



Quarterly Meeting Briefing Book

August 11, 2021
10:00 AM to 2:00 PM

Tom Wolf
Governor

Jeff Brown
Chair



Quarterly Meeting Briefing Book

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Quarterly Meeting
Wednesday, August 11, 2021
10:00 AM to 2:00 PM
Zoom

Agenda

- 10:00 AM Welcome, Introductions, and Roll Call, Chair Jeff Brown
- 10:05 AM Chair's Updates, Jeff Brown
- Approve May 4, 2021 Quarterly Meeting Minutes – **VOTE**
- 10:10 AM Gauging the Pandemic's Impact
- Presentation – Ed Legge with the Center for Workforce Information & Analysis
- 10:35 AM PA WDB Agency Updates
- Governor's Office
 - Labor & Industry
 - Office of Vocational Rehabilitation
 - Aging
 - Community and Economic Development
 - Corrections
 - Education
 - Human Services
 - Agriculture
- 10:55 AM Pennsylvania's Agriculture's Workforce
- Presentation – Kelly Kundratic with Team Pennsylvania
- 11:20 AM PA WDB Committee Updates
- Industry Partnership and Employer Engagement, Chair John "Ski" Sygielski
 - Career Pathways and Apprenticeship, Chair Richard Bloomingdale
 - Continuous Improvement, Chair Brian Funkhouser
 - Healthcare Workforce Ad Hoc, Chair Matt Yarnell
 - One-Stop Service Delivery System, Chair Sarah Hollister
 - Reentry Ad Hoc, Chair Jeff Brown
 - Recommendation – Reentry Resources Web Page – **VOTE**
 - Youth, Chair Chekemma J. Fulmore-Townsend
 - Recommendation – Local WDB Youth Committee Composition – **VOTE**
- 12:00 PM Workforce Innovation and Opportunity Act Combined State Plan Modification – Public Engagement Feedback Session
- Overview – James Martini
 - Public Comment and Open Discussion
- 2:00 PM Adjourn – **VOTE**

Next Meeting: November 9, 2021 – 10AM to 2PM

PA WDB Quarterly Board Meeting

Tuesday, May 4, 2021

11:00AM to 2:00PM

Zoom

Meeting Minutes

Attendance

Members:

- Chair Jeff Brown
- Idayat Adewunmi
- Denise Andahazy
- Shannon Austin
- Senator Camera Bartolotta
- Acting Secretary Jennifer Berrier
- Richard Bloomingdale
- Representative Morgan Cephas
- Wendie DiMatteo-Holsinger
- Chekemma Fulmore-Townsend
- Brian Funkhouser
- Nick Gilson
- Commissioner Robert J. Harvie, Jr.
- Brad Hollabaugh
- Sarah Hollister
- Gerardo Interiano
- Timothy James
- Marguerite Kline
- Henry Nicholas
- Commissioner Michael Pipe
- Tom Redden
- Frank Sirianni
- Secretary Meg Snead
- Jessica Trybus
- Dionne Wallace-Oakley
- Senator Lindsey Williams
- Matt Yarnell
- Deputy Secretary Tara Williams for Governor Tom Wolf
- Deputy Secretary Carol Kilko for Secretary Dennis Davin
- Paige Riegner for Representative Ryan Mackenzie
- Tim Griffin for Bob McAuliffe
- Julie Kane for Acting Secretary Noe Ortega
- Sara Gligora for Secretary Russell Redding
- David Miles for Secretary Robert Torres
- Amy Schwenk for Secretary John Wetzel

Presenters:

- Amy Schwenk, Department of Corrections
- Deputy Secretary Tara Williams, Governor's Office
- Acting Secretary Berrier, PA Department of Labor and Industry
- Deputy Secretary Shelia Ireland, PA Department of Labor and Industry
- Acting Secretary Meg Snead, PA Department of Human Services
- Executive Director Shannon Austin, Office of Vocational Rehabilitation
- Dave Miles, PA Department of Aging
- Sara Gligora, PA Department of Agriculture

- Deputy Secretary Carol Kilko, PA Department of Community and Economic Development
- Julie Kane, PA Department of Education
- Mohona Siddique, PA Department of Labor and Industry Policy Office
- Abby Smith, Team Pennsylvania
- Hope Lineman, Clarion University
- Dr. Kate Akers, Pennsylvania's State System of Higher Education
- Jake Roman, Pennsylvania's State System of Higher Education
- Cynthia Pritchard, Pennsylvania's State System of Higher Education Foundation
- Rachel Hirsh, National Governors Association
- James Martini, Industry Partnership and Employer Engagement Committee and Continuous Improvement Committee
- Rick Bloomingdale, Career Pathways and Apprenticeship Committee
- Chekemma Fulmore-Townsend, Youth Committee
- Matt Yarnell, Healthcare Workforce Ad Hoc Committee
- Sarah Hollister, One-Stop Service Delivery System Committee
- Jeffrey Abramowitz, Reentry Ad Hoc Committee

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

Welcome and Introductions

Chair's Updates

Chair Brown began the meeting. He said that he was seeking a motion to approve the minutes from the February 10th meeting. Instructions were then given on how to use the platform for the meeting.

MOTION: Matt Yarnell made a motion to approve the minutes from the February 10th PA WDB meeting. Chekemma Fulmore-Townsend seconded. The motion passed unanimously.

Chair Brown then introduced a new member, Gerardo Interiano. Mr. Interiano announced that he is the Vice President of Government Relations and Public affairs for Aurora. He said they were headquartered in Pennsylvania and was excited to work and learn from the PA WDB.

Chair Brown then introduced Tara Williams with the Governor's Office. She said she was the Deputy Secretary of Policy and Planning working with the Department of Labor and Industry and the Department of Education. She noted that she was stepping into Allison Jones' old position. She served for several years as a special assistant to the Secretary of the Department of Human Services where she focused on workforce initiatives. She also worked in the policy office at the Department of Labor and Industry. Prior to that he career was largely in community college programs and a school counselor.

Agency Report- Department of Corrections

Amy Schwenk commented that they had begun vaccinating not only the inmates but their reentrants as well. They did it in a coordinated effort with the Department of Health. She said their intent was to provide them with the safest reentry possible and that included possibly receiving vaccinations. She noted that as of the PA WDB meeting, they were about halfway done with the vaccination of their inmate population.

She summarized that Dorenda Hamarlund, their workforce development specialist, had 5 meetings or virtual job reentry fairs throughout the state since the last quarter. She was continuing to reinforce the benefits of hiring reentrants. Prior to COVID they had high employment rates for reentrants but that dipped. In February she spoke with the central PA chamber about hosting a series of workshops for their members. In April, Deputy Secretary Kelly Evans and some reentry staff presented to the criminal justice reform caucus on how the department had adjusted operations to keep staff, inmates, and reentrants safe during the pandemic. Ms. Schwenk remarked that they were once again hoping to have reentry fairs and would be coordinating with a lot of people in the community to talk about employment that is available to them. She said that vaccination rates in the institutions was around 75 to 80%. Chair Brown thanked Ms. Schwenk for the presentation.

Governor's Office Updates

Deputy Secretary Tara Williams then presented. She thanked James and the team and OVR for the new Zoom platform and for incorporating the captioning and ASL as it is very important. The first update that she wanted to mention was the Keystone Economic Development and Workforce Command Center. She remarked that they were up and running again and there had been a work done on several recommendations over the past year. The Governor's Back to Work PA plan included a focus on addressing several of the various issues that were identified in the Command Center's report. She said that going forward the Command Center would be putting a structure together to ensure that the additional prioritized recommendations were put into action. The work group areas include child care, training, reentry, licensure, and government infrastructure. They are responsible for facilitating the actions to implement the recommendations within each of those areas. It is a really targeted and concrete effort as the focus on pandemic recovery.

Deputy Secretary Williams then remarked that the Pennsylvania State System of Higher Education (PASSHE) was in the process of a proposed redesign. The week prior, the Board of Governors voted to open a 60-day public comment period on the proposed plans that aim to strategically merge several campuses as a way to revitalize the state system. As of last week, any member of the public could make comments on the plans using the website, email, mail, or the scheduled public hearings. They were encouraging people to take a look at the proposal and submit comments on the website so that the chancellor's office and all the members of the Board of Governors could see what the proposed impact might be.

The last thing that Deputy Secretary Williams wanted to comment on was the initial response to some of the major investment plans recently announced by President Biden. Both the American Jobs Plan and the American Families Plan reflect the historic investment and infrastructure and supported families. She said they were broadly supportive. They recognize the benefit that the plans would have for Pennsylvania including direct impact to Pennsylvanians who have been most effected by the pandemic. They see the investments as paving the way for equitable access to economic stability. Back in January, the Governor provided a letter to the Pennsylvania Congressional Delegation emphasizing the need for investment in a robust infrastructure package and find that the job plan focuses on many of those same priorities. It includes some traditional things like highways and bridges to newer things like broadband, childcare, housing, and other items. The plan is largely built on the administration's previous Restore PA plan which focused on infrastructure as well as the current back to work plan. She said they would see what the actual investments might look like as Congress puts details to those plans but they know it will be really

important that everyone across agencies work together to meet the workforce needs that might arise. Finally, she said she knew of a couple of requests urging agency updates for Board member participation so when the Board hears those requests, they will think about participating.

Agency Report- Department of Labor and Industry

Acting Secretary Berrier then reported out that the Department paid out over \$42.5 billion in unemployment benefits across six programs. She said for perspective, the highest amount of benefits they ever paid out was \$4.74 billion and that was in the Great Recession of 2009. She said that it shows the impact of the pandemic has had on Pennsylvania and its workers. The Department had received over 6 million unemployment applications, that is for traditional unemployment and applications for the Pandemic Unemployment Assistance (PUA) benefits. The PUA program serves individuals, in a population they had never served before of independent contractors, gig workers, and business owners. Although she was happy to report that they have in the spring been experience a decrease in initial claims, last week alone they had received 40,000 initial applications for both programs. She said that they would be going live with their new UC modernized computer system and it was set for June 8th. She said that she believed it was one of the largest projects the Commonwealth had undertaken IT-wise. There was more information regarding that project on the Department's website and they were going to be having multiple workshops for their claimants, employers, and other stakeholders throughout the months of May and June. They also have multiple user guides and will be consistently releasing information.

Chair Brown asked if there were plans to start requiring the unemployed to start looking for work? Acting Secretary Berrier commented that they were currently suspended under the Governor's emergency declaration and the Department was looking into a phased approach. They were meeting with stakeholders to discuss those plans. They have to be very strategic about what they do because with the number of individuals that they have on unemployment, they have to make sure they don't crash the system with work registration. It never handled that kind of traffic before and they also have to make sure they are not crushing the PA CareerLink® as well. She then remarked that the work search and work registration requirements are not going to be the silver bullet that a lot of employers think it is going to be. She believes that there are other factors aside from unemployment that are attributing to those issues.

Senator Camera Bartolotta then remarked that she had multiple contacts from employers that were telling her that they can't get their workers back to work because they claim they're collecting more on unemployment and the \$300 a week subsidy. They don't want to get back to work until that subsidy runs out in September. There are businesses who were hanging on by a thread until restaurants and bars and taverns could open at 75%. They made it through what they thought was the storm and that was only the eye. She said she was telling all of them if they have offered suitable employment to those employees and they refuse because they claim they're collecting more by staying at home they quit. They are getting offers from people who want to get paid under the table so they can keep getting unemployment and their subsidy but the businesses are not going to participate in illegal activity. She asked how they can address the issue and make sure that the individuals understand that while there is a backlog at the unemployment office, it is going to catch up to them. If they refuse suitable work because they want to collect, that is justification for termination and they would be paying back what they owe the unemployment compensation office. How can they facilitate that message? Acting Secretary Berrier said that individuals need to understand that they are not permitted to refuse suitable work. If their employer has work for them, that is a reason that they could not be eligible potentially for unemployment benefits.

She said that she completely understands the stresses and issues that are currently going on with employers and she sympathized wholeheartedly. She remarked that Deputy Secretary Shelia Ireland would be able to discuss some initiatives that they had going on. She would be able to highlight some of the resources that they were using at PA CareerLink® to help reach out to dislocated workers and connect them with employment. Individuals who are currently getting unemployment run the risk that when the federal benefits expire at the beginning of September, they run the risk of perhaps not being able to find good employment. She said that the Department needs to do its part to make sure that we have individuals who are able to find employment opportunities and make sure that they are connecting them with the right training opportunities so that they would be meeting employer's needs.

Rick Bloomingdale then reiterated what the acting secretary said about the training sessions. They were putting them out there. It is a substantial change but the Department is really doing a big effort on trying to make these resources available. He said the new system should be pretty good from what he has seen so far. He advised people to take advantage of the training sessions. He then said that he had to push back on that Senator Bartolotta said about folks not going back to work because of the \$300. He said that the restaurant minimum wage is \$2.75 so of course they were not going to get people back. He said that unemployment is never more than 50% of what a person took home so if that \$300 was putting someone over what they were making as an employee, then they probably were not being paid enough. He remarked it would be \$300 a week and that nobody can live on \$400 a week. He said he would encourage those employers to pay more money to get those workers back. If that means adding \$0.10 to their burger, add the \$0.10 to the burger. He also said that nobody should go back to an unsafe workplace so if an employer is going to open up their place to make sure that it is safe. He said that he knows that most businesses if not all of them want to do that and follow the CDC recommendations so that they do have any kind of liability risk. He said that this isn't the place to debate minimum wage but he wanted to make sure that another side was out there and to make sure that people are taking advantage of the unemployment compensation training sessions as they're incredibly helpful for employers and claimants. Senator Bartolotta that the jobs there she presented were at \$23 and \$30 an hour for those chefs to come back to the restaurants and continue working. She said it wasn't the dishwashers but they were suffering on all levels and she agrees with most of what he said.

Deputy Secretary Ireland then said that they tend to focus on one issue when they are talking about people going back to work and it is wages but the reality is for a lot of organizations, they are encountering a new level of competition that they have seen before. Regarding organizations that rose in the midst of the pandemic, specifically logistics and transportation, their entry level points are just as simple as others and they are paying a lot more. The other thing is that a lot of times they say they are paying sufficient wage but not offering full-time employment and benefits until a year or in some cases, three years later. People have a choice in the labor market and will make that choice. She thinks as they move forward the issues become if they elevated their HR practices in a way that confronts the new reality in the world of work or are they continuing to do what they used to do and expecting the same result. Deputy Secretary Ireland then said that the deputate had been very busy over the last quarter. She noted that there were three specific categories of work that she wanted to remark upon. The first is enhancing service delivery, the second is building new programs, and the third is program administration and oversight. They made physical upgrades to the Pennsylvania CareerLink® including new furnishings and adding CC TVs to be ADA compliant. They also expanded Wi-Fi so they have the opportunity to cross the digital divide. They are improving direct service by providing an assessment of their career advisers. They have 600 across the

state whose role is to connect UC and other under employed participants with employee workforce development services. They added five trade navigators, one for each region across the state so that they effectively leverage the \$42 million they get on an annual basis. They are also continuing their proactive outreach to dislocated workers and potential UC exhaustees. In the past, UC recipients had to reach out to workforce development but now workforce development reaches out to them.

Deputy Secretary Ireland then moved onto new programs. She remarked that the state awarded multiple grants over the last quarter in digital literacy, school to work, and near completers. Digital literacy is about expanding their footprint in terms of PC computing centers. They made 32 awards across the state. School to work is building a connected fabric between high school students, employers, and workforce development to facilitate career entry. Near completers is about innovative practices of connecting people rapidly to recognized credentials or associate degrees that they'll need to compete in this new world of work. Deputy Secretary Ireland then said that they put out significant dollars in apprenticeship and they were going after the expanse grant for \$6 million. Their main role is program oversight and administration. They were building an understanding of both the work that they do and how they can utilize funds effectively. That means youth development program manuals updated, Title 1 eligibility policies have been updates, Trade Act and Title 1 co-enrollment so that they can leverage and braid their funding. All of those policies were out. They were also reviewing the regional and local workforce development plans. The Southeast was complete and the rest would be completed by early June. Last but not least, as people were thinking around the shift in work, they were optimizing the work of financial aid in the Pennsylvania workforce development system.

Agency Report- Department of Human Services

Acting Secretary Meg Snead then gave an update on the pathways advisory committee. DHS in partnership with the Department of Education (PDE) received a policy acceleration grant from the institute to move forward with their parent pathways work. The parent pathways is an initiative to support single parents. The initiative includes supporting the whole family as the parent pursues their training and they will be looking at outcomes for both the parent and the children. As part of the 18-month grant project, they will be facilitating the parent pathways learning network. The purpose of it is to connect potential community-based organizations with technical assistance and learning opportunities to implement parent pathway models in their communities. The model should support parenting students in obtaining access to and success in post-secondary education utilizing a two generational approach. The departments will also be creating an advisory committee to provide input on policy recommendations to further support student parents. As they put together a diverse group of stakeholders for community participation, they are seeking a member of the PA Workforce Development Board to sit on the committee which will meet monthly or bimonthly during the duration of the grant. They were happy to circulate additional information. Chair Brown thanked her for her update.

Agency Report- Office of Vocational Rehabilitation

Executive Director Shannon Austin then noted that they were still open for business. As the Board knows, they closed the order of selection within OVR since July of 2019. They had been continually releasing individuals from the waiting list. As of July 2nd, they were allowed to release over 2,400 individuals from their waiting list and they were working closely with the Governor and the front office in order to potentially release another group of individuals. They were in a good place financially as an agency and would probably be releasing individuals from the closed order of selection monthly. In doing so, their hope

was that in July that they were going to have the ability to open up the closed order of selection. One of the partnerships they were proud of working closely with is UC. They had about 140 individuals hired through that initiative. They hope that they are temporary jobs that are going to move into more permanent positions but it is allowing individuals to fill gaps within their resumes and get back to work. They were also heavily involved with the SSP program. The Office of Deaf and Hard of Hearing Services started to implement the program. They were utilizing two service providers on the west and eastern parts of the state to serve all of Pennsylvania with the service. The service is geared towards individuals that are deaf and blind and they are allowed community supports in the community in order to do some of the things that they need in order to be independent within the community. They have the ability to bring a national expert, Shannon Wright, to Pennsylvania to train providers on how to work with consumers. They also implemented the MOU between the Department of Education and OVR during that time working with transitioning students with disabilities from 14 to 21 years of age. They did a three-part webinar series where they explained to stakeholders the importance of the MOU. They had a lot of advocates involved in the rollout. She said they had some initiatives that they would be rolling out in the near future.

Agency Report- Department of Aging

David Miles said he didn't have anything to report at the time.

Agency Report- Department of Agriculture

Sara Gligora then gave the update in place of Secretary Russel Redding. She noted that agricultural workers were given priority access to the COVID vaccine. Many of the ag employers took advantage of the opportunity and the Department of Agriculture received great feedback from the industry about prioritizing the workforce. They will continue to provide support to employers as many of them continued to want to vaccinate their workers. They recently were working very closely with L&I to identify possible workforce opportunities specific to agriculture. They reached out to agricultural stakeholders from across the state to get feedback and input on their experience with the workforce development system. They hosted three stakeholder listening sessions with stakeholders from Team PA's ag advisory board and urban agricultural stakeholders. The calls were very informative and participants were very excited to be a part of those discussions. In addition to the calls, a stakeholder survey was created and was shared with over 100 stakeholders including employer, employees, and training providers with agriculture. The data and feedback from those calls and surveys will be used to help inform possible training or funding opportunities going forward. Also, the PA Commission on Agricultural Education Excellence collaborated with the PA Department of Education and stakeholder groups on suggested changes to the proposed PA standards for science and technology. The commission also developed a plan for diversity, equity, inclusion, and accessibility which included the creation of an ad hoc committee focused on those issues. The committee has defined their mission and objectives which includes an upcoming diversity and equity assessment.

Ms. Gligora then talked about apprenticeship and pre-apprenticeship. Since the February Board meeting, there were three new programs registered with the state. They include a butcher apprenticeship program with Penn State and two grounds keeper apprenticeship programs. They also registered a new agricultural pre-apprenticeship program. Some other workforce initiatives that they focused on include the PA Farm Bill's Ag and Youth program. The grant closed on March 5th and invests in workforce development initiatives for agricultural and youth organizations such as FFA and such. They received a total of 85 grant

applications from 32 different counties. The grant awards and announcements would be made soon. The projects focus on a range of things from education and workforce development including seminars, field trips, and agricultural safety training programs. Finally, Team PA recently released their updated agricultural economic impact study. The report highlights the importance of workforce within agriculture and the need to make workforce development a priority. The report shows that ag jobs represent approximately 5.8% of all private sector employment in PA. These jobs also support additional jobs in other industries through their indirect and induced impacts. One of the biggest highlights from the report was the longer term opportunities and threats for PA ag and the biggest focus was identified as workforce. In every round table discussion, it was agreed the biggest long term threat to PA agriculture is the inability to attract and maintain workers. It also has a focus on anti-immigration sentiments. The report identifies the need to make workforce development a priority. Chair Brown then thanked her for the report.

Agency Report- Department of Community and Economic Development

Deputy Secretary Carol Kilko then talked about the Manufacturing Advisory Council (MAC) and they were hoping to have a strategy for workforce development as they move forward for the manufacturing industry.

Agency Report- Department of Education

Julie Kane then gave the report for the Department of Education on behalf of Acting Secretary Noe Ortega. She said that PDE had been working with L&I in the Intermediate Unit 11 to develop a series of free online on demand training modules for PA CareerLink® and workforce development staff. The modules are available online. They are modules and courses that will introduce staff to the PA CareerLink® system. It also shares best practices and connects them with other resources. She also shared that in the briefing book there is a link to a blog that is a great way to hear from the Department of Corrections as it is inmate testimonials. Through the support from the PDE Division of Adult Education and the Penn State Institute for Student of Adult Literacy, they coordinated a peer tutoring program at SCI Muncy for inmates and it allows inmates to tutor other inmates. Also, PDE was beginning to promote the Career Ready PA Backpack Challenge which is a state-wide effort to encourage students to participate in events that would help them build their career portfolios. The event would begin May 6th. There are activities like take and make STEAM kits. There would also be hands on activities at community centers, libraries, and museums.

PDE also awarded \$10.8 million in PAsmart Advancing grants to 26 partnerships statewide. There are a couple of projects that include local workforce development boards. She then highlighted a few of those partnerships. She then talked about the 13% decrease in the career tech space with the centers. She said they worked hard to keep students on track. They transitioned some programs online while others were restructured. She reported that in the past, twice, PDE distributed federal relief aid to career tech centers to mitigate the impact of the pandemic and they received additional funding under the American Rescue Plan. Chair Brown asked if there were any questions and there were none.

Department of Labor and Industry on Future of Workers

Mohona Siddique, executive policy specialist with the Department of Labor and Industry talked about their work examining the future of workers in the Commonwealth. Their aim is to guide short and long-term strategic investments for the Commonwealth's workers with a particular eye towards recovery from

the pandemic. They were going to be looking at lasting industry and occupational trends including the evolving nature of technology and automation as well as the changing nature of work and benefits. Their hope is that they can engage the Board to help compile a set of strategies to help prepare the Commonwealth's workers and help guide investments in both short and long term. They were working with James Martini to establish a future of workers working group. In terms of time commitment, they don't anticipate that it will be more than four to six hours over the course of several months. She noted that they had a consultant lined up to help execute the research. His name is Ann Gemmell out of Philadelphia.

Ann Gemmell then introduced herself. She said that she had worked with Deputy Secretary Ireland and worked in Southeast PA. That work helped develop a collaborative culture across different sectors and silos to start discussing the consensus around the problem and solutions. Prior to that she worked on the Pre-K initiative for Mayor Kenney and before that was multiple economic justice and labor advocacy issues and before that was a high school history teacher. She said the Board could read about some of her work and ideas at the Philadelphia Citizen.

Mohona asked that if anyone was interested in participating to please let James Martini know.

Pennsylvania's Educate4Opportunity Grants

Abby Smith, who is the Director of Education and Workforce Development at the Team Pennsylvania Foundation then talked about Pennsylvania's Educate4Opportunity grant. She remarked that the Board heard about the grant starting back in 2019 and the PA Workforce Development Board had been a wonderful partner. They were excited to present some updates as they were reaching the conclusion of the grant in the end of June. They have post-secondary and higher education through the Pennsylvania State System of Higher Ed (PASSHE) but also through the Department of Education at the Governor's Office and the Department of Labor and Industry Workforce Development Board. When they got the planning grant, the idea was to connect and align post-secondary institutions and state workforce needs. Ms. Smith then handed over the presentation to the liaison through the National Governor's Association Rachel Hirsh who shared what the purpose of the grant was.

Rachel Hirsh then noted that she was a senior policy analyst at the National Governor's Association. The purpose of the initiative was to help states align efforts to reconnect or connect adults to education and training to lead to high quality careers and jobs. Pennsylvania was selected as one of six states through a competitive application process in 2019. She along with the team and NGA have been helping along with technical assistance including peer learning site visits. They also provided access to proprietary data from Strada-Gallup getting consumer insights about what they thought were their education barriers. The pandemic obviously shifted gears a little but she was happy with what the team was able to do.

Abby Smith remarked that in Pennsylvania, they wanted to reduce the near and partial completers but they know a lot of the goal is to connect them with those relevant post-secondary education opportunities with a focus towards closing existing workforce gaps. They know that is a significant population that are 25 to 64 year-olds in Pennsylvania that make up over a million people. When they think about workforce gaps, they know that it is going to take more than just high school graduates, they are going to have to look at the existing adult population and connect them with the post-secondary education opportunities they'll need to close those gaps. She noted that the cross agency team is really important. They also really

wanted the data so they could get a better sense of exactly why people step out and how they can better connect them with post-secondary opportunities.

Kate Akers then noted that she is the Assistant Vice Chancellor for Advanced Data Analytics in the system office for PASSHE. She remarked they wanted to begin looking at what is the population of stop-out specifically from PASSHE. She then showed the data and said they can really see the impact of stop outs over time. She said that roughly 120,000 students over the 15 years of data shown dropped out or stopped out. They define a stop out as not returning to a PASSHE university. She then reviewed the data further. She remarked that they know that graduates from the public institutions earn substantially higher wages than stop outs.

Hope Lineman then introduced herself and the strategic adviser to the Chancellor on workforce Innovation and Cynthia Pritchard introduced herself as President and CEO of the PASSHE Foundation.

Hope said it is just the beginning as they reinvent higher education and the process of upscaling and rescaling the adult population. She said to meet its workforce needs, Pennsylvania must significantly increase the number of adults with some post-secondary education or credential. Pennsylvania higher education is shrinking in the number of newly credentialed people it produces annually. With over 400,000 students seeking degrees or enrolled in certificate and other career development programs, it is an engine of social mobility and economic development which is essential to the future of the Commonwealth. It is also an opportunity for PASSHE to play a key role in addressing the critical need. Certificate programs must be a part of a stackable career pathway allowing individuals to pair learning and career progression instead of approaching them as sequential activities. She noted they partnered with the Council for Adult and Experiential Learning on the project. The Prepared for PA initiative provides a flexible framework for training that enhances employer competitiveness and innovation while preparing learners across PA for jobs that pay. Pennsylvania is a very diverse economy and society, as part of the regional working group works, they saw the variances across the four regions. A new economy that is more automated and connected is emerging. Through the prepared for PA initiative, they were redesigning education to meet the up-skilling and reskilling needs of learners by creating educational pathways that meet them where they are at in their competency and skill set retainment. All of the work is to help advance equity, expand opportunities, and increase education retainment across the Commonwealth. Additionally, when there is employer engagement in designing programs that are aligned with their demands, the employer confidence in the efficacy in the short-term credentials is improved. That in turn improves the ability of the certificate holder to achieve economic success. As a result of the work and the regional workforce assemblies, they aligned competencies and skills needed for successful transitions in the workforce across six identified demand industries.

Competency maps are a part of the effort to bring together employers and educators to align skills and competencies needed for a successful transition in the workforce and can be used as a resource when building programs to train workers, job seekers, and students to meet employer workforce needs. That in turn will help develop a robust talent pipeline. The occupations that are included in the competency maps were identified as in demand through labor market data analysis using a blended prep approach of gather survey data as well as the CWIA's high priority occupations. She noted that some of the competencies and skills actually cross multiple industry sectors and learners will be able to transition as needed across multiple markets. She noted that the work would be supported through funding streams available like WIOA, Trade Act and several others. It is most importantly aligned with the HPO list. They were working

to establish pathways for degree program students to earn industry recognized credentials along the way so that when life does get in the way, students still have credentials for employment. The framework that they are building will allow the conversion of industry recognized credentials to credit creating strong partnerships system wide with business and industry across the Commonwealth and to build a more sustainable and equitable higher education system.

Chair Brown thanked them for the presentation.

Committee Update- Industry Partnerships and Employer Engagement

James Martini then provided the report for the Industry Partnership and Employer Engagement Committee on behalf of Dr. John “Ski” Sygielski. Executive Director Martini commented that the information was included in the briefing book but they were excited about what the committee was developing for mission and principles. They had also discussed what they wanted to accomplish and wanted to develop a foundational priority for the partnership program in PA including bringing some of the employers involved in Industry Partnership to participate in committee activities.

Committee Update- Career Pathways and Apprenticeship

Chair Richard Bloomingdale then noted that over the last quarter the committee had been committed to their strategic process. They had approved a purpose statement, as well as objectives and strategies that would guide their decisions. The said it was refreshing to hear so many departments in the state system and others talk about the opportunities that were out there for the workforce. One of the goals of the committee is to foster apprenticeship models that increase wages, skills industry, and career advancement, promoting equity and access in apprenticeship, implementing professional training programs to increase access and equity and identity in demand jobs, and career pathways to lead to family sustaining jobs. They also continue to support their recommendations in a competitive grant program as those elements are being implemented in future grants.

Committee Update- Youth

Chair Chekemba Fulmore-Townsend noted that they have been focused on sub-goals 3.1 which is about identifying evidence-based models and promising practices in youth development. They also were focused on 3.7 which is all about career pathways development. She said that young people have been disproportionately impacted by the economic downturn. The unemployment rate for young people nationally between the ages of 16 to 24 is about 11.1%. They now have to focus on what promising practices will help young people remain engaged so they can be successful and compete in an evolving world of work. They are fortunate to have two presentations during the past quarter. The first was from the PA Workforce Development Association youth technical work group in which they provided the committee with some promising practices that they were experiencing and seeing across the Commonwealth. They would be using that to guide and explore recommendations that they think the Commonwealth should consider. The second presentation was from Casey Mindlin and he shared with them how STEM is impacting the current economic climate and job sector growth for the field but also some of the system issues that they committee should consider. There are currently 21,000 unskilled Pennsylvania jobs in computer science with an average of \$89,000 per year. Those are unfilled jobs that young people could fill and more than a self-sustaining wage. Those jobs are expected to grow by 10% over the next few years. It is important for them to prepare the next generation of workers to fill those

jobs that should be in their interest. In order to accomplish that goal Mr. Midland suggested that they focus in a few key areas. The first was addressing disparity in the sector. Currently employees are about 13% African American and 28% Hispanic which indicates an issue of equity that the committee will continue explore. The second systemic issue is the teach pipeline preparation in computer science fields on average teacher prep program only graduate three new teachers prepared to teach those subjects. They clearly have to have more professionals being able to teach young people those important and critical skills. The last systemic area was that only 59% of high schools offer computer science as a core subject. They may want to consider shifting their end game as it relates to core competencies in that area to include computer science. As a committee they intend to explore those recommendations further, to vet them with different departments across the commonwealth and understand what is happening specifically in PA to make recommendations.

Committee Update- Continuous Improvement

Executive Director Martini then provided the report for the Continuous Improvement as Chair Brian Funkhouser wasn't able to. He noted that there was two things that the committee focused on in the last quarter. The first is a digital intake project for Pennsylvania CareerLink® as part of the commonwealth workforce development system of record. They also wanted to take on increasing public awareness around system performance. For the digital intake project, one of the things they recognized is there is a great variety across the Commonwealth on how individuals are greeted and triaged when they enter the 62 PA CareerLink® across the Commonwealth. They were partnering with Deloitte who runs CWDS. He remarked that they want to make sure that they are asking people questions in a way that they understand what they are being asked and in doing it in a way that helps them disclose the information that's being requested. A lot of the questions are uncomfortable or challenging whether or not someone has a disability whether or not they are on public assistance. If they ask those in a way that takes into consideration the challenges the customers may have in disclosing that information, they are more likely to get a better answer. They also want to remove unnecessary questions. Oftentimes, as a customer moves through the system, they are asked the same question by different people multiple times. Any way they can eliminate that lowers the burden on the customer and makes the process a little more seamless. The third leg is increasing the quality of the data they are getting from the customers. They want to make sure they are getting accurate and complete data on who is coming to the system and what their outcomes look like. The other piece of the report is information on workforce development system performance. The data in the briefing book is the negotiated levels of performance with the federal government. It covers how many of the local areas are hitting that performance as well as specific programs like youth, dislocated worker, etc. They may continue to dig deeper into local performance and look at performance and accountability over time.

Committee Update- Healthcare Workforce Ad Hoc

Chair Yarnell said he did not have a report at the time. The last two PA WDB meetings, they passed recommendations so the committee would continue to discuss future recommendations.

Committee Update- One-Stop Service Delivery System

Chair Sarah Hollister noted that the committee was looking at the need for actionable data at the current one-stops, customer service, and staff support and training. In an attempt to narrow down the committee's first step, they did a survey of all of the committee members and determined that they wanted

to put forth a recommendation about PA CareerLink® staff training and development. It shows the importance of the PA CareerLink® staff as being key to the Commonwealth's economic development. The committee therefore wanted to put forth a recommendation that the state make strategic investments in professional development and training of PA CareerLink® staff. Of things that would be helpful are cultural awareness, informed care practices, customer service, and leadership development. The operations of the recommendation would be determined by each agency that has staff in PA CareerLink®. The committee would hope to have regular updates on the recommendation so they could make sure that a comprehensive state-wide professional development and pathway work is happening.

MOTION: Robert Harvie made the motion to approve the recommendation. Wendie DiMatteo-Holsinger seconded the motion. Motion passed unanimously.

Committee Update- Reentry Ad Hoc

Co-chair Jeff Abramowitz noted that a virtual employer round table took place in April and they continue meeting with the Pennsylvania Reentry Council and the Attorney General's office. He gave a shout-out to the Governor and Attorney General for recognizing April as reentry month. So far they were putting together their priorities for 2021 and were looking at the recommendations that they would be proposing.

The first recommendation is that the Commonwealth should encourage usage of the Work Opportunity Tax Credit (WOTC) and the federal bonding program for employers and hiring returning citizens. The Pennsylvania Department of Labor and Industry manages the federal Work Opportunity Tax Credit program and it enables employers to benefit from hiring returning citizens who often face significant barriers to employment. The program financially supports employers who hire individuals from targeted groups including returning citizens and encourage the Commonwealth to educate all employers on the benefits of the WOTC credit and federal bonding programs.

MOTION: Sarah Hollister made the motion to approve the recommendation. Henry Nicholas seconded the motion. The motion passed unanimously.

The second recommendation is that the Pennsylvania Department of Labor and Industry should indicate funding and programming for working with returning citizens who are unemployed or underemployed. The Commonwealth of Pennsylvania should support targeted programs for 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. They encourage the Commonwealth to allocate funds to support the initiative.

MOTION: Wendie DiMatteo-Holsinger made the motion to approve the recommendation. Henry Nicholas seconded the motion. The motion passed unanimously.

The third recommendation is that the Commonwealth of Pennsylvania should dedicate a portion of the funding from the federal infrastructure funding to support returning citizens that are seeking training and gainful employment. The President and Congress are considering 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 improvements across the county. The Commonwealth should support reentry programming.

MOTION: Henry Nicholas made the motion to approve the recommendation. Matt Yarnell seconded the motion. The motion passed unanimously.

Public Comments

There were no public comments.

Chair Brown asked the Board if they liked the Zoom platform. There was a unanimous consensus that it was well liked.

Chair Brown sought a motion to adjourn.

MOTION: Henry Nicholas made the motion to adjourn. Chekemma Fulmore-Townsend seconded the motion. The motion passed unanimously.

Gauging the Pandemic's Impact

State Workforce Development Board Meeting

Ed Legge (elegge@pa.gov; 717-787-8646)
Center for Workforce Information & Analysis
August 11, 2021

Who is CWIA?



CWIA (Center for Workforce Information & Analysis) is a bureau within L&I that produces workforce and economic statistics and analysis.

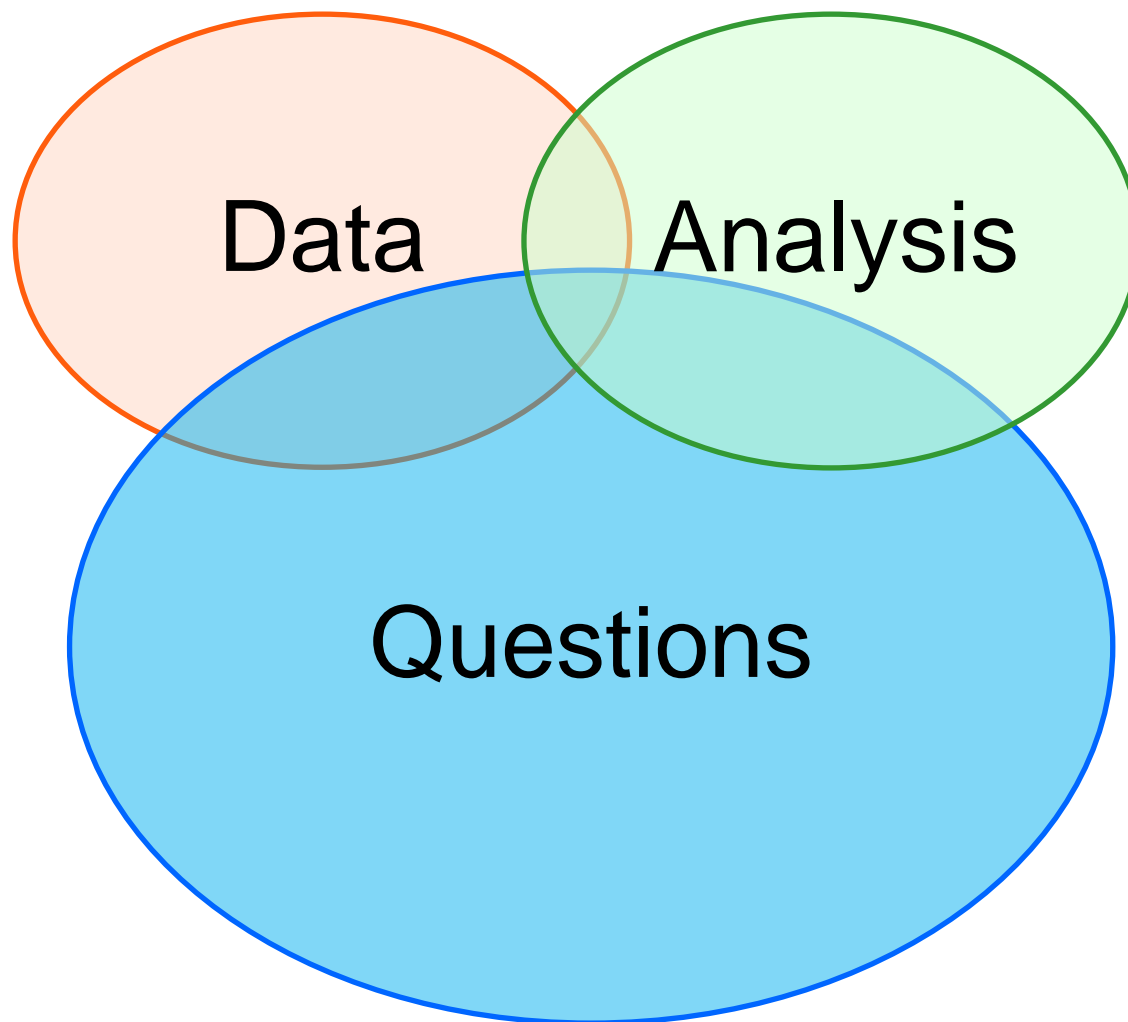
CWIA's key roles:

- Provide labor market information (LMI) products & services to wide range of customers
- Measure and report on PA's labor force (employed and unemployed), employers, industries, occupations, wages, and skills through various products & services
- Calculate performance and outcome metrics for workforce program participants
- Perform data analysis and reporting on Unemployment Compensation, Workers' Compensation & New Hires program activities

CWIA website: www.workstats.dli.pa.gov

Customer Service: 877-493-3282 (877-4WF-Data) or Email: workforceinfo@pa.gov

What's Happening?



To be more responsive to customer inquiries, CWIA launched several dashboards in the past year:

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

- 1) **Unemployment Compensation (UC) Claims** – initial and continued UC claims by county with demographic and industry detail. The dashboard is updated weekly. Adding data on those individuals who exhaust their UC benefits in the near future.
- 2) **Pennsylvania's Economic Portrait** – gathers unemployment compensation, labor force and jobs data together to evaluate the economic impact of the pandemic period. Current focus is statewide but future plans are to expand the dashboard to include similar local data.
- 3) **Online Job Postings** – summary of recent online job postings for the state and each Workforce Development Area (WDA). Aggregations by industry, occupation, employer, etc. Data is updated monthly.

Note: The software used to develop our dashboards has known compatibility issues with Internet Explorer. Please use other browsers for optimal viewing.

Pennsylvania's Rebound?



	Pre-Pandemic (February 2020)	Current (June 2021)
Jobs	6,092,600	5,696,900
Continued Claims	137,697	765,770
Unemployment Rate	5.0%	6.9%
Average Weekly Wage (1Q20 versus 4Q20)	\$1,170	\$1,286
Online Job Postings	211,623	121,062

- ❖ In April 2020, jobs reached a low of 4,962,900 and the unemployment rate peaked at 16.2%.
- ❖ Continued claims topped out at 1,275,108 for the week ending May 2, 2020.
- ❖ Online job postings counts are up about 6,600 from June 2020.

Second quarter of 2020 saw the majority of employment impacts of the pandemic and mitigation efforts. While many industries experienced declines, some industries did add employees in sizable volumes.

Industries that Gained the Most Employment:

Couriers
Warehousing & Storage
Local Messengers & Local Delivery
Scientific R&D Services
Building Materials & Supplies Dealers
Grocery Stores
General Merchandise Stores

Industries that Lost the Most Employment:

Restaurants & Other Eating Places
Traveler Accommodations
Other Amusement & Recreation Industries
Employment Services
Personal Care Services
Special Food Services
Civic & Social Organizations

Industry Analysis of Claims



An analysis of continued claims by the individual's pre-claim industry shows:

Industry	Pre-Pandemic (May 4, 2019)	Peak (May 2, 2020)	Current (May 1, 2021)
Total Continued Claims	99,032	1,275,108	221,087
Natural Resources & Mining	1.2%	0.7%	1.0%
Construction	16.3%	10.1%	10.3%
Manufacturing	10.0%	8.9%	10.7%
Trade, Transportation & Utilities	20.7%	19.6%	20.8%
Information	1.4%	0.8%	1.0%
Financial Activities	4.4%	1.9%	3.2%
Professional & Business Services	18.3%	9.3%	14.7%
Education & Health Services	13.6%	14.8%	17.9%
Leisure & Hospitality	8.2%	20.5%	12.8%
Other Services	2.3%	6.5%	3.1%
Public Administration	3.0%	2.4%	3.2%
Unclassified Industry	0.5%	4.4%	1.2%

Impacted Industries



Pandemic mitigation efforts did not impact all industries equally. Specific segments paint a very different picture.

Leisure & Hospitality (~261,000 claims during peak week)

Restaurants & Other Eating Places

Traveler Accommodations

Special Food Services

Other Amusement & Recreation Industries

Trade, Transportation & Utilities (~250,000 claims during peak week)

Automobile Dealers

School & Employee Bus Transportation

Department Stores

Clothing Stores

Warehousing & Storage

Education & Health Services (~188,000 claims during peak week)

Offices of Dentists

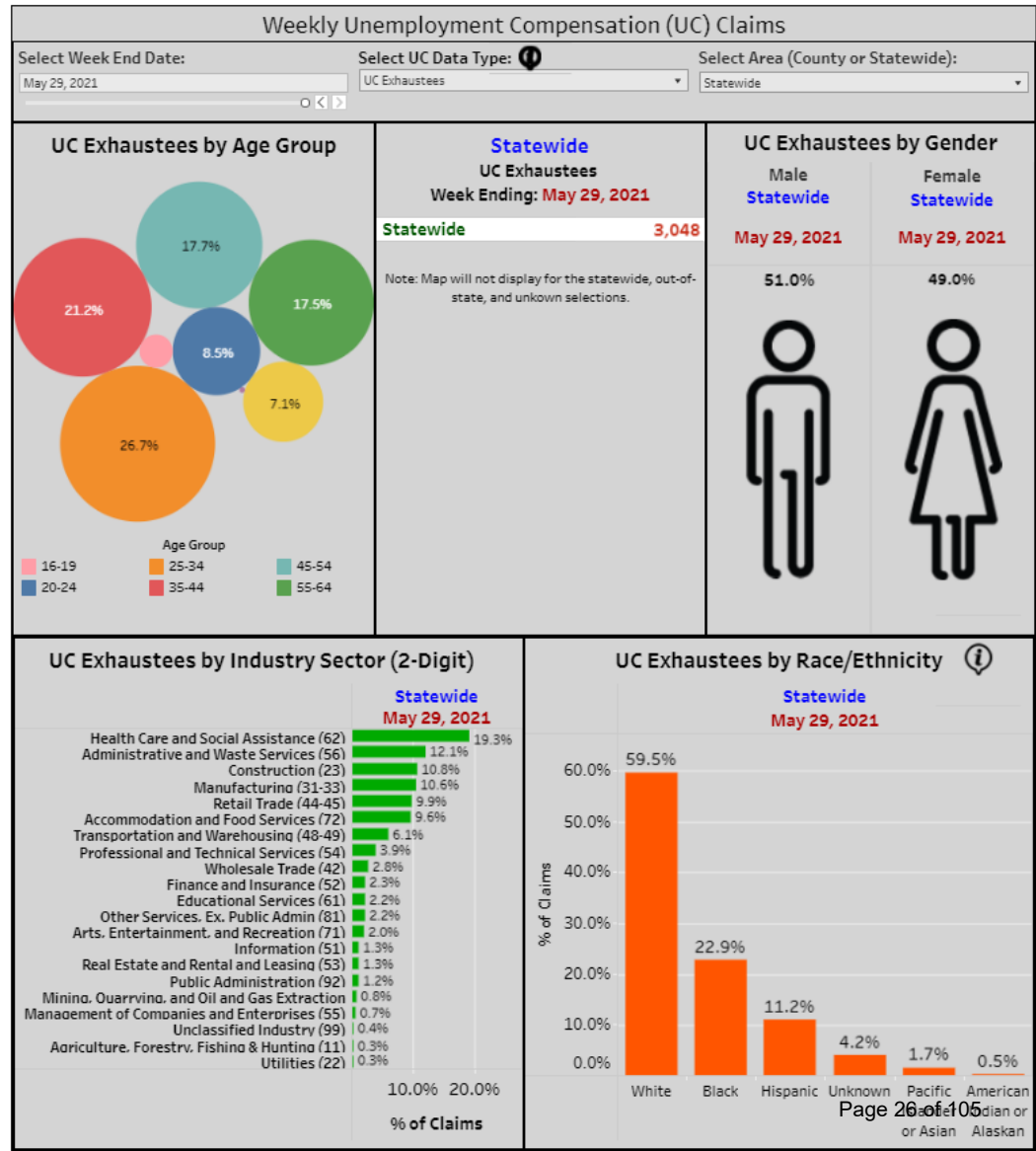
Child Day Care Services

Offices of Physicians

Individual & Family Services

UC Exhaustees

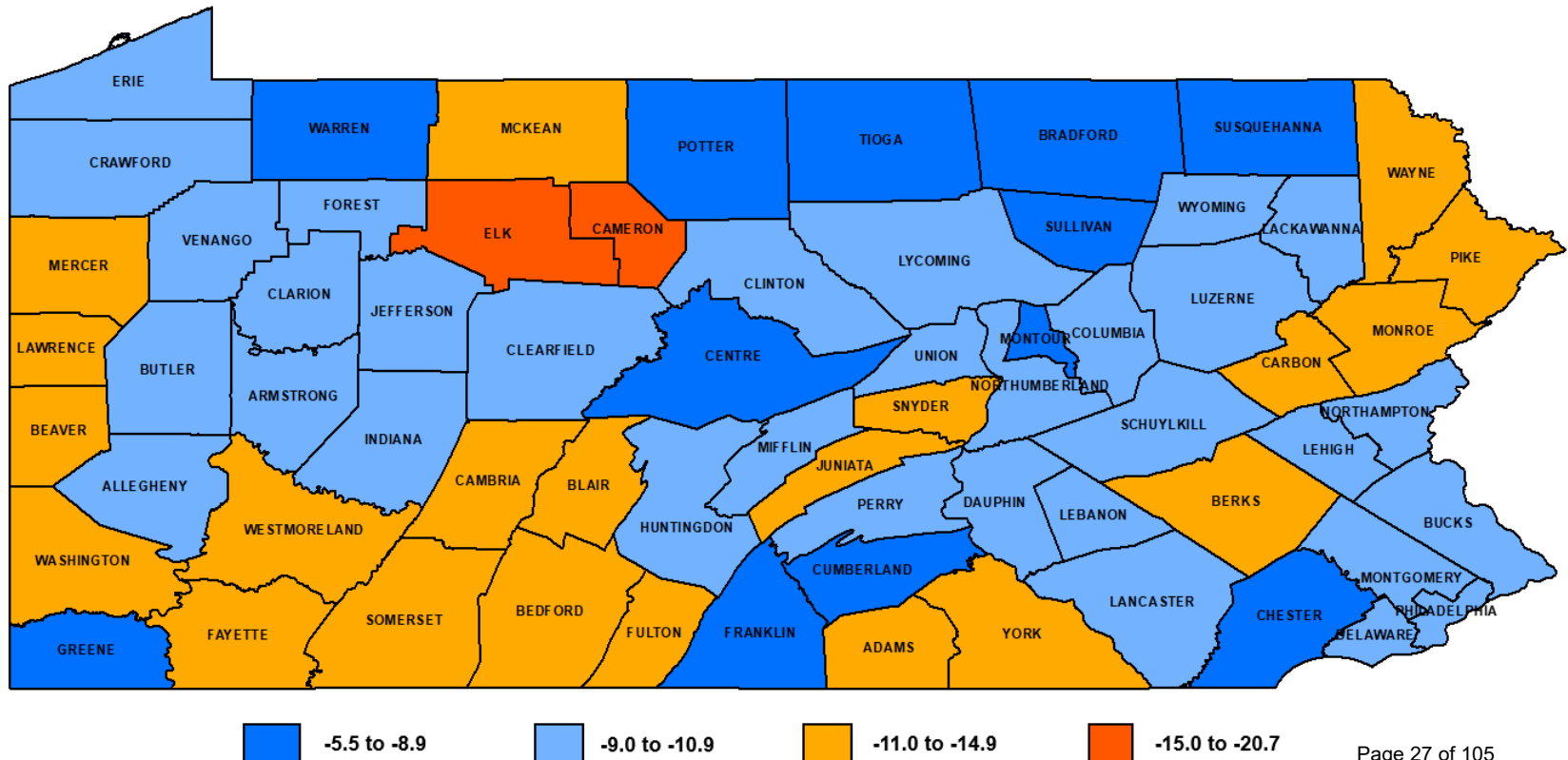
Unemployment Compensation (UC) Exhaustees are individuals who have drawn the maximum entitled amount of benefits.



Local “Recovery”

One way to gauge local “recovery” is to look at how unemployment rates have dropped since April 2020 (the peak rate for PA). As a reminder, PA went from 16.2% to 6.9% this June, a decline of 9.3 percentage points.

Difference in Seasonally Adjusted Unemployment Rates (April 2020 to June 2021)



CWIA can provide insight about the workforce and economic impacts of employment and/or financial activities.

1) How did the extra \$300 UC payments impact the economy?

- ❖ From January 3 to May 29, 2021, about \$5.3 billion from FPUC programs was paid into households making \$100,000 or less. As a result:
 - 46,000 jobs are estimated to have been created and/or saved.
 - The value added to the economy was \$4.0 billion.

2) Did job losses in certain industries have a bigger impact?

- ❖ For every 0.05% decrease in state domestic product, an estimated 37,400 direct jobs will be lost (temporarily or not) with an overall impact of 69,500 total jobs lost (temporarily or not). For every 100 direct jobs lost another 86 jobs will be lost in the full economy – a **statewide multiplier of 1.86**. Multipliers can vary by industry:
 - Accommodation & food services – multiplier equals 1.34
 - Arts, entertainment & recreation – multiplier equals 1.52
 - Healthcare & social assistance - multiplier equals 2.04
 - Transportation – multiplier equals 2.09

Questions

Answers

Pennsylvania Workforce Development Board – Quarterly Update

August 2021

Pennsylvania Department of Labor and Industry – Workforce Deputate

Deputy Secretary Sheila Ireland

Bureau of Workforce Development Administration (BWDA)

Acting Director: Brenda Dupstadt

WORC Grant Submission

The goal of the Workforce Opportunity for Rural Communities (WORC) grant is to create economic prosperity and gainful employment opportunities for eligible residents in impacted Appalachian Regional Commission (ARC) regions, enabling residents to remain and thrive in these communities. To accomplish the WORC grant goal, the Bureau of Workforce Development Administration proposes the development of new state approved training programs and transforming currently approved training programs into virtual delivery modalities. Transforming an existing program to a virtual modality would increase the geographical range the course could be offered, benefiting ARC region residents who face transportation barriers. BWDA submitted the grant for the maximum amount of \$3M prior to the deadline and will be notified in the coming weeks on whether our submission was approved. We would like to thank everyone who participated in the grant writing process or submitted letters of support for our proposal.

CAREER National Dislocated Worker Grant Submission

The grant will be focused on the recent Metrix Learning product that is being integrated into CWDS. Funding will be used to fund integration between Metrix and CWDS, outreach to unserved and underserved populations, and two years of licensure which will allow all dislocated workers to utilize the platform for free by registering both in the PA CareerLink® System using CWDS and the Metrix Online Learning Portal. Once registered, the dislocated workers will be able to access over 5,000 different learning modules that will enhance their existing skills and allow them to develop new skills to be able to compete in the post-pandemic labor market. BWDA anticipates submitting the application by mid-August for a maximum amount of \$3M.

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

Workforce has contracted with the Pennsylvania Workforce Development Association (PWDA) to develop and deliver training for all staff in the workforce system on the use of the Federal Application for Student Aide (FAFSA). PWDA has partnered with KayLynn Hamilton and Corporation for a Skilled Workforce to fulfill the requirements of the contract. This initiative kicked off on July 15th and will include the training of approximately 1,400 or more partner staff in sixty-two PA CareerLink® centers across the Commonwealth. PWDA will 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 to ensure 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. It is the goal of this project to optimize the use of financial aid for customers within the workforce system, thereby encouraging the workforce to seek/obtain training and decrease student debt.

Digital Literacy Grant

The Digital Literacy Grant received 42 applications of which, 32 were awarded for a total of \$1.33M. The awarded projects proposed 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 participants' specific needs. These projects are also designed

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 offer the necessary services to assist Commonwealth citizens to increase their digital literacy to be able to compete in the post-pandemic labor market.

Schools-to-Work Grant

The Schools-to-Work Program Grant was awarded to 12 grantees across the Commonwealth for a total award of \$2.8M. One LWDB and 11 Non-Local entities will use these funds to enhance workforce development partnerships between schools, employers, organizations, and associations to create employment and training pathways. A variety of industry clusters are represented among these awards.

COVID-19 Grant

The Department of Health is unable to use their funding for Contact Tracer positions, therefore their total award of \$5,190,001 will be repurposed. Through July, the PACLs have enrolled 55 of the proposed 60 Dislocated Workers to serve as PACL support and/or Community Outreach. Looking to build on this success, BWDA is working with UC to explore the possibility of hiring disaster grant eligible temporary workers to serve as Triage/Registration Specialists to assist UC applicants in navigating the ID.Me system. In addition, a planning group has been established to explore other possibilities for the utilization of funding. This planning group will have their first meeting in August.

Dislocated Worker Near Completer Grant

The Dislocated Worker Near Completer Demonstration Project Grant was awarded to four a Local Workforce Development Boards across the Commonwealth. The total amount of the award is \$8.2M (2 urban awards for \$2.5M each and 2 suburban awards for \$1.6M each). Urban contracts will serve 300 participants and suburban contracts will each serve 200 participants. This grant opportunity is for residents of Pennsylvania who are within 1 semester (16 credits) of obtaining a degree/certificate and were displaced by COVID-19 (as of March 1, 2020). The goal of this program is to have participants complete a degree/certificate and find employment in a related field that will pay a family-sustaining wage of \$15.00/hour or higher.

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 for WIOA Title I Adult and Youth and Dislocated Worker programs are in late draft and being prepared for review by workforce development deputate leadership and it is estimated that they will be published by the end of the 2021 calendar year.

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. These policies are in late draft and being prepared for review by workforce development deputate leadership and it is estimated that it will be published by the end of September 2021.

Policy on Policies

This policy establishes Pennsylvania Department of Labor & Industry standards for developing, approving, managing, and decommissioning workforce system policies issued in support of the department's workforce development mission, either independently or in concert with workforce system partners at the state, regional and local levels. This policy and its related guidance are in late draft and being prepared for review by workforce development deputate leadership and it is estimated that it will be published by the end of the 2021 calendar year.

Employment Services Complaint System Policy

This policy authorizes the establishment, staffing, operation and maintenance of the commonwealth's *Employment Service and Employment-Related Law Complaint System* or *ES Complaint System* focused upon the acceptance, resolution and/or referral of Wagner-Peyser Act based complaints. This policy and its related guidance are in late draft and being prepared for review by workforce development deputation leadership and it is estimated that it will be published by the end of August 2021.

Career Advisor Assessment

The bureau has contracted with *Career Consciousness, Inc.* to assess the knowledge, skills, and abilities of PA CareerLink® Career Advisors. This assessment will assess the extent to which the approximately 1,400 Career Advisors in the PA CareerLink® centers throughout the State of Pennsylvania have the requisite skills to respond to both the present and emerging needs of PA job seekers.

According to L&I staff, three conditions have become increasingly important in our current operations:

- Job seeker opportunities in some industries have been severely impacted by COVID 19; this presents both financial and mental health challenges for those seeking to enter or reenter the job market.
- Safety concerns and the broad spectrum of the technological capability to utilize an increasingly digital marketplace are significant barriers.
- The emotional/mental state of some unemployed job seekers has been exacerbated by the pandemic.

Once the assessment period concludes, workforce staff 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 (OVR) Partnership

BWDA continues to collaborate with OVR staff for the provision of a courtesy review of ADA compliance of PA CareerLink® centers. Based on recommendations from OVR staff, BWDA will collaborate with the local workforce development boards to purchase new equipment to better serve customers who are deaf or hard of hearing or who are blind or visually impaired.

Bureau of Workforce Partnership & Operations (BWPO)

Acting Director: Steve Wolf

Digital Literacy Assessment

BWPO has concluded its engagement with Accenture on digital literacy gaps that impact PA CareerLink® customers, employers, and staff. The final report is a roadmap for implementation of short term and long-term improvements that can be implemented. Next steps are underway to determine what strategies should be implemented first and how to move forward with this process.

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 had increased dramatically.

After the implementation of BenMod, there was a delay in receiving RESEA participant lists. This issue has since been resolved and RESEA participants are again being sent RESEA letters on a weekly basis.

At the same time as UC was transitioning to BenMod, our new virtual RESEA Module for RESEA Participants was added to CWDS. The new RESEA Module was designed to be a one-click, customer friendly module to take a participant through the mandatory requirements of the RESEA program. Due to the delay in receiving participant lists through BenMod, we were able to work through the initial growing pains of implementing this new technology into the system with both our staff and our customers. We believe the implementation of this program will allow us to grow the RESEA program past previous limitations which were caused by the physical seats available for participants attending RESEA Orientations.

PA CareerLink® Update

Only two PA CareerLink® locations have not returned BWPO staff to the office location on a full-time basis. Both locations are undergoing renovations and will return staff once renovations are complete.

Most locations have resumed normal operations and are taking walk in customers.

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 Point of Contact (POC) email. To be displayed on the page, employers may submit an express form (link located on the home page of the portal). The site is refreshed weekly with new employers.

Employer Assistance Form

Recently, the L&I Press Office has begun highlighting the Employer Assistance Form to increase awareness of the form's presence on PA CareerLink® Online. Once the employer completes and submits this easy to complete form, it will be directed to the nearest PA CareerLink® office by zip code. The Business Service Team will then reach out to these employers within 48 hours. This allows the employer to easily engage and post jobs in the PA CareerLink® system and learn about the many valuable services available to them.

Center for Workforce Information Analysis (CWIA)

Director: Ed Legge

High Priority Occupations

In support of future workforce development training efforts, CWIA recently released the 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. Visit CWIA's website to learn more about HPOs: <https://www.workstats.dli.pa.gov/Products/HPOs/Pages/default.aspx>.

Pennsylvania's Economic Portrait

This Spring, CWIA launched a new dashboard (<https://www.workstats.dli.pa.gov/dashboards/Pages/Economic-Portrait.aspx>) to help customers analyze data to evaluate the overall impact of the pandemic period. The new tool brings together unemployment compensation, labor force and jobs data in one location to ease the burden on workforce and economic partners. While the current focus of the dashboard is primarily statewide, future plans are to expand the dashboard to include similar local data.

Pennsylvania Career Guide

CWIA released the 26th edition of the Pennsylvania Career Guide in July. For decades, this publication has been a valuable resource for students and job seekers alike by providing information geared to helping individuals explore career options, prepare for continuing education and/or locate useful resources. Highlights of this edition are a brief interest assessment, month-by-month checklist for students, and expanded focus on teleworking and telemedicine. The Pennsylvania Career Guide is available online (<https://www.workstats.dli.pa.gov/Products/CareerGuide/Pages/default.aspx>) and hard copies can be obtained upon request (workforceinfo@pa.gov).

Apprenticeship and Training Office

Director: Tara Loew

The Pennsylvania Apprenticeship and Training Office (ATO) continues to accelerate its work guiding and promoting the expansion of apprenticeship programs across the state. Highlights include:

Apprenticeship State Expansion (ASE) - The ATO ramped up its distribution of ASE funds aimed at supporting at least 800 diverse and underserved participants enrolling in a registered apprenticeship program. By the end of the quarter, a total of 233 apprentices had been supported through this program.

PAsmart - The ATO continues to support and monitor its PAsmart grant awardees who are developing apprenticeship and pre-apprenticeship programs, including an apprenticeship program aimed at creating a statewide network of Apprenticeship Navigators trained to help start and sustain apprenticeship programs. Over the past quarter a new NGA for the upcoming round of awards was developed and is scheduled to be released in August 2021.

Staffing Update – The ATO continues to increase its staffing contingent. A Grants & Statistical Development Program Manager was hired, as was a second Apprenticeship & Training Representative (ATR) who will be responsible for assisting apprenticeship program development in the North Central region of the state. Offers have been extended for a Workforce Development Supervisor and Pre-Apprenticeship Manager & Administrative Officer, while interviews continue for a third ATR covering the Southeast portion of the state, with these positions expected to be filled over the next quarter.

The Pennsylvania Apprenticeship and Training Council (PATC) - PATCP has continued to run twice the number of meetings they previously conducted (from one to two each month), helping to speed the evaluation and registration of new apprenticeship programs.

Standard and Registration Paperwork - The ATO oversaw a comprehensive update to Pennsylvania's apprenticeship and pre-apprenticeship registration paperwork. ATO revamped and simplified these documents, including the creation of new 'universal' templates for Standards and Appendixes. The new registration documents replace different versions previously used for Individual Non-Joint, Individual Joint, and Group sponsored programs. Revamped and expanded pre-apprenticeship registration documents that more closely align with apprenticeship registration documentation were also created.

Knowledge Product Creation - The ATO is making substantial progress developing a number of knowledge products aimed at making it easier for potential sponsors to develop and register apprenticeship programs. Knowledge products completed include:

- A new guide for Registering an Apprenticeship Program in PA that provides step-by-step instructions on developing a program, completing the registration paperwork, presenting to the PA Apprenticeship Council, and getting started once a program is registered.
- A new guide for Registering a Pre-apprenticeship Program in PA that provides step-by-step instructions on developing a program and completing the registration paperwork.
- One-pagers have been developed for Registered Apprentice (RA) & Pre-RA for Employers, RA & Pre-RA for Job Seekers, Funding RA, and a Building a Program quick reference guide and flowchart
- Templates and examples of work processes for different types of programs (e.g., time-based, competency-based and hybrid)

- Job Book templates that make it easier for sponsors to implement their programs.
- Knowledge products in the pipeline include: RA Desk Guide for Workforce Professionals and Apprenticeship Standard Practices
- Digital Footprint - We also will be enhancing our digital footprint by redoing our Labor and Industry and PA CareerLink web pages. Work on these webpages continued over the past quarter, including the development of updated verbiage for all the pages. The ATO's goal is to have the documents identified above completed and the new websites operational by September 2021.

State Apprenticeship Expansion, Equity, and Innovation Grant (SAEEI)

Unfortunately, the Department was notified that we did not received funding for the SAEEI grant. We would like to thank everyone who participated in the grant writing initiative. The U.S. Department of Labor provided feedback regarding our application which ATO will review and build off of for the next grant submission.

PAsmart 2020/2021 New NGA

The ATO is preparing for the release of the next PAsmart NGA which will encompass 2020 and 2021 funding. This grant will focus on building, supporting, and expanding registered apprenticeship and pre-apprenticeship programs with focuses on diverse talent pipeline and underserved populations, non-traditional occupations, career pathways, and expedited growth and wider reach in the state. Additionally, the grant will offer a continuation of the Network Ambassador program with a goal to encourage the development of local and/or regional apprenticeship ambassador networks which are designed to support the expansion of Registered Apprenticeship and Pre-Apprenticeship and extend the reach of the ATO by providing technical assistance to regional consortiums of apprenticeship and pre-apprenticeship stakeholders, including employers, intermediaries, training providers, and other partners.

Other

Workforce Data Quality Initiative (WDQI) Grant

Unfortunately, the Department was notified that we did not received funding for the WDQI grant. We would like to thank everyone who participated in the grant writing initiative and submitted letters of support for the proposal.

Office of Vocational Rehabilitation UPDATE & STATISTICS

COVID-19 PANDEMIC

With the continued easing of COVID restrictions in mind, OVR staff returned to all locations, including district offices, full-time on July 19. This included serving customers from our field locations, including local CareerLink offices. Phase 2 of this return-to-work plan, expected to begin after August 31, will involve opening OVR's district office doors to customers and other members of the public.

EMPLOYMENT OUTCOME STATISTICS

Successful Closures Across OVR

The COVID-19 pandemic continues impact the labor market and the delivery and direct management of services. However, OVR continued to provide services that lead to competitive integrative employment. In consideration of the closed Order of Selection (OOS) and the impact of the pandemic, the following outcomes were achieved as of June 2021:

Program	Goal for the Program Year (PY)	# of Successful Closures in SFY20 to Date	% of Goal Achieved for the PY
BVRS	5,414	4,622	85%
BBVS VR Program	266	151	57%

ORDER OF SELECTION

In 2019, RSA approved OVR's request to temporarily close the Order of Selection (OOS), and a wait list was implemented on July 1, 2019. OVR is pleased to report that the OOS was reopened on July 1, 2021. OVR customers with the Most Significant Disabilities are now being released from the wait list. The following chart reflects the number of OVR customers on the wait list as of July 19, 2021.

All Customers on Wait List as of 7/19/2021	2,557
Total Cases Approved to Move Off Wait List as of 7/19/2021	18,828
Open VR Cases Receiving Services	25,233
Total Open VR Cases	33,739
Net Decrease Since 7/5/2021	317
Net Increase Since 7/1/2019	1,047

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)

GENERAL UPDATE

The Bureau of Central Operations (BCO) returned full-time to the office on July 19, 2021 and 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, with ongoing assistance from our RSA liaison and staff from the Monitoring Technical Assistance Center (MTAC).

BCO continues to work with staff throughout the agency to implement guidance and changes as a result of COVID-19. All BCO divisions returned to the office on or before July 19 and continue to adapt to the changes that have been necessitated by the pandemic.

BUSINESS SERVICES & OUTREACH DIVISION (BSOD)

BSOD continues to increase 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. Specifically, OVR began referring customers to InspiriTec's CSR for UC position in late March 2021. OVR staff have been proactively engaging with our customers on a daily basis. The following numbers reflect our current counts as of 7/27/21; however, counts are estimated to be higher due to the delay in information processing.

- Total Referrals - at least 691 customers
- Total Applicants - at least 472 customers
- Total Hired - 327 customers

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

To date, deliverables include:

- Networking and expressed interest by the PA AFL-CIO in assisting with expanding apprenticeship pathways to any qualified OVR trainee.
- Networking and expressed interest by regional labor councils and their trade locals to expand apprenticeship pathways to any qualified OVR trainee.
- Networking with PA Department of Labor & Industry and Keystone Development Partnership to explore collaboration in the Philadelphia and western PA regions to introduce qualified OVR customers in both pre- and registered apprenticeships.
- Work toward development of statewide legislative office aide internship and/or job positions for qualified OVR customers with both caucuses of the PA house and senate.
- 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.

TRANSITION SERVICES

OVR Services to Students with Disabilities

The OVR-PDE MOU has been successfully released to schools, OVR staff and stakeholders. OVR and PDE have developed a corresponding toolkit and webinars have been presented to the field to introduce the materials. An interagency group continues to work together to answer questions and assist the field in the implantation of the

MOU. We are working closely with Local Education Agencies to ensure students have access to vocational rehabilitation services across the state.

OVR is happy to report that most PA Project SEARCH sites have continued to operate during the pandemic, and we are adding new sites for the 2021-22 school year. A provider agreement was introduced for Project SEARCH that standardizes rates across the state and offers more individualized supports for student placement after Project SEARCH. Many sites are also adding a student stipend.

Finally, in preparation for the summer, the Transition Unit released three new provider agreements for Pre-ETS programming: the MY Work Initiative; the Professional Connections Experience; and Summer Post-secondary Experiences. These agreements offer a variety of service options for students, and we hope they will increase student access to paid work experiences.

BUREAU OF BLINDNESS & VISUAL SERVICES (BBVS)

OVR's Bureau of Blindness & Visual Services (BBVS) provides specialized services to individuals who are blind and visually impaired. These services are designed to increase an individual's independence and employability. BBVS currently serves over 1,800 customers across Pennsylvania in their Vocational Rehabilitation program.

BUREAU OF VOCATIONAL REHABILITATION SERVICES (BVRS)

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)

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

August 11, 2021

Agency: Aging

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the 2020 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 88% capacity. We have provided training services to 470 participants this program year which is 106% 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 51 participants exiting due to employment. The 2nd quarter employment rate of 29%. Furthermore, 21% of the participants that found employment have retained employment through the fourth quarter after exiting the program. We are down in all our employment goals for the program year but are optimistic that they will rebound in 2021. 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
August 11, 2021
Department of Community and Economic Development

COVID-19 Action

- **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 70 calls have been hosted. Sister agencies continue to participate 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; PEDAC 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 Command Center has focused its work into five committees. The committees are Child Care/Family Support, Licensure, Reentry, Training, and Government Infrastructure. Each committee has recommendations the group is to work on completing and has a lead agency with support agencies achieve this work. The Command Center meets once a month with the committee work happening in between the monthly full meetings.

DCED is the lead agency for the government infrastructure committee, with the work of the committee focusing on three recommendations. The first recommendation calls to create shared commonwealth education, workforce and economic development metrics using Pennsylvania's WIOA combined plan as a starting point to consider the metrics of all agencies involved in workforce development. The sub-committee working on this recommendation have identified some of the sub-goals from the WIOA State Plan that will serve as a starting point. Prior to the pandemic, the Command Center created a dashboard that houses information related to economic drivers, the labor force, education/training, and barriers. The sub-committee is exploring using the dashboard to house the metrics as well as how to include other agencies who have workforce development components that aren't partners in WIOA.

Workforce & Economic Development Network of Pennsylvania (WEDnet):

2021 – 2nd Quarter Activity:

- 11,836 employees trained
- 462 unique FEINs trained
- \$2,896,487.09 invoices paid

Manufacturing Training to Career: For the 20-21 fiscal year, the Manufacturing PA Training-to-Career Grant program awarded 13 grants totaling \$3.9 million. Eleven 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.

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

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 held its first meeting which included the five industry representatives on July 23rd. Industry members are:
 - Travis Gentzler, President, Weldon Solutions
 - Heidi McKenna, President, The Fredericks Company
 - Karen Norheim, President/COO, American Crane & Equipment
 - Gus Schroeder, President, Schroeder Industries
 - Ray Yeager, President and CEO, DMI Companies

Next steps include:

- The **Data Working Group** will review existing data on the state of manufacturing in the Commonwealth and identify promising regional or national best practices to inform priority areas. An early focus of the Data Working Group will be to gain insight from the Department of Community and Economic Development's Manufacturing Industry Dashboard, which was presented at the meeting and provides data on employment, skillsets, job demand, and economic clusters to provide a comprehensive look at the economy.
- The **Industry Engagement Working Group** will gather input on challenges and opportunities that manufacturers face from existing partnerships and organizations and consider additional tools such as surveys, interviews, and focus groups to gain a critical mass of industry insight.

Quarterly Meeting Agency Update

August 11, 2021

Agency: Corrections

Partnerships with Other Agencies

On May 19, 2021, the Workforce Development Specialist provided a presentation on the Benefits of Hiring Reentrants hosted by Central PA Chamber. The presentation was done with Greg Shirk, Workforce Development Supervisor, from Department of Labor & Industry. Mr. Shirk provided vital information the federal tax and bonding benefits of hiring reentrants.

On June 16, 2021, the PA Chamber of Business and Industry featured the Department of Corrections and Parole in their "Workforce Spotlight". This article outlines the work staff do to get inmates job ready prior to release and the work done to get inmates employed post release. The article can be found here - https://www.starttheconversationhere.com/workforce_spotlight/.

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 State Correctional Institution (SCI) coordinates and hosts a reentry job fair for inmates to participate. This event is generally hosted in the gym, classrooms or other large area within the institution and invites various community partners (employers, community service providers, BCC contractors and other agency representatives) to provide in-person information and presentations to the inmates. This information is vital for successful reentry planning. However, due to the COVID outbreak of 2020, these events were rescheduled to be held virtually. The week of June 21-25, 2021, the virtual reentry job fairs were held. All 24 SCIs participated with a total of 3,153 inmates. Over 60 employers, community providers, and Commonwealth Agencies presented their services. In addition, some presenters provided videos to share on the inmate channels inside the SCIs.

Corrections and Office of Vocational Rehabilitation staff facilitated two (2) Reentry Employment Specialist trainings, virtually, in June 2021. The first was for Union County and Snyder County Probation and CareerLink staff in Sunbury and Lock Haven for 24 participants. The second was open to the public

with 28 participants from across the state and several from South Carolina and Texas. In July 2021, a training was held for New Jersey Department of Labor with 18 participants. The next training is scheduled for August 16th and 17th for approximately 22 New Jersey staff. Please visit: [Reentry Employment Specialist Training \(pa.gov\)](#) for future training events and how to register.

Quarterly Meeting Agency Update

August 11, 2021

Pennsylvania Department of Education

Title II Adult Education

An online, on-demand training course for workforce development staff launched in April 2021, and in the first three months, 389 users created accounts and 188 completed the course. Title I-affiliated users accounted for 46 percent of all users with the greatest number of overall users in the North Central, Southern Alleghenies, and Central local workforce development areas. Evaluation in five categories (relevance, organization, ease of use, format, and length) was overwhelmingly positive, scoring between 94 percent and 100 percent. The course was developed by the Pennsylvania Department of Education, the Pennsylvania Department of Labor and Industry, and Tuscarora Intermediate Unit 11 in collaboration with WIOA core program staff and is part of a planned series of courses.

Individuals can enroll for free in the first course, *Introduction to the PA CareerLink® System: Referrals and Best Practices*, at www.workforcestafftraining.com. This course introduces the PA CareerLink® system, the WIOA core programs, and referral best practices. The next course in the series will focus on case management and working with partners to support customer needs. WIOA core program staff will again contribute to content development.

Career and Technical Education (CTE)

The 2021-2022 Perkins grant opened April 8, 2021. Under *The Strengthening Career and Technical Education for the 21st Century Act*, known as Perkins V, each eligible agency must meet size, scope, and quality criteria pursuant to section 135(B) of Perkins V. States are required to define each of these criteria; Pennsylvania has defined each criterion in the 4-year state plan. There are 98 secondary and 26 postsecondary Perkins recipients for the 2021-22 fiscal year. Perkins grant allocations are based on formula, and allocation amounts are shared at education.pa.gov/Perkins. Recipients must submit local applications, and the previous year's performance report, online via the secure eGrants portal by August 31, 2021.

Community College

Erie County Community College, which became certified as Pennsylvania's 15th community college in 2020, will begin offering classes September 1, 2021. Its mission is to prepare individuals to succeed in a diverse, supportive, forward-thinking and innovative learning environment. The College will provide Erie residents affordable education through increased access to vital workforce and academic education options. These options include a combination of two-year degree programs, postsecondary certificates, and technical courses that prepare graduates to meet the critical needs of this region's workforce and succeed in a complex global society.

PASmart & Computer Science and STEM Education

PDE, in collaboration with the American Institutes for Research, is conducting a PASmart Impact Study, beginning with focus groups with recipients of the 2018-19 and 2019-20 Targeted Computer Science and STEM Grants in late summer/early fall 2021.

A primary goal of [PAsmart Grants](#) is to expand the number of educators prepared to teach computer science, and PDE has committed to providing certification pathways for interested educators. Among past grant recipients, 20 educators have passed the Computer Science PRAXIS exam, 19 of those educators have filed for certification with the Department, and 18 educators have recently registered for the exam. Secondary educators can [sign up for the 7-12 CS Certification Exam Preparation Pathway](#) to join the new cohort beginning in August 2021. Educators interested in expanding computer science in kindergarten through 8th grade can take advantage of the [CSinPA K-8 Pathway](#) for professional learning. Beginning in October 2021, school administrators looking to be CS Champions in their communities can take advantage of the Act 45 program *Leading the Charge*.

PDE aims to engage 120 PAsmart Targeted Grant recipients and former recipients in the Build | Fly | Code Initiative, launching this fall. Build | Fly | Code focuses on building partnerships with educators serving JROTC programs, students with exceptionalities, and other educators serving marginalized learners in STEM and computer science, through a “near peer” model to establish computer science champions in local communities.

Career Ready PA Coalition

From March through June, the Career Ready PA Coalition convened work group sessions focusing on education and workforce priorities, including industry credentials, employability skills, preapprenticeships/apprenticeships, and career pathways. Presentations from stakeholder champions highlighted strategies and best practices to increase awareness for career and workforce readiness to ensure that all learners have equitable access to workforce training and career pathways, aligned to workforce needs and departmental career readiness initiatives.

The [Career Ready PA Backpack Challenge](#), a collaboration with Coalition champions Remake Learning, STEM Intermediate Unit leads, and Career Ready PA liaisons engaged 120 schools in the Remake Learning Days Across America festival, with 7 schools collecting more than 100 artifacts, and a total of 1,340 artifacts collected statewide. The live and virtual festival connected learners to hands-on STEM and career awareness free events to help build employability skills and earn a badge for their career portfolio. The Career Ready PA Coalition will reconvene in the fall with an emphasis on expanding pilots and best practices statewide.

Teacher in the Workplace Targeted Grants

Local education agencies continue to implement the 92 Teacher in the Workplace Targeted grants (\$25,000 each) that connect the classroom to the workplace for K-12 educators across Pennsylvania. The grants are federally funded and end September 30, 2021. Educators focus on professional development aligned to workforce needs to help all students to have the information and tools needed to gain awareness of college and career pathways for postsecondary success.

Quarterly Meeting Agency Update

August 11, 2021

Agency: Department of Human Services

Medical Assistance for Workers with Disabilities (MAWD)

Acts 69 of 2021 expands earned income eligibility for the MAWD program to qualifying recipients earning in excess of 250% of the FPIG. This enables workers with disabilities who increase their earnings over time to not have to turn down promotions and raises for fear of losing their Medicaid benefits.

DHS is in the process of planning for necessary system changes to make this new category available to eligible recipients by the Act's effective date of 12/28/21.

E&T Redesign

DHS procurement for the EARN program is anticipated to be released in quarter three of 2021. Information gathered over the last two years as well as the previous year of operation under contract changes to improve client assessment, planning and outcomes have gone into the development of this procurement.

DHS contract changes to the KEYS program originally planned for the 21-22 SFY will be delayed until the 22-23 SFY. These changes better align the goals and measures of the KEYS program with the updated goals and measures for the EARN program implemented in 19-20 SFY contract changes.

Direct Care Workforce Support

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

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

DHS intends to accomplish this by;

- Create an online education and training portal for shift care nursing to strengthen supports to nursing professionals.
- Expand the workforce with student loan forgiveness programs to recruit a diversified workforce into employment in mental/behavioral health and substance use disorder fields of work.
- Expand current training initiatives to include trauma-informed care, wellness, and other self-directed trainings that enhance service delivery.
- Provide for enhanced training for private duty nurses to staff cases for children who have complex medical conditions as well as significant behavioral health needs.

- Enhance the comprehensive training program for direct care workers to bolster the quality of services for participants.
- Enhance quality of care by funding a nurse's ability to shadow the current nurse for private duty nursing cases.
- Support provider workforce expansion with funding to issue sign-on and retention bonuses for nurses, direct care workers, and other home and community-based service providers.
- Increase payment rates for direct care workers in the Community HealthChoices and Omnibus Budget Reconciliation Act (OBRA) waivers

Child Care Workforce Support

DHS through the Office of Child Development and Early Learning (OCDEL) received nearly \$1.2 billion from ARPA that is intended to support low-income working families and child care providers. Of this amount, close to \$683 million will be set aside to offer eligible child care providers grants. These grants are intended to offset the impacts on child care enrollment, and subsequently revenue, increased cost of continued COVID-19 mitigation and recruitment and retention of staff. The target for release of these grants is September 2021.

Additional recommendations to support families participating in Child Care Works, Pennsylvania's subsidized child care system, are under consideration for mid-2021-22 release. ARPA funds authorized for use by Child Care Development Fund lead agencies are usable through September 30, 2023, with a portion extending through September 2024.

Quarterly Meeting Agency Update

August 11, 2021

Agency: PA Department of Agriculture

PDA and L&I Stakeholder Engagement

- The department has continued working with L&I to discuss workforce development issues and challenges within agriculture and to identify opportunities to create programs targeted specifically to the agricultural industry.
- To get stakeholder input PDA and L&I hosted 3 stakeholder listening sessions and a stakeholder survey. The survey was shared with employers, employees and training providers within agriculture. Over 130 respondents completed the survey. An internal working group has been put together to analyze the survey and create a final report highlighting the results.
- Some initial findings show that approximately 92% of respondents believed more training was needed to help develop their workforce and that 75% of respondents believed apprenticeship was the answer.
- PDA and L&I are collaborating to identify ways to address the needs and opportunities identified through the surveys and stakeholder discussions.

Agriculture Apprenticeship and Pre-Apprenticeships

- In July the Department partnered with the Apprenticeship and Training Office to host an Agriculture Apprenticeship 101 training opportunity. This training focused on what sponsoring an apprenticeship program, specifically a group program, entails. Participants were able to hear directly from the ATO about the process of registering and administering an apprenticeship program and a current agricultural apprenticeship sponsor discussed their experience with apprenticeship and pre-apprenticeship.

PA Commission for Agricultural Education Excellence

- The Commission provided information for stakeholders in the agricultural education system to respond to proposed changes in the PA Standards for Science and Technology.
- The commission supported the Learning by Doing Grants of the PA FFA Association.
- PDA and the Commission re-launched a social media campaign on agricultural careers targeted to the parents of children in K-8.
- The Commission's Diversity, Equity, and Inclusion Ad Hoc Committee began a Diversity, Equity and Inclusion Assessment of the Agricultural Education system in the state.

H2A Temporary Agricultural Worker Program

- The Farmworker Modernization Act (FWMA), a bipartisan bill that would provide a path to citizenship and revise the H2A program, was passed by the House in March and is currently with the senate. The department is in support of FWMA and believes the legislation will help address critical workforce shortages and make important reforms to the H2A program that will protect our essential workers.

Team PA Economic Impact Study

- Earlier this year the Team PA Foundation released an update to their Economic Impact study. The report which provides a baseline analysis of PA's agricultural industry, highlighted the importance of workforce within agriculture and the need to make workforce development a priority.

Pennsylvania Agriculture's Workforce

Pennsylvania State Workforce Development Board Meeting
August 11, 2021

Kelly Kundratic
Director, Agriculture Policy & Programs
Team Pennsylvania

Team Pennsylvania

Background:

- Nonpartisan 501(c)3 nonprofit organization founded in 1997
- Mission: Improve Pennsylvania's competitiveness and economic prosperity
- Public-Private Partnership Co-chaired by the Governor & Private sector CEO
 - Public Sector Leadership: Governor; representation from all 4 caucuses of the Legislature; 4 agency secretaries: DCED, L&I, PDE, and PDA
 - Private Sector Leadership: Business, Industry, and Labor Leaders representing different sectors and geography

Agriculture Advisory Board

Overview:

- 25 private sector leaders representing the diversity of Ag in PA
- Co-chaired by Secretary Redding and Scott Sechler of Bell & Evans
- 3-4 annual meetings, with special meetings as necessary
- Feedback loop between public & private sector leadership
- Build capacity for economic and workforce development initiatives in the private sector

2018 Agriculture Economic Impact Report

Background:

- PDA & Team Pennsylvania worked together to commission an in-depth analysis and study of PA's agricultural economic impact
- Released January 2018
- “Invest in Workforce and Education” was one of the six overarching recommendations

2018 Agriculture Economic Impact Report: Workforce Recommendation

Challenge:

A workforce shortage due to the aging of agricultural workers, changing guest worker regulations, and a shift in the skills needed to support an increasingly automated industry may hinder the productivity and long-term growth of Pennsylvania agriculture.

Goal:

Reduce the current and projected workforce shortages through education and training that will meet the changing needs of the agriculture industry in Pennsylvania.

2018 Agriculture Economic Impact Report

Strategies:

- Support apprenticeship and work-based learning programs to close the skills gap for an increasingly technology-driven sector
- Explore the potential of an ex-offender to work program to help alleviate workforce shortage issues
- Support loan forgiveness programs for large animal veterinarians and other high-shortage careers
- Increase agricultural education in STEM-related courses to prepare the state's workforce for increased automation
- Diversify business of farming education to address changing consumer tastes and evolving business models

2021 Agriculture Economic Impact Report

Background:

- Update to the 2018 report
- Informed the development of the Pennsylvania Farm Bill
- The PA Farm Bill, signed into law on July 1, 2019, has resulted in \$50.8 million over three years to support agriculture in PA

2021 Agriculture Economic Impact Report

Fast Facts:

- Agriculture supports **1 out of every 10 jobs** in Pennsylvania.
- Agriculture supports **7 jobs per \$1 million of output**.
- 280,500 direct jobs in 2017 grew to 301,900 direct jobs in 2019
- Total jobs (direct, indirect, and induced) only grew by 14,600 from 2017-2019
 - *While there was direct job growth in agriculture, indirect and induced jobs sustained losses*

2021 Agriculture Economic Impact Report

Prior to the COVID Crisis, what were the most significant factors impacting the success of agriculture in Pennsylvania?

1. Labor Supply (60%)
2. Commodity Price (38%)
3. Environmental Regulations (30%)
4. Lack of Local Processors (28%)
5. Labor Quality (28%)

2021 Agriculture Economic Impact Report

Recovery Priorities:

- Access to vaccines for employees and adequate PPE
- Labor supply chain assistance
- Access to capital to upgrade equipment and technology
- Need for entrepreneurship assistance to support business growth
- Expanded broadband access to facilitate new business models
- Help navigating federal and state funding programs
- Assistance navigating changes in communications/business processes

2021 Agriculture Economic Impact Report: SWOT Analysis

Strengths:

- With 14% of all producers in Pennsylvania age 35 or younger, **PA ranks first in the country in the number of young producers.**
 - Lancaster County leads in this area, with more than 2,400 young producers (LaGrange County, Indiana, which is ranked second nationally, has less than half this number).

2021 Agriculture Economic Impact Report: SWOT Analysis

Weaknesses:

“COVID only accentuated how difficult it is to attract, retain employees in agriculture. Workforce skill and supply issues grow—demographic shifts, immigration limits, safety concerns make it difficult to attract and retain employees over the long-term.”

2021 Agriculture Economic Impact Report: SWOT Analysis

Opportunities:

- New trade, immigration policies
- Grow apprenticeship programs
- Urban agriculture interest and investment

2021 Agriculture Economic Impact Report: SWOT Analysis

Threats:

- Workforce, workforce, workforce
A sustainable workforce requires a focus on addressing:
 - The need for advanced technological skills due to adoption and increased use of automation and technology
 - Wage competition from rising wages in retail and other competitive workplaces
 - Anti-immigration sentiments, threatening the ability of farms to attract a growing pool of workers.

2021 Agriculture Economic Impact Report

Pennsylvania Agriculture Going Forward:

Workforce development must be a priority – Almost every conversation and topic involving agriculture in Pennsylvania has a focus on the need for a continued emphasis on workforce development.

More about our work:

[Teampa.com/impact/agriculture-initiatives/](https://teampa.com/impact/agriculture-initiatives/)

2021 report:

[Teampa.com/2021/04/pennsylvania-agriculture-impact-update-unveiled/](https://teampa.com/2021/04/pennsylvania-agriculture-impact-update-unveiled/)

2018 report:

[Teampa.com/impact/business-growth/programs/pennsylvania-agriculture-economic-impact-analysis/](https://teampa.com/impact/business-growth/programs/pennsylvania-agriculture-economic-impact-analysis/)

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PENNSYLVANIA AGRICULTURE'S WORKFORCE

Team Pennsylvania – August 2021

The latest economic impact report serves as an update to the May 2018 report “*Pennsylvania Agriculture: A Look at the Economic Impact and Future Trends*,” commissioned by PA Department of Agriculture in partnership with Team Pennsylvania, which provided a baseline analysis of Pennsylvania’s agriculture through a data-driven approach and informed the development of the Pennsylvania Farm Bill. The Pennsylvania Farm Bill, signed into law on July 1, 2019, has resulted in a total of \$50.8 million in support to agriculture in the commonwealth through fiscal year 21/22.

FAST FACTS:

- Agriculture supports 1 out of every 10 jobs in Pennsylvania.
- Agriculture supports 7 jobs per \$1 million of output.
- Study estimates show that 280,500 direct jobs in 2017 grew to 301,900 direct jobs in 2019.
- However, total jobs (direct, indirect, and induced) only grew by 14,600 over the period. It can be understood that while there was direct job growth in agriculture, indirect and induced jobs sustained losses.

STAKEHOLDER SURVEY: PRE-COVID SENTIMENTS

As part of the study, a stakeholder survey was conducted in Winter 2020. The aim of this survey was to garner information about the most significant threats and opportunities facing farmers both prior to the COVID-19 pandemic and during. In terms of the overall **pre-COVID state of the industry, over 60 percent noted that they believe the industry to be moderately or very strong** while 20 percent of respondents believe the industry to be in a moderately weak position. Other questions revealed findings related to workforce:

Q: Prior to the COVID crisis, what were the most significant factors impacting the success of agriculture in Pennsylvania?

- | | |
|----------|---------------------------------|
| 1 | Labor Supply (60%) |
| 2 | Commodity Prices (38%) |
| 3 | Environmental Regulations (30%) |
| 4 | Lack of Local Processors (28%) |
| 5 | Labor Quality (28%) |

Percent of respondents rating the following programs from the PA Farm Bill as "somewhat effective" or "very effective":

- | | |
|------------|--|
| 61% | Resources for Business Development and Succession Planning |
| 52% | Protections for Pennsylvania Agriculture |
| 50% | New Market Opportunities, Investments in Organic |
| 50% | Reduced Regulatory Burdens, Strengthened Ag Business Climate |
| 46% | Increased Processing Capabilities |
| 43% | Building a Strong Agricultural Workforce |

COVID-19 IMPACT ON PA AGRICULTURE

The report provides a picture of where Pennsylvania’s agriculture industry stood prior to two crucial events – the passage and implementation of the PA Farm Bill and the COVID-19 pandemic, which has profoundly impacted national food and agriculture supply chains. Key issues cited by stakeholders in surveys and

roundtables conducted for this report included **workforce shortages** as a result of worker safety concerns and COVID- related issues, resulting in labor shortages due to health concerns, lack of childcare and school closures, immigration restrictions, and competition from other industries.

RECOVERY PRIORITIES

While still amid the pandemic, plans for recovery are top of mind for Pennsylvania agriculture stakeholders. In survey and roundtables, stakeholders highlighted some key priorities for successful recovery:

- Access to vaccines for employees and adequate PPE
- Labor supply chain assistance
- Access to capital to upgrade equipment and technology
- Need for entrepreneurship assistance to support business growth
- Expanded broadband access to facilitate new business models
- Help navigating federal and state funding programs
- Assistance navigating changes in communications/business processes

SWOT ANALYSIS

The COVID-19 pandemic has identified factors that allow for a renewed look at the strengths, weaknesses, opportunities, and threats (SWOT) facing Pennsylvania agriculture. In many cases, these are not merely pandemic-related issues, but the pandemic has put more of a focus on the need to address.

Strengths

As of 2017, 12 percent of farms had a young producer (defined as age 35 or younger) operating as a primary producer, with 17 percent of farms having a young producer present. About a quarter of these primary producers were working in dairy cattle and milk production while 17 percent were engaged in crop farming. With 14 percent of all producers in Pennsylvania age 35 or younger, PA ranks first in the country in the number of young producers. Lancaster County leads in this area, with more than 2,400 young producers (LaGrange County, Indiana, which is ranked second nationally has less than half this number).

Weaknesses

COVID only accentuated how difficult it is to attract, retain employees in agriculture. Workforce skill and supply issues grow— demographic shifts, immigration limits, safety concerns make it difficult to attract and retain employees over the long-term.

Opportunities

New trade, immigration policies – With a new administration in Washington, there will likely be new trade and immigration policies. Pennsylvania farmers will benefit from trade policies that support agricultural priorities. Similarly, Pennsylvania farmers rely on immigrants as a key element of their labor force and will benefit from comprehensive immigration reform that supports a predictable flow of quality labor to Pennsylvania farms and producers.

Grow apprenticeship programs – As farms and producers have adopted and integrated more technology, there is a need for more highly skilled workers. Pennsylvania has some great examples of agricultural apprenticeship programs but needs to take those to scale to reap the full benefits and support the workforce of the future.

Urban agriculture interest and investment – COVID-19 only accelerated the trend towards urban agriculture, and potential expansion of Pennsylvania urban agriculture programs could pay off due to increased demand for local food, potential urban employment opportunities, and sustainable land-use and development.

Threats

Workforce, workforce, workforce – In every roundtable discussion, it was agreed that the biggest long-term threat to Pennsylvania agriculture is the inability to attract and retain high-quality workers. A sustainable workforce requires a focus on addressing:

- The need for advanced technological skills due to adoption and increased use of automation and technology
- Wage competition from rising wages in retail and other competitive workplaces
- Anti-immigration sentiments, threatening the ability of farms to attract a growing pool of workers.

PENNSYLVANIA AGRICULTURE POLICY GOING FORWARD

Workforce development must be a priority – Almost every conversation and topic involving agriculture in Pennsylvania has a focus on the need for a continued emphasis on workforce development. Expanded apprenticeships and access to immigrant labor are keys to providing a high quality and plentiful workforce. In addition, there is a need to expand awareness of the opportunities that are available in agriculture, as well as how technology has fundamentally changed the industry.

FOR MORE INFORMATION, PLEASE VISIT:

More about our work:

<https://teampa.com/impact/agriculture-initiatives/>

2021 report:

<https://teampa.com/2021/04/pennsylvania-agriculture-impact-update-unveiled/>

2018 report:

<https://teampa.com/impact/business-growth/programs/pennsylvania-agriculture-economic-impact-analysis/>

Industry Partnerships and Employer Engagement Committee
Quarterly Update
August 11, 2021

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

In the last quarter the committee membership has been committed to the process of increased alignment and engagement with industry partnerships across the Commonwealth and employer engagement. The updated purpose statements, objective, and strategies allow for a greater sense of direction, measurable goals and gives the committee an opportunity to evaluate its progress.

Over the next quarter, the committee membership will engage with high-demand industries and hear (in real time) their current and future workforce needs and challenges.

Industry	Month
Agriculture	August 2021
Healthcare	October 2021
Business and IT	December 2021
Hospitality	February 2022
Construction	April 2022
Manufacturing	June 2022

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

The mission of 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.

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

Career Pathways & Apprenticeship Committee
Quarterly Update
August 11, 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.

In the last quarter 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.

In this quarter the committee heard from the Office of Apprenticeship and recommendations from quarter four of 2020 have been incorporated into many of the upcoming apprenticeship grants. The committee will be collaborating with the Office of Apprenticeship as they continue to prioritize recommendations from the Keystone's Career Pathways Research Report.

In the August meeting the Office of Apprenticeship shared a few of the following updates with the committee.

The Pennsylvania Apprenticeship and Training Office (ATO) continues to accelerate its work guiding and promoting the expansion of apprenticeship programs across the state. Highlights include:

- ASE Grant - The ATO ramped up its distribution of Apprenticeship State Expansion (ASE) funds aimed at supporting at least 800 diverse and underserved participants enrolling in a registered apprenticeship program. By the end of the quarter, a total of 233 apprentices had been supported through this program.
- Staffing – The ATO continues to increase its staffing contingent. A Grants & Statistical Development Program Manager was hired, as was a second Apprenticeship & Training Representative (ATR) who will be responsible for assisting apprenticeship program development in the North Central region of the state. Offers have been extended for a Workforce Development Supervisor and Pre-Apprenticeship Manager & Administrative Officer, while interviews continue for a third ATR covering the Southeast portion of the state, with these positions expected to be filled over the next quarter.
- PATC - The Pennsylvania Apprenticeship and Training Council (PATC) has continued to run twice the number of meetings they previously conducted (from one to two each month), helping to speed the evaluation and registration of new apprenticeship programs.
- Standard and Registration Paperwork- The ATO oversaw a comprehensive update to Pennsylvania's apprenticeship and pre-apprenticeship registration paperwork. We revamped and simplified these documents, including the creation of new 'universal' templates for Standards and Appendixes. The new registration documents replace different versions previously used for Individual Non-Joint, Individual Joint, and Group sponsored programs. We also revamped and expanded pre-apprenticeship registration documents that more closely align with apprenticeship registration documentation.

- Knowledge Product Creation- The ATO is making substantial progress developing of a number of knowledge products aimed at making it easier for potential sponsors to develop and register apprenticeship programs. Knowledge products completed include:

- o A new guide for Registering an Apprenticeship Program in PA that provides step-by-step instructions on developing a program, completing the registration paperwork, presenting to the PA Apprenticeship Council, and getting started once a program is registered.
- o A new guide for Registering a Pre-apprenticeship Program in PA that provides step-by-step instructions on developing a program and completing the registration paperwork.
- o One-pagers: RA & Pre-RA for Employers, RA & Pre-RA for Job Seekers, Funding RA , and a Building a Program quick reference guide or flowchart
- o Templates and examples of work processes for different types of programs (e.g. time-based, competency-based and hybrid)
- o Job Book templates that make it easier for sponsors to implement their programs.
- o Knowledge products in the pipeline include: RA Desk Guide for Workforce Professionals and Apprenticeship Standard Practices

- Digital Footprint- We also will be enhancing our digital footprint by totally redoing our Labor and Industry and PA CareerLink web pages. Work on these webpages continued over the past quarter, including the development of updated verbiage for all the pages. The ATO's goal is to have the documents identified above completed and the new websites operational by September 2021, contingent on external bottlenecks.

PASmart 2020/2021 New NGA

The ATO is preparing for the release of the next PASmart NGA which will encompass 2020 and 2021 funding. This grant will focus on building, supporting and expanding registered apprenticeship and pre-apprenticeship programs with focuses on diverse talent pipeline and underserved populations, non-traditional occupations, career pathways, and expedited growth and wider reach in the state. Additionally, the grant will offer a continuation of the Network Ambassador program with a goal to encourage the development of local and/or regional apprenticeship ambassador networks which are designed to support the expansion of Registered Apprenticeship and Pre-Apprenticeship and extend the reach of the ATO by providing technical assistance to regional consortiums of apprenticeship and pre-apprenticeship stakeholders, including employers, intermediaries, training providers, and other partners.

Rick Bloomingdale, Chair
Career Pathways and Apprenticeship Committee

Continuous Improvement Committee
Quarterly Update
August 11, 2021

Committee Activity

Digital Intake Project

The Continuous Improvement Committee Continued to work with L&I staff on the ongoing Digital Intake project. The plan is to pilot the new common intake project in a local workforce development area prior to launching statewide. Launching of the digital intake form is scheduled for late winter/early spring 2022.

Performance Reporting

The committee has continued to provide input on performance management reporting. A robust presentation on overall workforce system performance will occur at the November 2021 PA WDB meeting.

Economic & Labor Market Situation Update

The committee engaged with the Center for Workforce Information and Analysis (CWIA) to determine areas of focus for the “Gauging the Pandemic’s Impact” presentation to start today’s meeting. The committee will work with CWIA to address outstanding and follow-up questions from the presentation, as we work to keep the full WDB apprised of relevant economic and labor market information that will inform policy decisions as we emerge from the pandemic recession.

Next Steps

- Continue to engage and provide feedback on the Digital Intake Project
- Further refine and expand ways of communicating workforce development system performance – Presentation for the November 2021 PA WDB meeting

Brian Funkhouser, Chair
Continuous Improvement Committee

Healthcare Workforce Ad Hoc Committee

Quarterly Update

August 11, 2021

The Healthcare Workforce Ad Hoc Committee is continuing with the development of additional recommendations to address the crisis shortage of professional care workers in Pennsylvania for future presentation to the PA WDB membership for consideration.

Additionally, the committee is exploring the possibility of forming focused sub-committee(s) around key priorities and challenges to dig deeper into potential solutions.

Matthew Yarnell, Chair
Healthcare Workforce Ad Hoc Committee

One-Stop Service Delivery System Committee
Quarterly Update
August 11, 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 PA CareerLink®.

Committee Activity

- Following the adoption of the Committee's recommendation to improve the professional development and training of PA CareerLink® staff, the Committee has done the following:
 - Ensured that appropriate departments are aware of the recommendation and discussed alignment of department initiatives, including a Department of Labor & Industry project to assess the skills and abilities of the career advisors in the PA CareerLink®.
 - Implemented a regular Committee check-in on progress of the recommendation implementation.
 - Reached out to the National Governors Association (NGA) on behalf of the One-Stop Committee for initial research into customer service measures across the country.

One-Stop Service Delivery System Committee Next Steps

- The committee will further review the customer service research provided by NGA.
- The committee will meet with the Governor's Office of Performance Through Excellence to coordinate efforts.
- The Committee looks forward to updates in the Fall on the career advisors skills assessment project.

Sarah Hollister, Chair
One-Stop Service Delivery System Committee

Re-Entry Ad Hoc Committee
Quarterly Report Update
August 11, 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. The committee will continue to identify new and previously discussed recommendations (e.g., toolkit development, regional employer roundtables, and policy recommendations). It is imperative to shift from a punitive to a restorative response that leads to healthy thriving individuals and communities. The following recommendation will help to address the needs of returning citizens as they reenter the Commonwealth workforce.

Recommendation

The Pennsylvania Workforce Development Board should support the use of the of the PA WDB landing page to promote the Reentry Employer Took Kit and hiring Returning Citizens.

Recommendation to the Board to use PA Workforce Development landing page as a tool to educate and simplify the process for employers to access and utilize government resources. In addition to the Federal Bonding and Work Opportunity Tax Program, the Reentry Employer Tool Kit will provide other resources around services for returning citizens and employers working with justice involved individuals. Resources should include, but not limited to the Employer Tip Sheet, SHRM Getting Talent Back to Work, and PA CareerLink®

Next Steps

- Continue to promote the expansion of Pardon and Expungements
- Regional Employer Roundtables
- Identify Covid19 Infrastructure funding for the advancement of employment and training opportunities for returning citizens

Jeff Brown, Chair

Reentry Committee

Youth Committee
Quarterly Update
August 11, 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 continued work related to key elements of sub-goal 3.7 of the plan:

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.

Included in the briefing book is the committee's recommendation related to local youth committee composition submitted to the PA WDB membership for consideration during the August 11th quarterly meeting.

Youth Committee Next Steps:

- Research promising practices to further inform the development of innovative strategies to expand equity in youth access to Science, Technology, Engineering, and Math (STEM) education opportunities in Pennsylvania, leading to future computer science careers.
- Continue to ascertain youth-related impacts of the COVID-19 pandemic and promising practices for mitigation, including exploration of potential policy recommendations to ensure that workforce preparation is expanded and integrated as a part of K-12 academic curriculum.

Chekemma Fulmore-Townsend, Chair
Youth Committee

Youth Committee Recommendation

Local Youth Committee Composition Recommendation - for Vote by Board:

The PA Workforce Development Board is recommending that the following be added to state policy as *requirements* for the membership composition of local workforce development board (LWDB) Youth Standing Committees, statewide:

- 1) Besides the committee chair, include other members from the local board, such as: educators (e.g., teachers, including special education; school counselors; administrators, and school board members), employers (e.g., representing high priority or in-demand occupations), and representatives of human service agencies, who have special interest or expertise in youth policy.
- 2) Members who represent service agencies, such as: juvenile justice (e.g., juvenile court judges, local law enforcement agencies) and disability advocates.
- 3) Parent(s) of eligible youth seeking assistance from the workforce system.
- 4) Individuals, including former youth workforce program participants, and those who represent organizations or entities that have experience related to youth activities (e.g., afterschool or out-of-school time programs, STEM Learning Ecosystems).
- 5) Individuals with Science, Technology, Engineering, and Mathematics (STEM) or Computer Science expertise associated with their educational background or career path.

Rationales for this Recommendation:

- Elevating additional committee membership composition elements as true policy requirements, rather than general recommendations.
- Encouraging cross-sector collaboration and diverse perspectives on the committee.
- Ensuring inclusion of the “youth voice” in participation toward workforce planning, improvements, and solutions.
- Having more diverse perspectives on the committee, serves to better align promising practices, across sectors, for improved youth workforce programming and investments.
- Increasing the ability to cultivate STEM/Computer Science talent and the shaping of current statewide investments and priorities, given the current skills gaps and job vacancies, as well as the elevated hiring and wage-earning potential.
 - In 2018, there were 156,250 people working in computer occupations in Pennsylvania. Employment in computer occupations is projected to increase to 169,770 by 2028. That is an 8.7% increase over the 10-year span.

- Each year, there is a projected demand of 13,334 for computer occupations. Demand results from industry growth, workforce exits, and worker transfers.
- Entry, average, and experienced level wages for computer occupations in 2020 were \$52,000, \$87,970, and \$105,950, respectively.
- In June 2021, there were nearly 16,900 online job postings for computer occupations in Pennsylvania.

Source: PA Dept of Labor & Industry's Center for Workforce Information & Analysis; Long-Term Occupational Projections (2018-2028)

Pennsylvania Workforce Innovation and Opportunity Act State Plan Modification

Public Engagement Session

August 11, 2021

12PM – 2PM

Pennsylvania Workforce Development Board –

Why we exist

- **Federal Law: Workforce Innovation & Opportunity Act**
 - Signed July 22, 2014
 - Replaced Workforce Investment Act of 1998
- **State Law: Pennsylvania Workforce Development Act**
 - Signed December 18, 2001
 - Most recently amended in July 2012
- **Executive Order 2018-04: Pennsylvania Workforce Development Board**
 - Signed July 11, 2018
 - Purpose, Composition, Priorities, etc.

What does a state WDB do?

- Develop 4-year state plan
- Policy & Program review of state workforce system
- Continuous Improvement of the Workforce Development System
- Performance and Accountability
- *Development of policies that promote **statewide objectives***

What is a State Workforce Development Board?

- The Governor
- State Legislators
- 50%+ business members
- At least 20% of a combination of:
 - Labor
 - Registered apprenticeship program
 - CBOs
 - Youth Organizations
- Balance of:
 - Lead State officials
 - One-Stop Partners
 - Indian Tribe or Tribal Organizations
 - Leaders of Higher Ed

Workforce Innovation & Opportunity Act Partners

Core

Title I – Adult
Dislocated Worker
Youth

Title II – Adult Education and Literacy

Title III – Wagner-Peyser

Title IV – Vocational Rehabilitation

Partner

Career & Technical Education
Temporary Assistance for Needy Families
Trade Adjustment Assistance
Jobs for Veterans
Senior Community Service Employment
Community Services Block Grant
Reintegration of Ex-Offenders

Supplemental Nutrition Assistance Program (new)

Pennsylvania Goals

- 5 Broad Goals
 - Career Pathways & Apprenticeship
 - Sector Strategies & Employer Engagement
 - Youth
 - Continuous Improvement of the Workforce Development System
 - Strengthening the One-Stop Service Delivery System

Career Pathways and Apprenticeship: Develop a comprehensive career pathways system in PA and expand career pathways as the primary model for skill, credential, degree attainment, with an emphasis on assisting individuals to address barriers to employment, earn a family-sustaining wage, and advance their career.

Sector Strategies and Employer Engagement:

Engage employers and industry clusters through innovative strategies to improve the connection and responsiveness of workforce programs and services to labor market demand, including recruiting, training, and retaining talent.

Youth: Increase opportunities for all youth to experience work-based learning through summer employment, pre-apprenticeship, Registered Apprenticeship, internships, job shadowing, mentoring, and other experiences in the workplace, including developing employability skills.

Continuous Improvement of the Workforce Development System: Identify and enact system changes and improvements that enhance the collaboration and partnership between agencies and partners in the workforce development system.

Strengthening the One-Stop Service Delivery System: Implement improvements to one-stop service delivery to better serve all customers, including job seekers and employers.

Additional Focus #1

Diversity, Equity, Inclusion, and Access

Additional Focus #2

Job Quality and Job Opportunity

Additional Focus #3

Increasing Utilization of the Public Workforce System

How to Contact the PA WDB

Resource account: RA-LI-PAWDB@pa.gov

James Martini – Executive Director

jamartini@pa.gov

717-772-1386

Tracey Turner – Deputy Director

trturner@pa.gov

717-525-5593

Pennsylvania Profile

August 2021

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			
June 2021	June 2020	Volume Change	Percent Change
121,062	114,444	6,618	5.8%

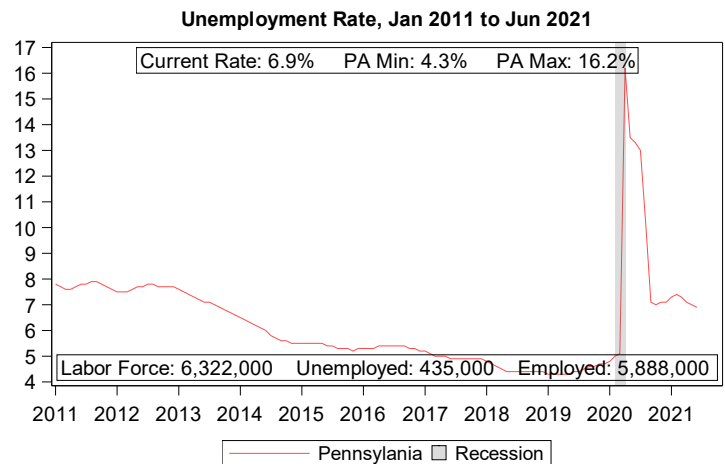
Source: Burning Glass Technologies Help Wanted OnLine™

U.S. Veterans			Non-Veterans	
Total	Unemployment Rate	Median Income	Unemployment Rate	Median Income
759,474	4.6%	\$38,725	5.3%	\$31,116

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

Resident Income				
Per Capita	Total Income	Earnings	Dividends-Interest-Rent	Transfer Payments
\$58,032	\$742,924,296	\$467,779,834	\$131,208,117	\$143,936,345

Note: All income (excluding Per Capita) is displayed in thousands.
Source: Bureau of Economic Analysis (BEA) - 2019



Top 25 Employers by Employment in Q4 of 2020

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Jun 2020 to May 2021		May 2021 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	4,370	1.0%	542	0.5%	8,612	0.9%
Construction	33,310	7.3%	6,091	5.5%	91,255	9.5%
Manufacturing	39,770	8.7%	9,333	8.4%	101,729	10.6%
Trade, Transportation & Utilities	89,790	19.6%	16,424	14.8%	201,034	20.9%
Information	5,500	1.2%	1,066	1.0%	9,471	1.0%
Financial Activities	13,420	2.9%	3,761	3.4%	32,515	3.4%
Professional & Business Services	63,490	13.9%	11,663	10.5%	134,320	14.0%
Education & Health Services	71,740	15.7%	18,009	16.2%	186,900	19.4%
Leisure & Hospitality	107,340	23.5%	9,485	8.5%	121,273	12.6%
Other Services	21,030	4.6%	2,472	2.2%	29,126	3.0%
Government	3,710	0.8%	1,592	1.4%	10,002	1.0%
Info Not Available	3,530	0.8%	0	0.0%	0	0.0%
Total	457,000	100%	111,177	100%	962,404	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, 2020 Annual Averages					
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage
	Total, All Industries	363,297	5,489,171	100.0%	\$62,067
11	Agriculture, Forestry, Fishing and Hunting	2,418	25,436	0.5%	\$38,500
21	Mining, Quarrying, and Oil & Gas	1,239	22,498	0.4%	\$88,378
22	Utilities	1,393	34,017	0.6%	\$102,142
23	Construction	29,686	249,616	4.5%	\$70,069
31-33	Manufacturing	14,416	538,169	9.8%	\$66,965
42	Wholesale Trade	23,069	204,331	3.7%	\$86,344
44-45	Retail Trade	40,575	569,809	10.4%	\$33,161
48-49	Transportation and Warehousing	11,913	309,503	5.6%	\$52,550
51	Information	6,012	86,333	1.6%	\$105,089
52	Finance and Insurance	18,597	266,879	4.9%	\$103,587
53	Real Estate and Rental and Leasing	11,268	61,905	1.1%	\$68,121
54	Professional and Technical Services	43,207	361,605	6.6%	\$103,750
55	Management of Companies and Enterprises	5,065	126,962	2.3%	\$139,537
56	Administrative and Waste Services	18,593	286,391	5.2%	\$42,104
61	Educational Services	9,135	463,076	8.4%	\$62,214
62	Health Care and Social Assistance	53,776	1,050,554	19.1%	\$55,970
71	Arts, Entertainment, and Recreation	5,484	69,624	1.3%	\$40,200
72	Accommodation and Food Services	28,427	357,072	6.5%	\$19,731
81	Other Services (Except Public Administration)	33,892	171,043	3.1%	\$39,493
92	Public Administration	5,135	234,350	4.3%	\$66,092

Company Ownership					
Total, All Ownership		363,297	5,489,171	100.0%	\$62,067
Private Ownership		350,183	4,829,985	88.0%	\$61,971
Federal Ownership		2,741	101,279	1.8%	\$78,719
State Ownership		1,458	128,526	2.3%	\$66,640
Local Ownership		8,915	429,381	7.8%	\$57,854

Occupational Employment (2018) and Wages (2020)					
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,329,070	\$24,250	\$53,950	\$68,790
11-0000	Management	322,280	\$64,660	\$127,660	\$159,160
13-0000	Business & Financial Operations	302,930	\$46,690	\$78,750	\$94,780
15-0000	Computer & Mathematical	164,370	\$52,000	\$87,970	\$105,950
17-0000	Architecture & Engineering	110,120	\$50,300	\$83,300	\$99,800
19-0000	Life, Physical & Social Science	54,250	\$41,190	\$75,530	\$92,690
21-0000	Community & Social Services	139,080	\$30,970	\$48,360	\$57,050
23-0000	Legal	50,520	\$45,780	\$105,870	\$135,910
25-0000	Education, Training & Library	341,820	\$30,440	\$63,960	\$80,730
27-0000	Arts, Design, Entertainment, Sports & Media	83,130	\$26,650	\$55,550	\$70,000
29-0000	Healthcare Practitioners & Technical	421,720	\$41,350	\$80,640	\$100,290
31-0000	Healthcare Support	200,560	\$22,730	\$30,250	\$34,000
33-0000	Protective Service	128,960	\$24,850	\$50,080	\$62,690
35-0000	Food Preparation & Serving Related	505,660	\$18,060	\$26,130	\$30,170
37-0000	Building & Grounds Cleaning & Maintenance	208,360	\$21,440	\$31,770	\$36,940
39-0000	Personal Care & Service	321,070	\$18,610	\$30,030	\$35,730
41-0000	Sales & Related	591,150	\$20,570	\$45,270	\$57,620
43-0000	Office & Administrative Support	957,620	\$26,560	\$41,890	\$49,550
45-0000	Farming, Fishing & Forestry	39,530	\$21,760	\$36,120	\$43,290
47-0000	Construction & Extraction	260,640	\$33,540	\$55,570	\$66,580
49-0000	Installation, Maintenance & Repair	251,580	\$31,590	\$52,270	\$62,600
51-0000	Production	391,230	\$26,500	\$42,010	\$49,770
53-0000	Transportation & Material Moving	482,490	\$23,770	\$37,870	\$44,910

Note: 'ND' represents Non-Disclosable information.

WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th 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
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Overall Indicator Scores

119.5%	129.9%	105.7%	101.9%
Title I Adult	Title I Dislocated Worker	Title I Youth	Title III Wagner-Peyser

96.2%	100.7%	113.2%	119.2%	161.2%
Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gain

Individual Indicator Scores (actual performance/negotiated level)

	Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gain
Title I Adult	94.5% (69.0% / 73.0%)	96.1% (67.3% / 70.0%)	104.1% (\$6040 / \$5800)	134.1% (75.1% / 56.0%)	168.4% (64.0% / 38.0%)
Title I Dislocated Worker	102.1% (76.6% / 75.0%)	101.2% (76.9% / 76.0%)	113.1% (\$8819 / \$7800)	129.1% (74.9% / 58.0%)	204.1% (65.3% / 32.0%)
Title I Youth	96.7% (63.8% / 66.0%)	108.1% (62.7% / 58.0%)	118.3% (\$3253 / \$2750)	94.4% (68.0% / 72.0%)	111.1% (33.4% / 57.0%)
Title III Wagner-Peyser	91.4% (58.5% / 64.0%)	97.2% (62.2% / 64.0%)	117.1% (\$6321 / \$5400)		

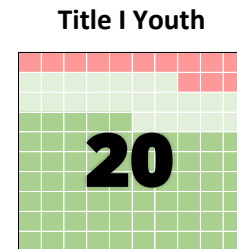
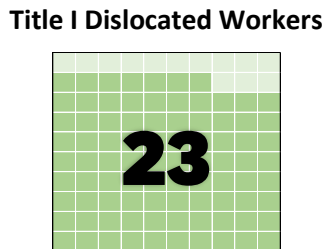
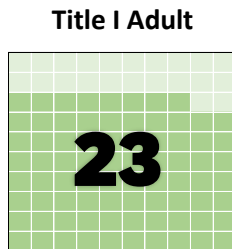
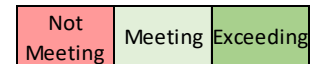
WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th Quarter Program Year 2020 Local Workforce Development Areas

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.

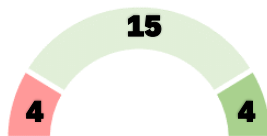
Graphics below indicate the number of local areas currently exceeding, meeting, or not meeting unadjusted negotiated levels of performance. Adjusted negotiated levels will be available in January 2022.

Overall Program Scores

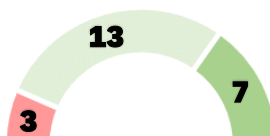


Overall Indicator Scores

Employment Rate 2nd Quarter



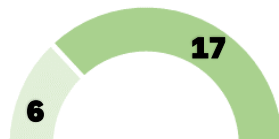
Employment Rate 4th Quarter



Median Earnings 2nd Quarter



Credential Attainment



Measurable Skill Gain



Individual Indicator Scores

	Title I Adult			Title I Dislocated Workers			Title I Youth		
Employment Rate 2 nd Quarter	0	19	4	0	17	6	0	14	9
Employment Rate 4 th Quarter	0	17	6	0	15	8	0	15	8
Median Earnings 2 nd Quarter	0	9	14	0	3	20	0	7	16
Credential Attainment	0	5	18	0	7	16	1	8	14
Measurable Skill Gain	1	1	21	0	2	21	2	5	16

WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th 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 2nd quarter after exit.

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

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

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

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

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

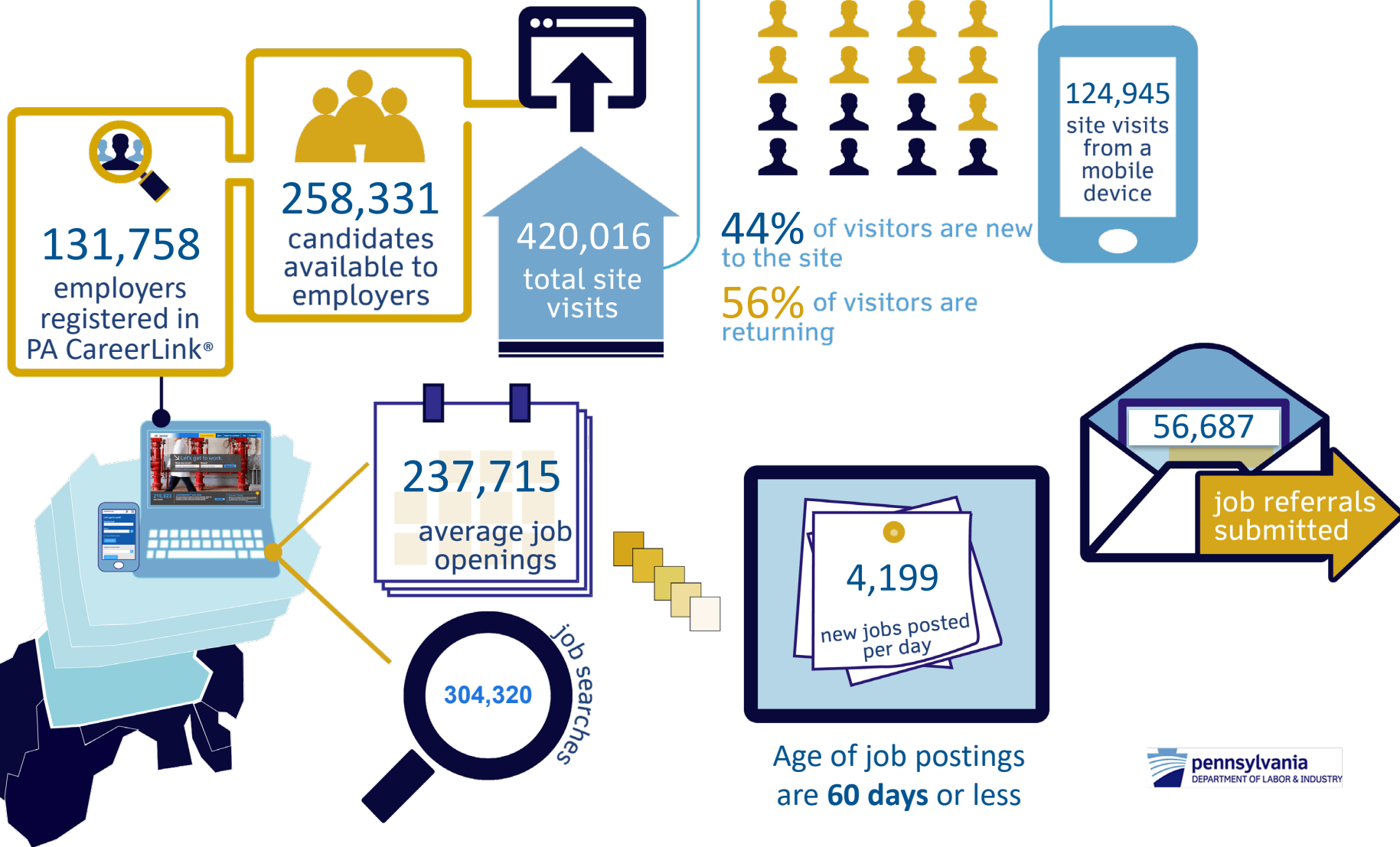
Reporting Cohorts

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

Performance Measure	Reporting Cohort
Employment Rate 2 nd Quarter	July 1, 2019 through June 30, 2020
Employment Rate 4 th Quarter	January 1, 2019 through December 31, 2019
Median Earnings 2 nd Quarter	July 1, 2019 through June 30, 2020
Credential Attainment	January 1, 2019 through December 31, 2019
Measurable Skill Gain	July 1, 2020 through June 30, 2021

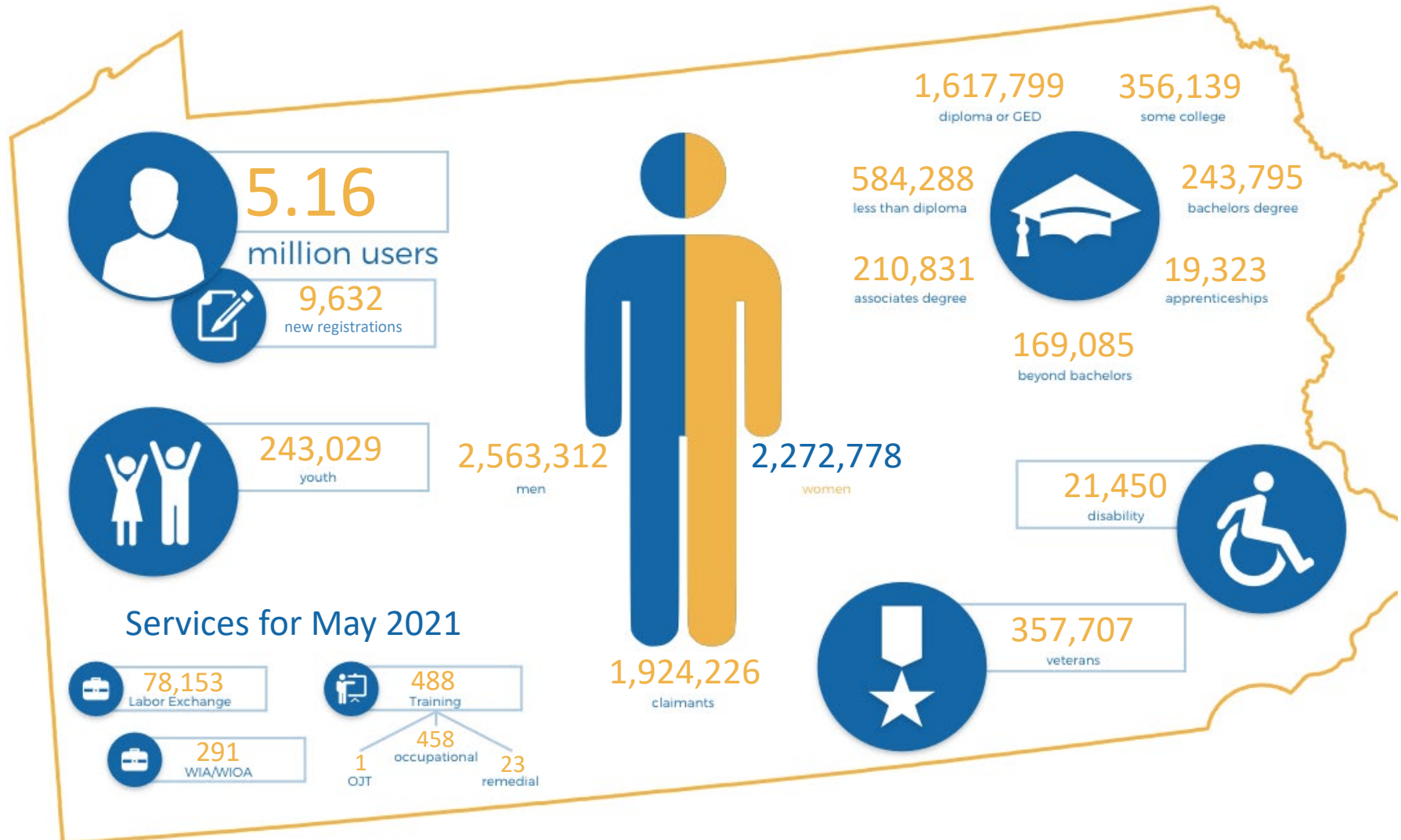
Footnotes

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.



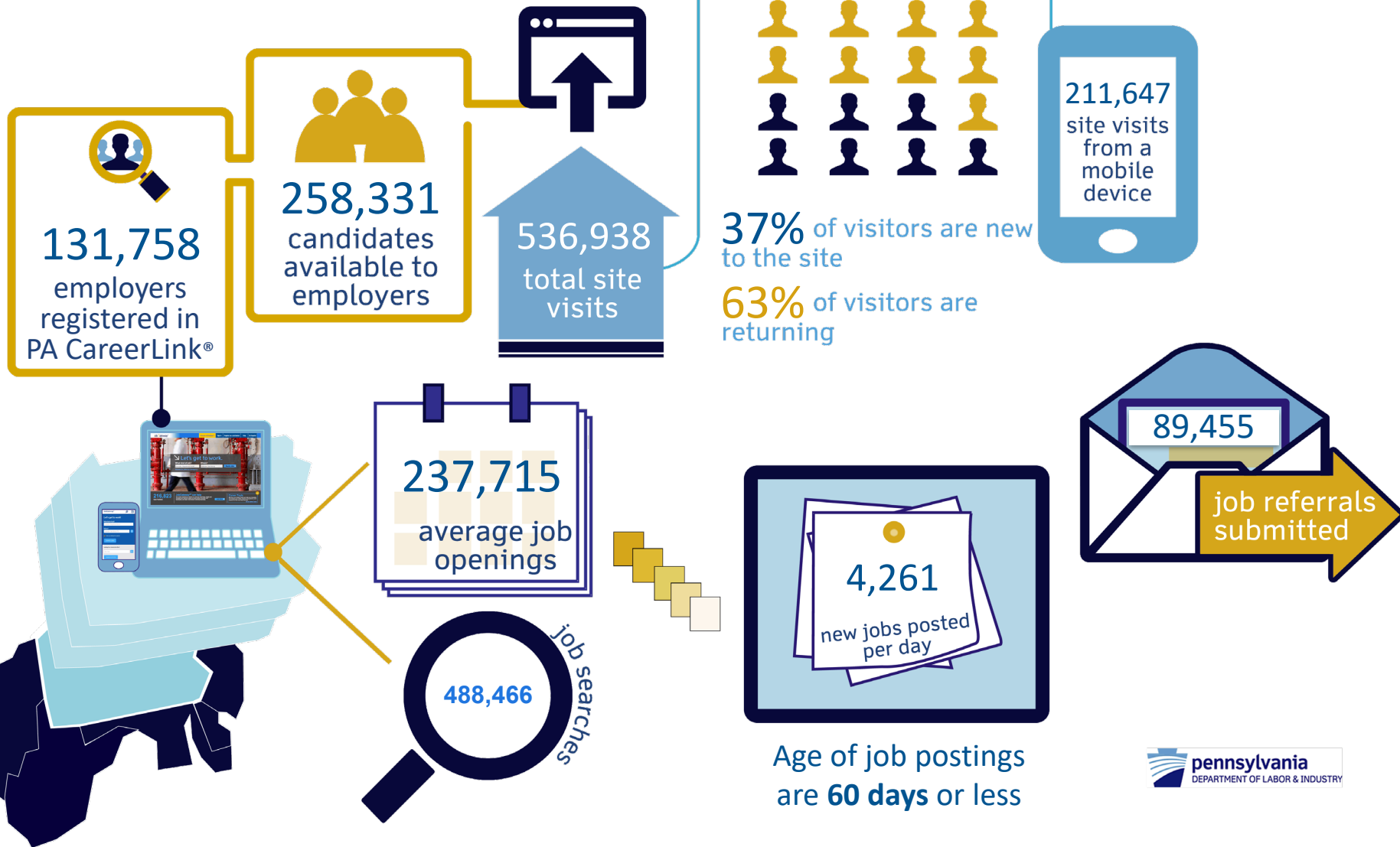


CWDS/PA CareerLink® User Demographics & Services



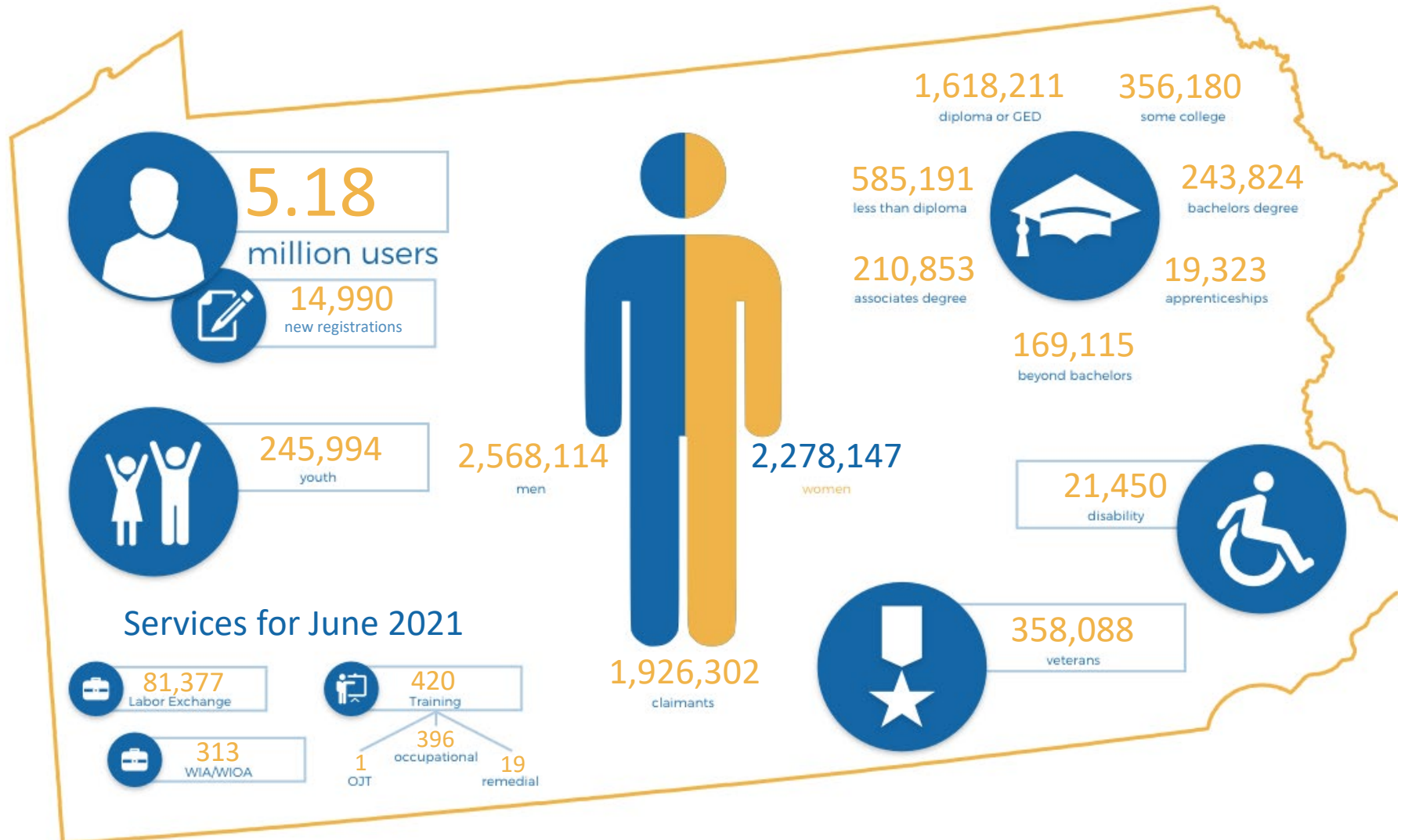
Infographic Description

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



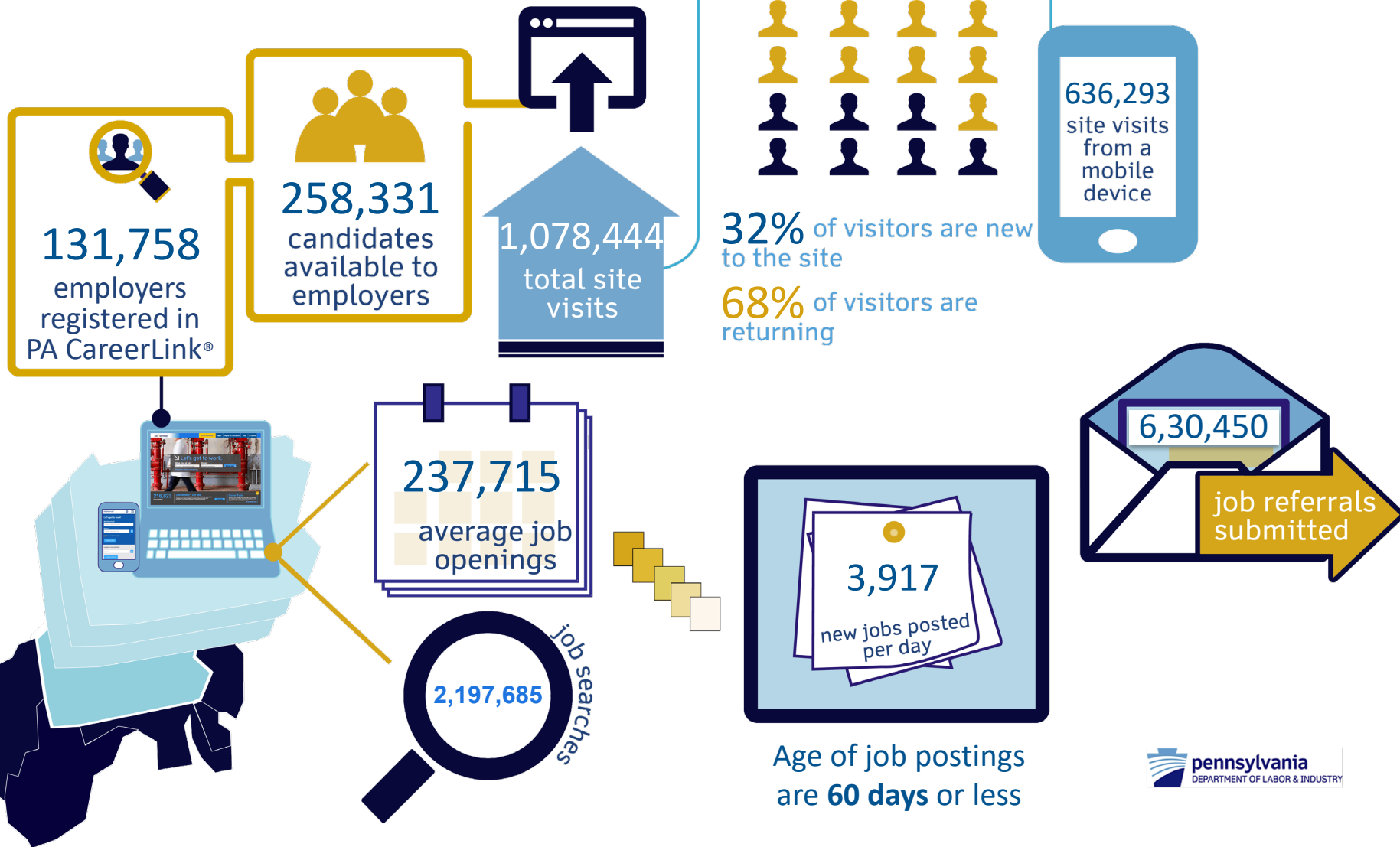


CWDS/PA CareerLink® User Demographics & Services



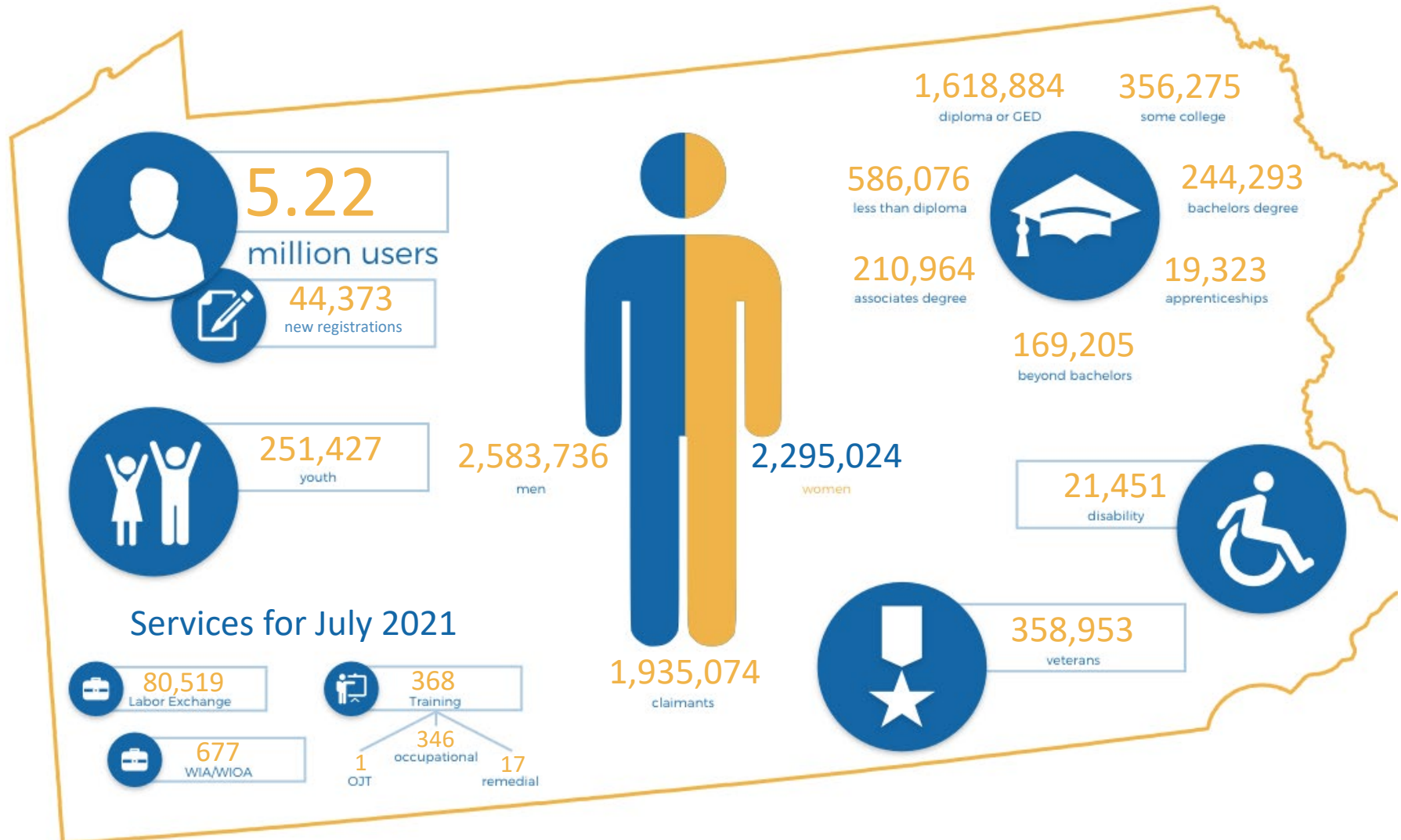
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