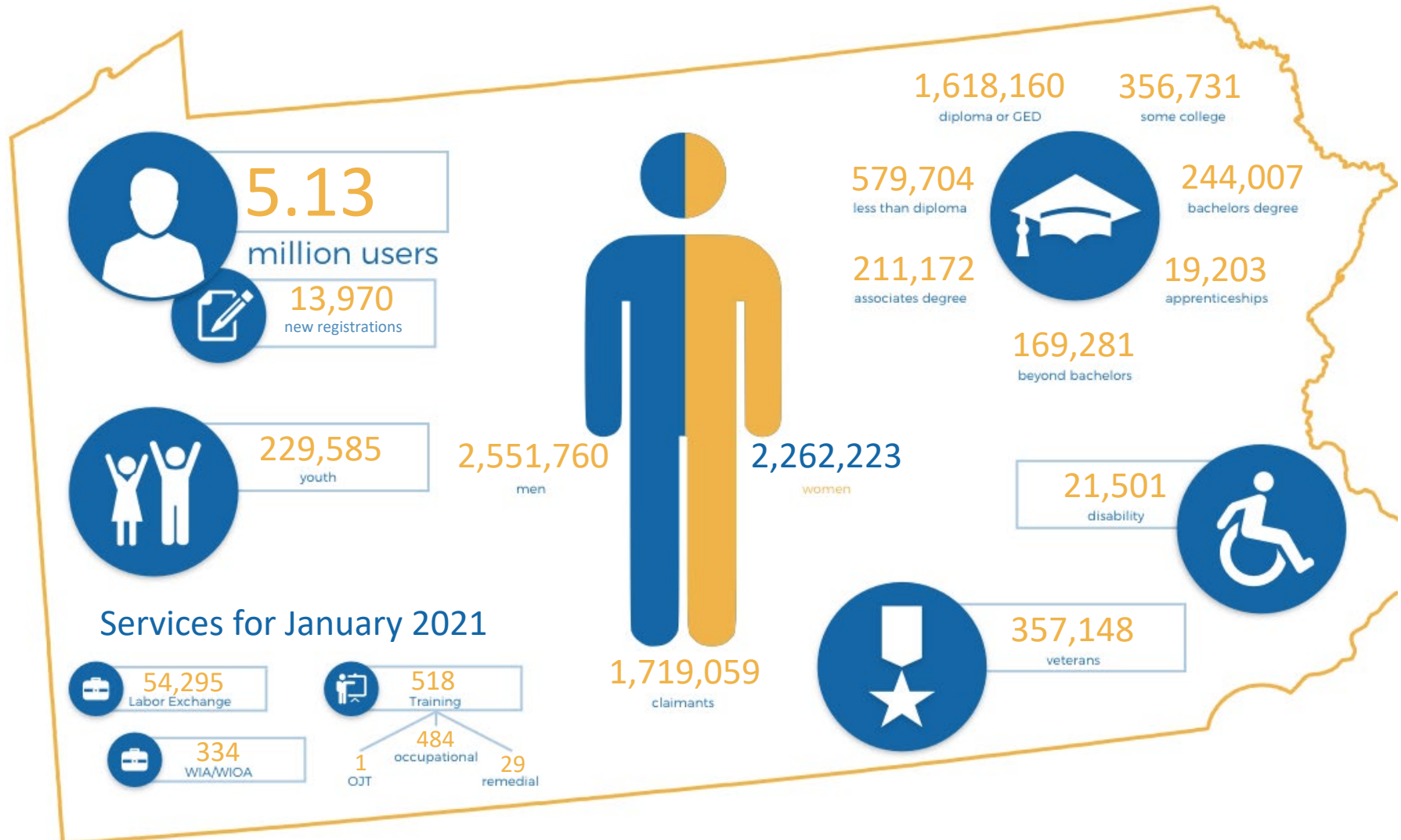
Note: 'ND' represents Non-Disclosable information.





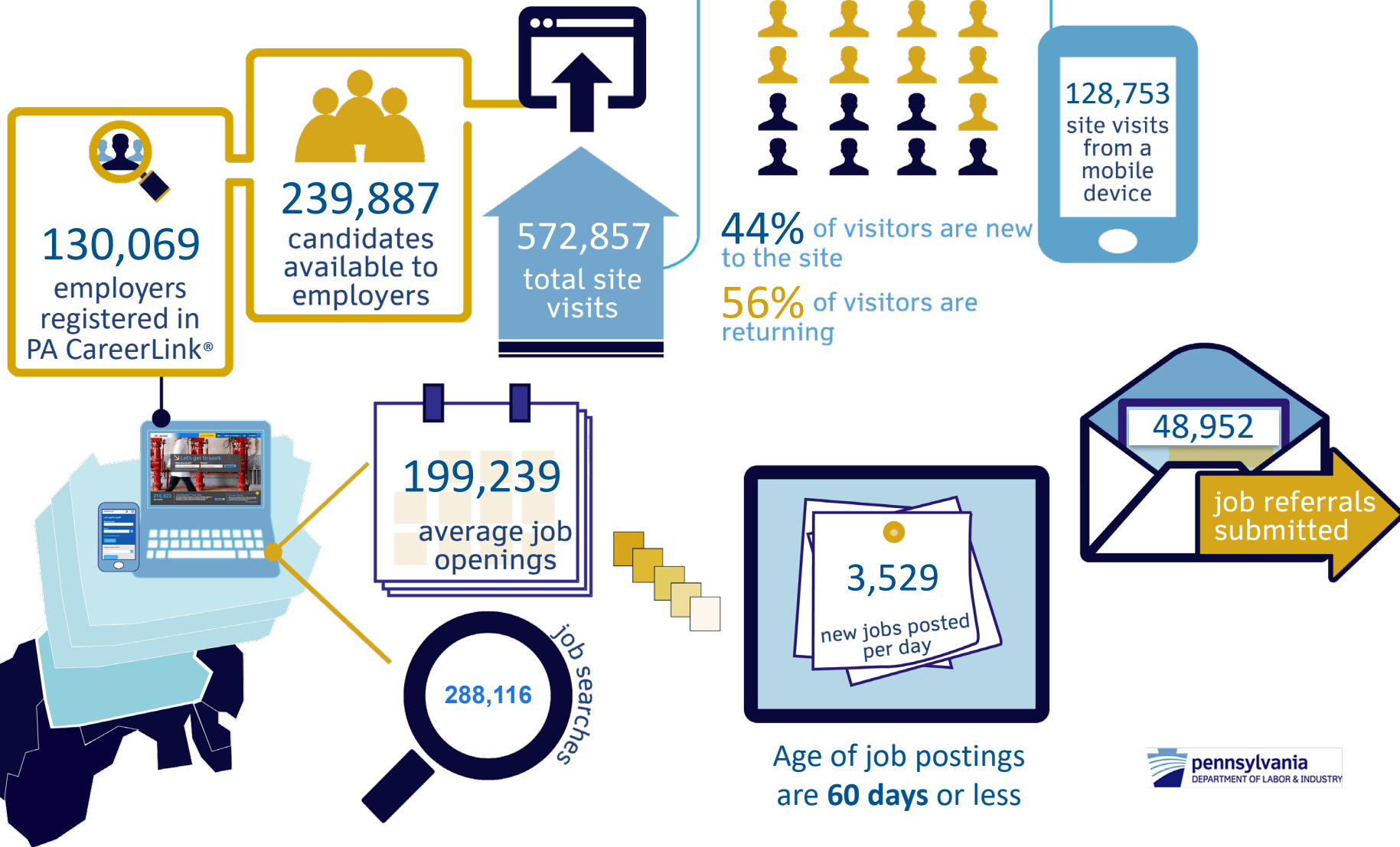


# CWDS/PA CareerLink® User Demographics & Services



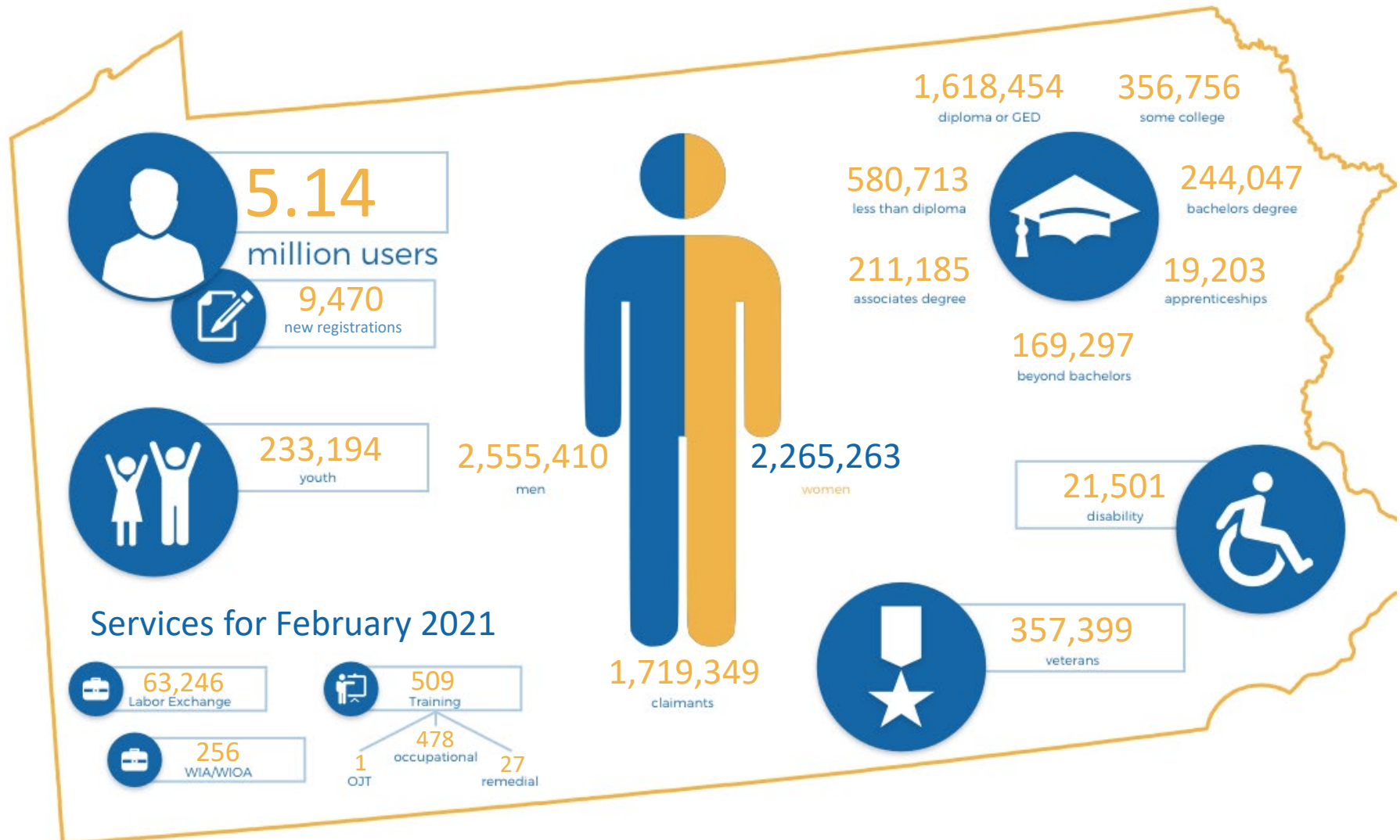
## Infographic Description

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



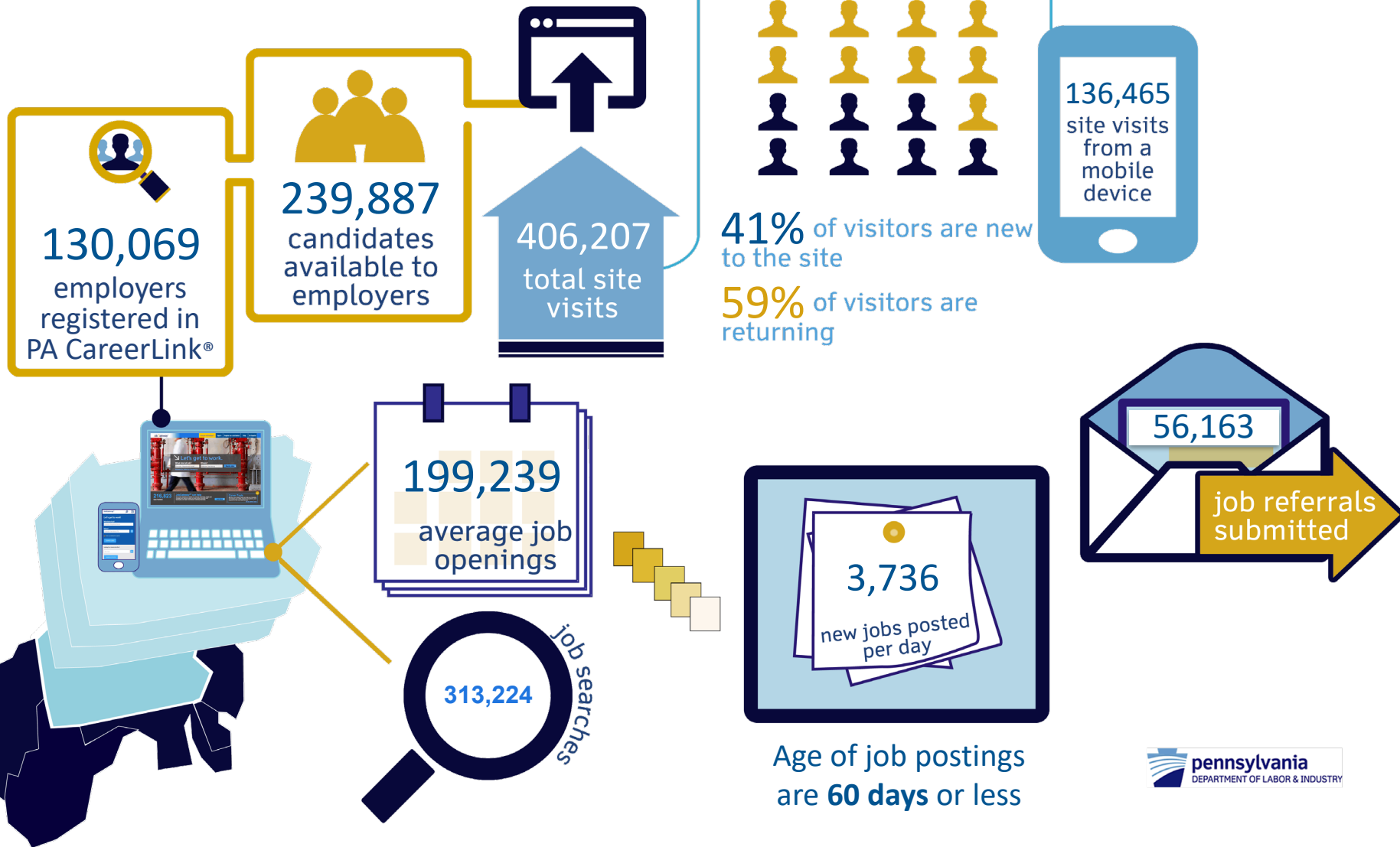


# CWDS/PA CareerLink® User Demographics & Services



## Infographic Description

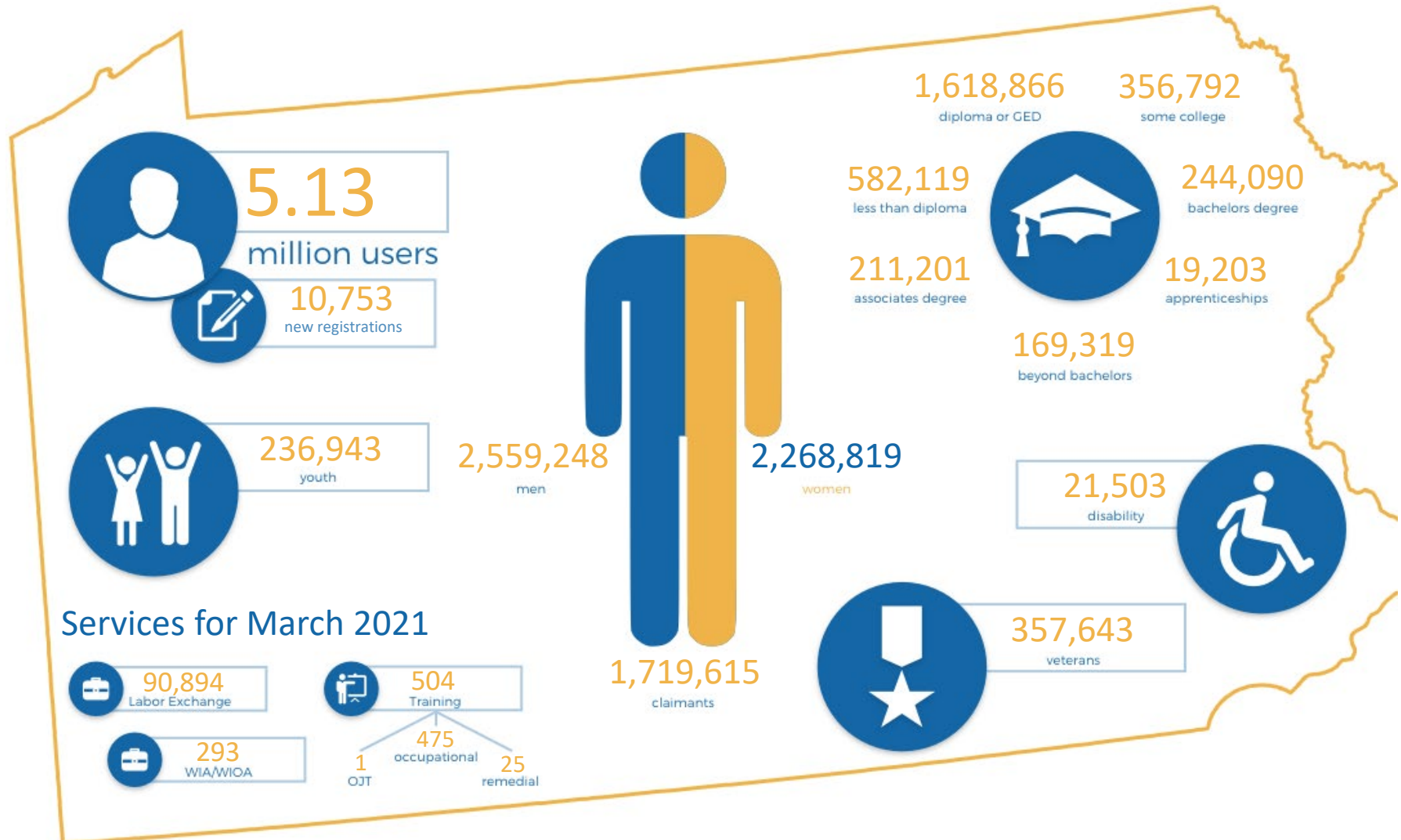
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# Pennsylvania's Educate4Opportunity Grant

May 4, 2021

# Educate4Opportunity (E4O) Grant

Pennsylvania is one of six states that received a \$100,000 Planning Grant in 2019 from the National Governors Association (NGA) & Strada Education Network.



TEAM  
PENNSYLVANIA



**pennsylvania**  
DEPARTMENT OF EDUCATION



**pennsylvania**  
DEPARTMENT OF LABOR & INDUSTRY

# Overview of E4O

**Purpose:** to support state efforts that connect and align their postsecondary institutions to state workforce needs, with a strong focus on the engagement of adults in education and training pathways.

**NGA Solution's role:** to provide technical assistance over the course of the initiative, as well as opportunities for peer-learning, site visits, and multi-state convenings.

**Strada's role:** provide proprietary data from the Strada-Gallup Education Consumer Survey – a unique data set comprised of interviews from more than 330,000 individuals of various backgrounds and education levels.

# Key Grant Details

## Goals:

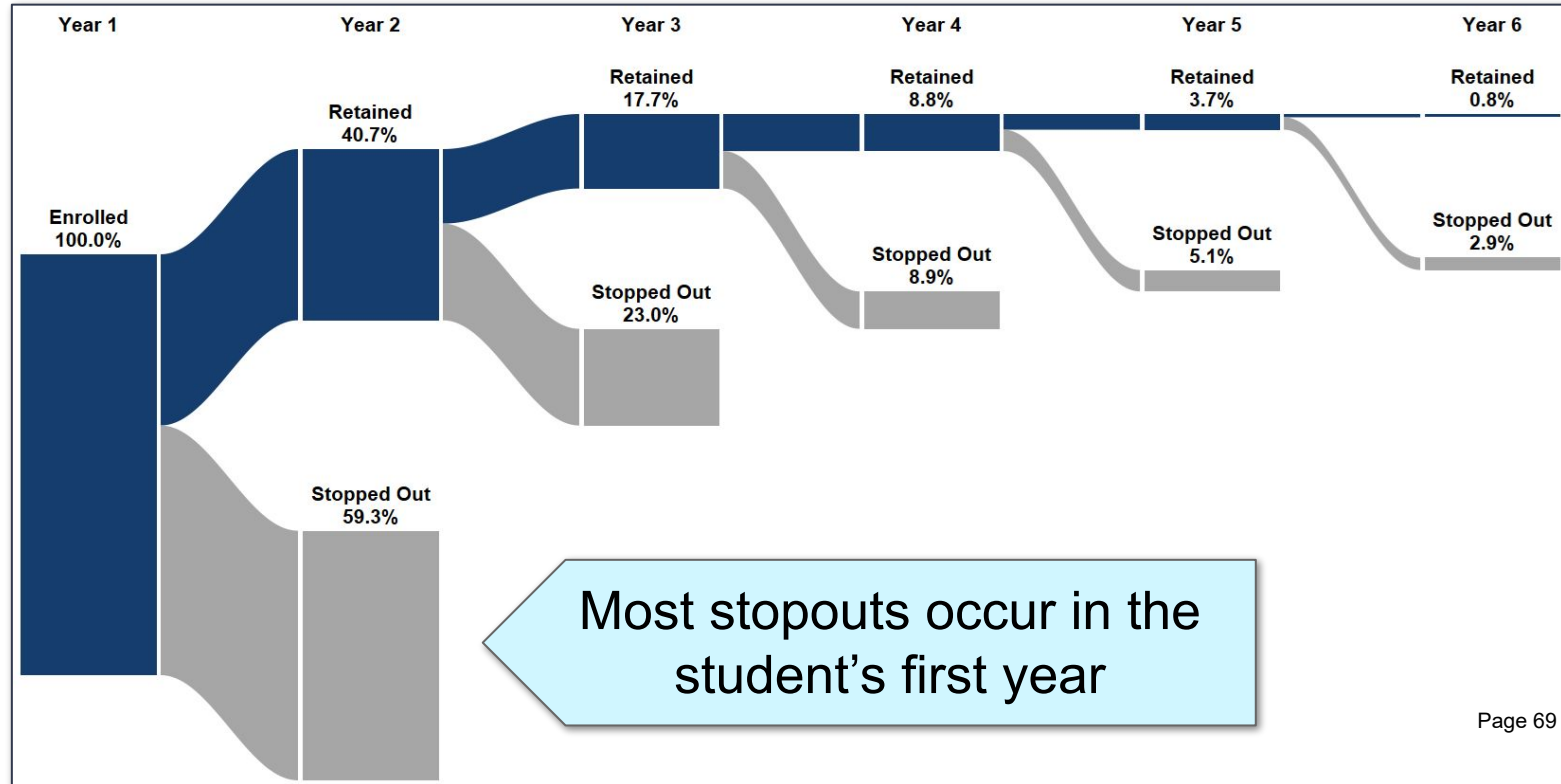
1. Reduce the number of near/partial completers;
2. Connect near/partial completers with relevant postsecondary educational opportunities; and
3. Close existing workforce gaps.

**Target Population:** 1.4 million adults in PA with some postsecondary education but no degree (aka near/partial completers)

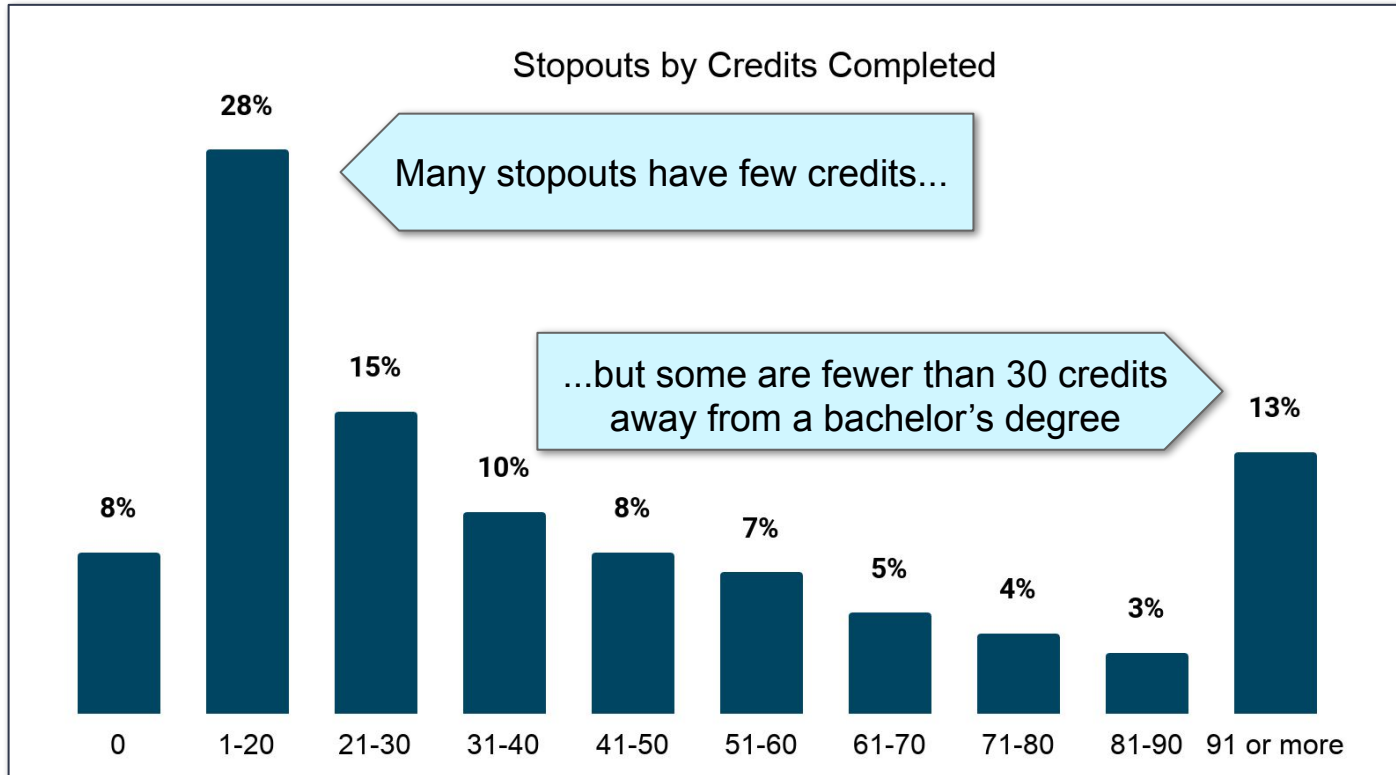
## Additional Areas of Focus:

- Elevate conversation at the state level
- Bring together a cross-agency team
- Connect education & workforce data to inform policy-making accordingly

# Stopouts by Academic Year

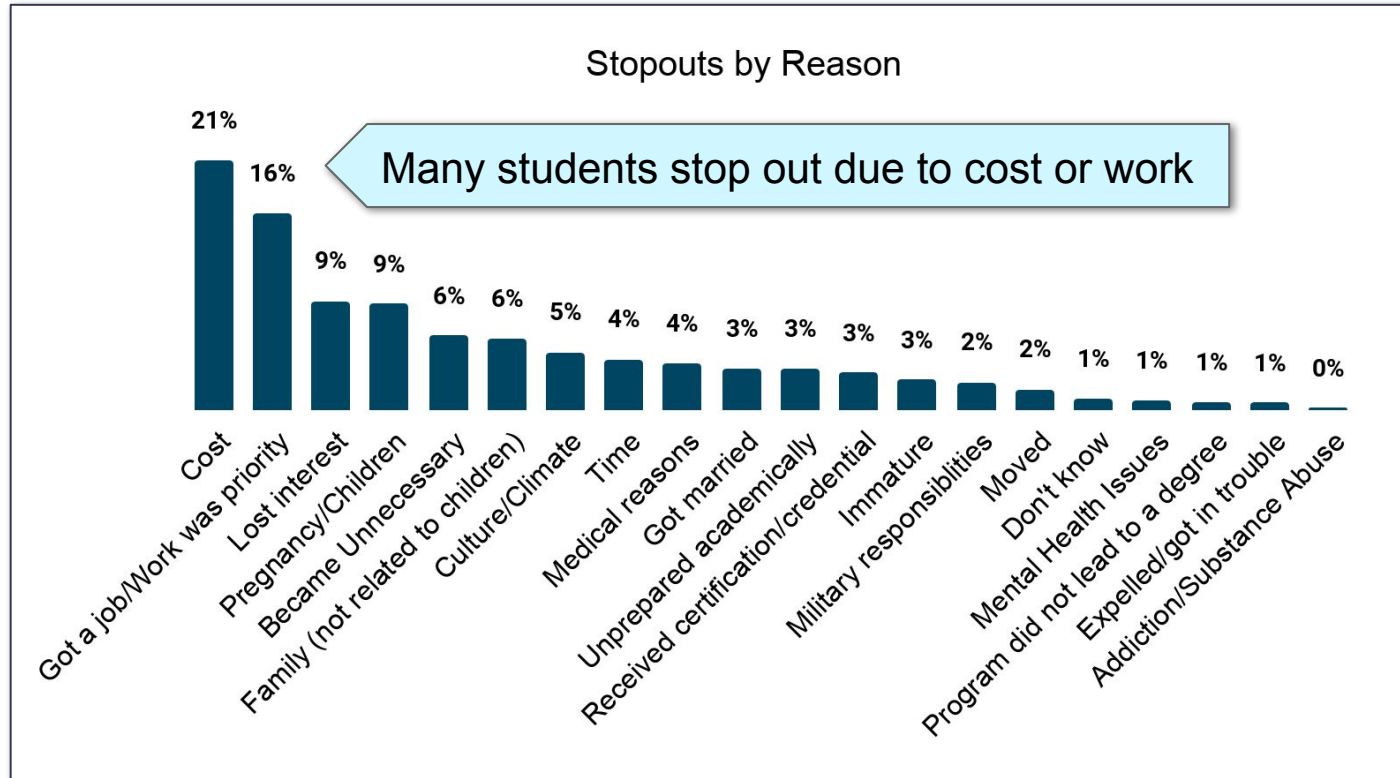


# Stopouts by Credits Completed



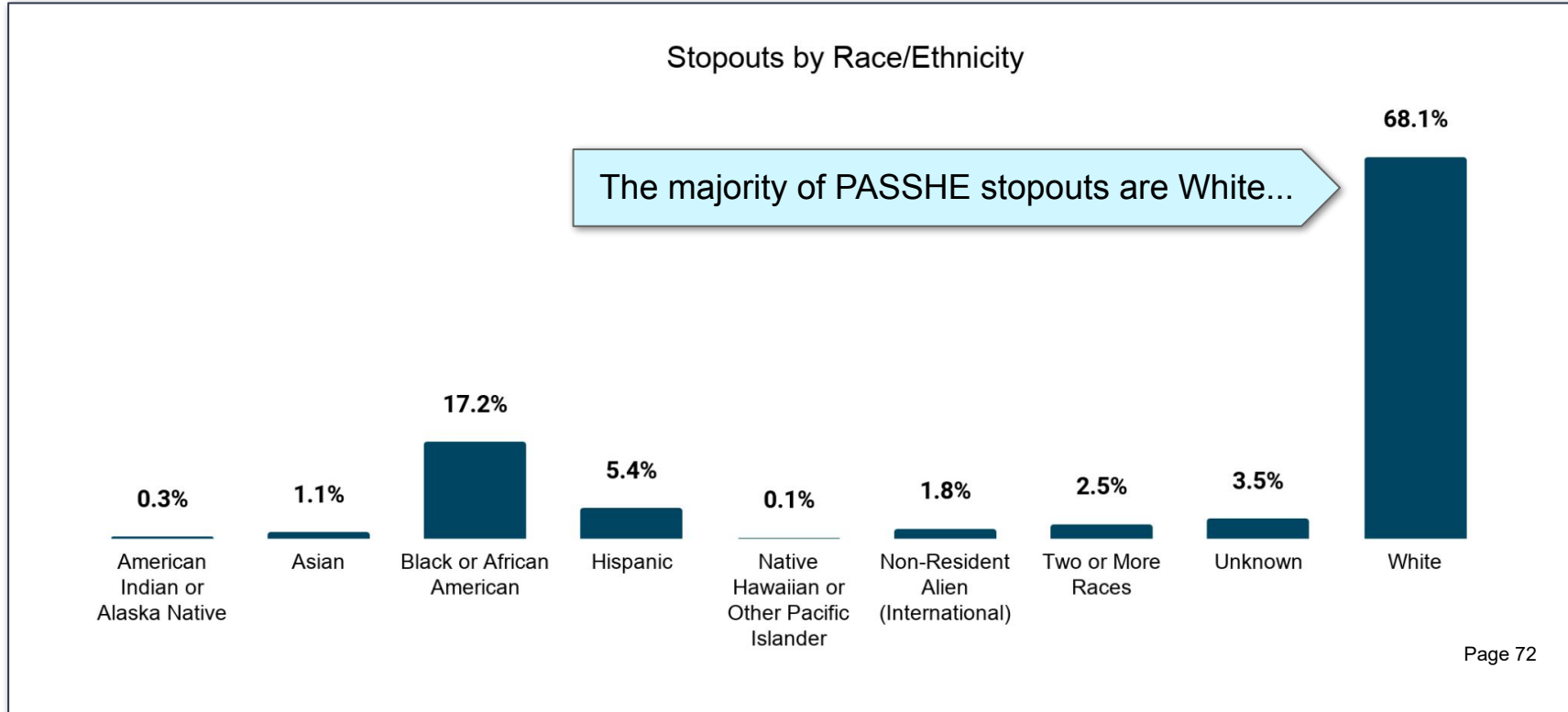
Source:  
[PA State System Advanced Data Analytics](#)

# Stopouts by Reason for Stopping Out



Source:  
Internal analysis  
of [Strada-Gallup  
Education  
Consumer Survey  
data](#)

# Stopouts by Race/Ethnicity



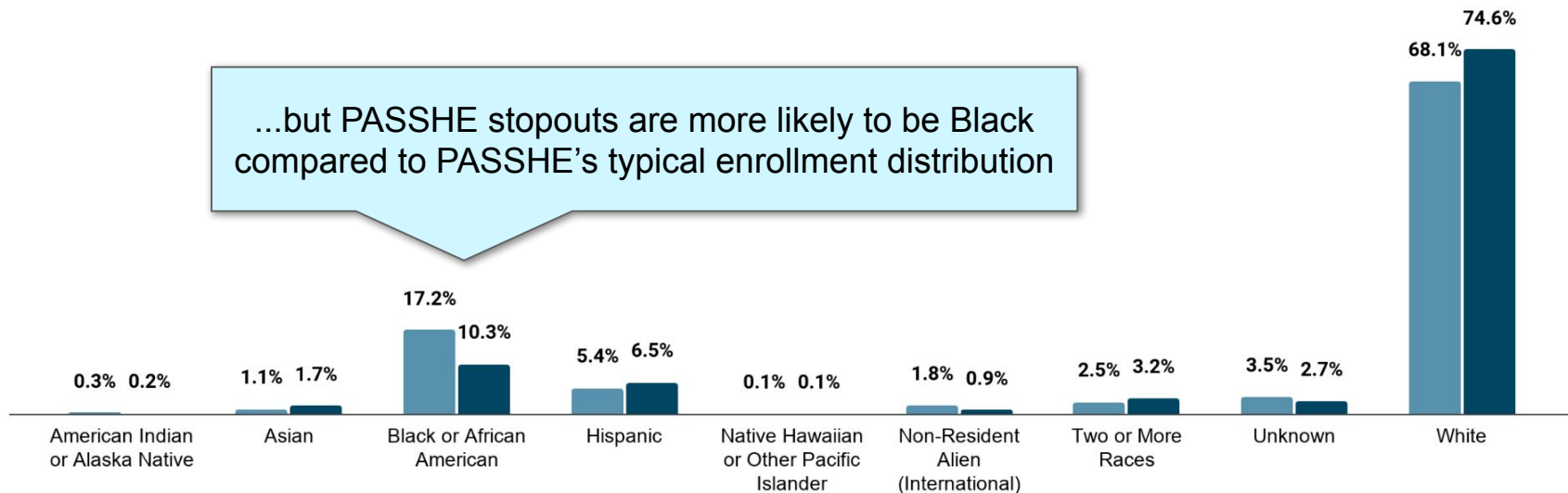


# Stopouts by Race/Ethnicity vs. Enrollments

Stopout Distribution and Typical Enrollment Distribution By Race/Ethnicity

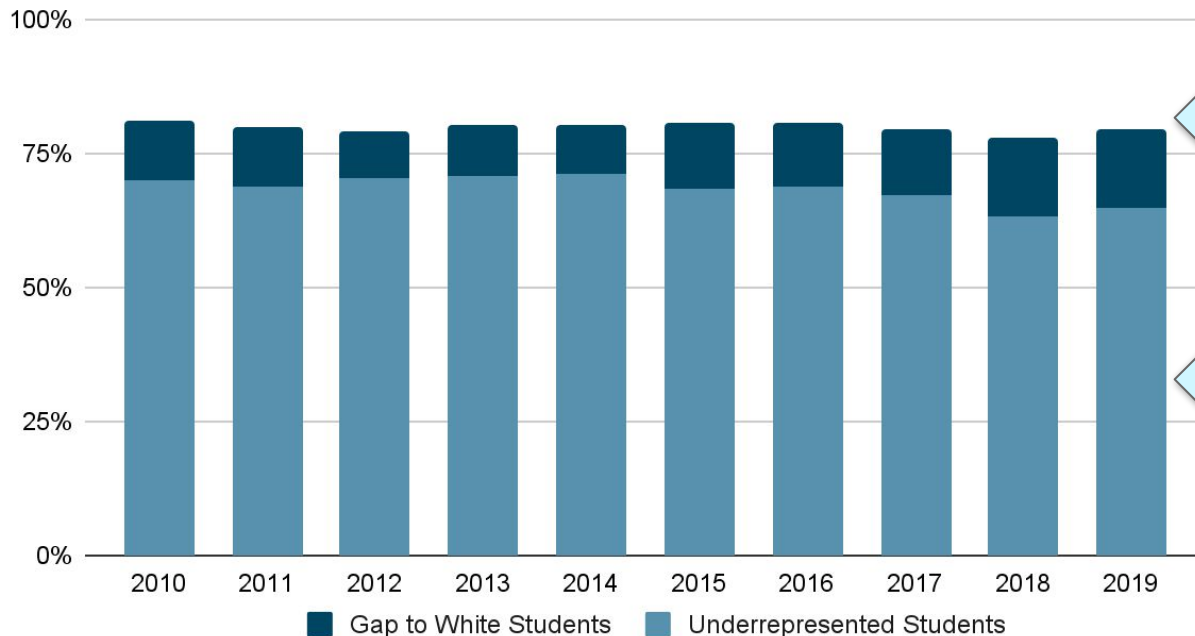
■ Stopouts ■ Enrollments

...but PASSHE stopouts are more likely to be Black compared to PASSHE's typical enrollment distribution



# Identifying Student Success Gaps– Persistence

Second Year Persistence Rates for Underrepresented Students and Gap to White Student Persistence

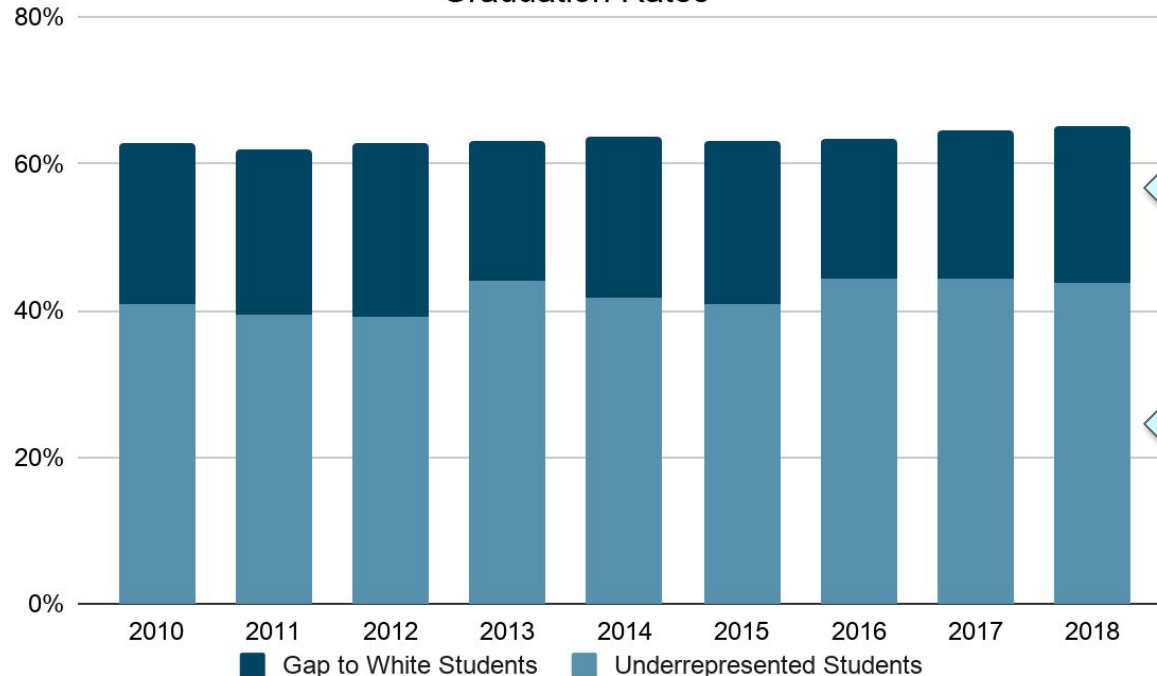


546 additional underrepresented students would have persisted, had their persistence been equal to white students.

2,405 underrepresented students persisted into their 2nd year from the original first year cohort (as reported in 2020).

# Identifying Student Success Gaps– Graduation

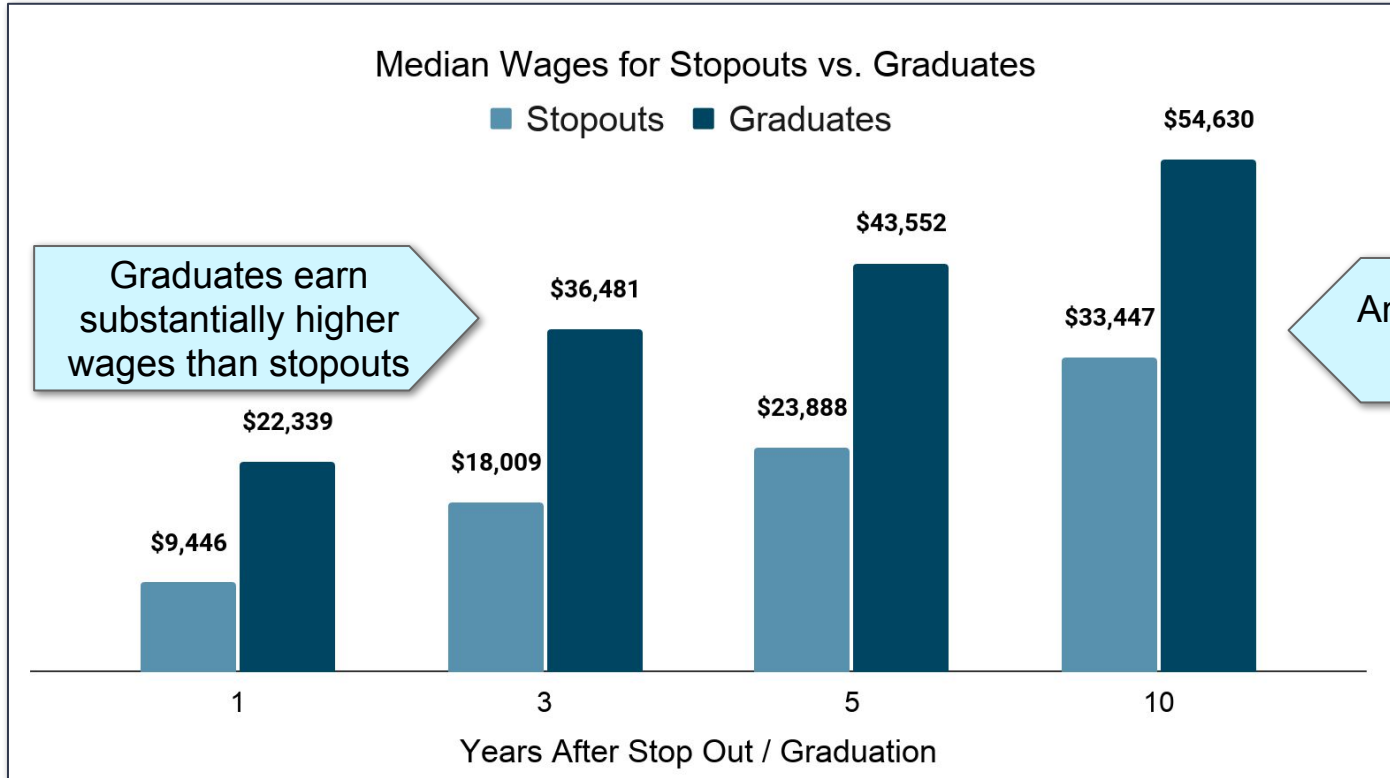
Graduation Rates for Underrepresented Students and Gap to White Student  
Graduation Rates



779 additional underrepresented students would have graduated within 6 years.

3,638 Underrepresented students graduated within 6 years (as reported in 2018).

# Wage Outcomes for Stopouts vs. Graduates

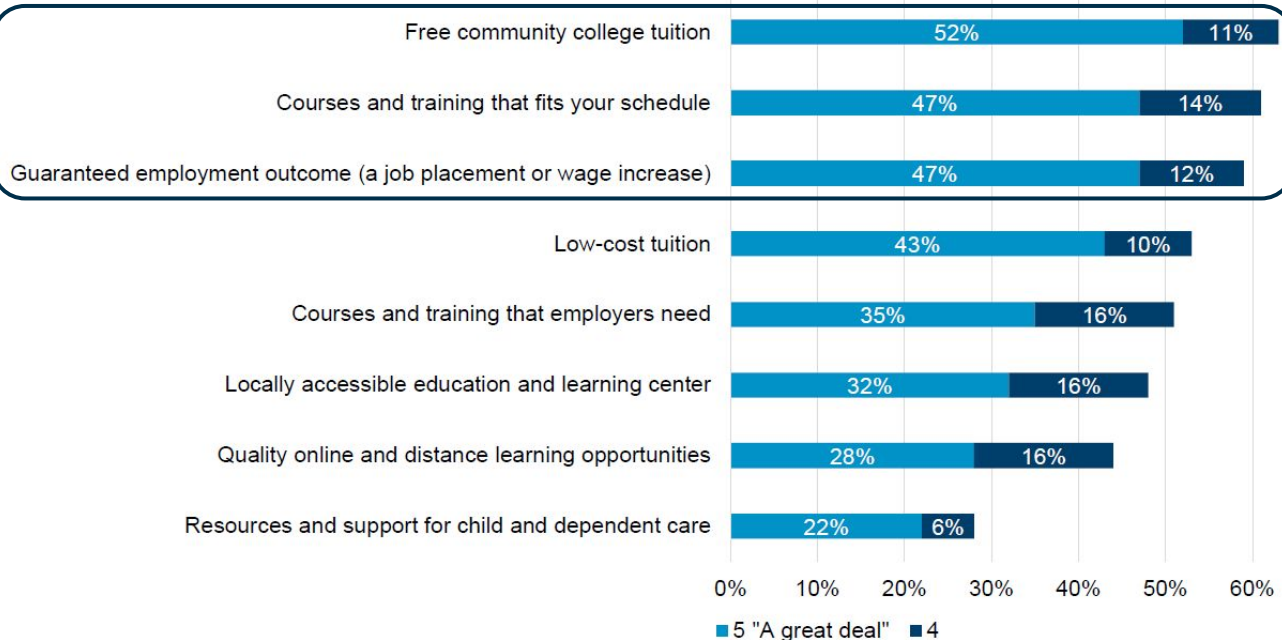


*This analysis was made possible by a data collaboration initiative between PASSHE and CWIA.*

Sources:  
[PA State System Advanced Data Analytics](#) for stopout and graduate populations;  
[L&I CWIA](#) for UI-covered PA wage data.

# Considerations for Re-enrolling Stopped Out Students

How would each of the following impact your likelihood of enrolling in additional education?  
Please use a five-point scale where 5 means it would impact your likelihood a great deal and 1 means not at all.



Affordability, flexibility, and career relevance are the most important criteria for re-enrolling stopouts

# How the Work has Shifted

## COVID-19 Changed the Focus:

- Increased urgency to connect workers with employment
- Decreased resources and capacity from state-level leadership

## NGA/Strada Innovation Grant:

- Additional \$50,000 grant to support related, innovative activities
- Funds to support the #Prepared4PA project with PASSHE
  - Objectives already aligned with the goals of the E40 grant
  - Funds could go further through a partnership with a larger statewide initiative



# #Prepared4PA

## Preparing Pennsylvania's Workforce of the Future



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

PENNSYLVANIA'S  
**STATE SYSTEM**  
OF HIGHER EDUCATION  
**FOUNDATION**

## Context

- Currently, PA higher education is shrinking in the number of newly credentialed individuals it produces annually. To meet its workforce needs, Pennsylvania must significantly increase the number of adults with some postsecondary education.
- With over 400,000 students seeking degrees or enrolled in certificate and other career-development programs - affordable, career-relevant post-secondary education is an engine of social mobility and economic development, which is essential to the future of this Commonwealth and an opportunity for the system to be a leader in addressing this critical need.



## Partnership & Support

The State System and its universities are committed to preparing the talent that powers our economy and have cultivated strong partnerships with workforce and economic developers; postsecondary educators; employers and industry groups; and foundations to help advance equity, expand opportunities and increase educational attainment.

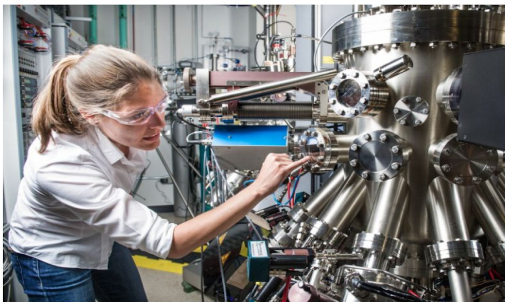
Made possible with the generous support of:



# Approach

- A 21st century strategy that better connects higher education and industry at different levels, incorporating certificate programs or credentials towards and building a stackable career pathway.
- Significant employer engagement in order to design programs that are aligned. Employer confidence in the efficacy of the short-term credentials is essential which in turn, improves the ability of the certificate holder to achieve economic success.
- #Prepared4PA initiative brought together regional workforce assemblies and aligned competencies & skills needed for successful transitions in the workforce across six identified in-demand industries.

# Industry Clusters & Competency Maps



Advanced Manufacturing Competency Map



Healthcare Competency Map



Information Technology Competency Map



Finance & Insurance Competency Map



Energy Competency Map



Agribusiness Competency Map

## Standing Up Pilots That...

- Drive innovation and continuous improvement with respect to student, institutional, and equity outcomes.
- Position programs as value-added talent resources for local and regional businesses.
- Develop strategies to build/strengthen programs that intentionally target a diverse population of students and are in high-demand
- Improve alignment of the workforce, education, and economic development systems to include priorities and applicable funding.
- Sustain affordable, high-quality, employer approved and validated credentialing pathways (education & training); tracking directly into high demand industry clusters.



## Contact Information

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# Q&A