



Quarterly Meeting Briefing Book

August 3, 2022
10:00 AM to 2:00 PM

Tom Wolf
Governor

Jeff Brown
Chair



Quarterly Meeting Briefing Book

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Quarterly Meeting
Tuesday August 3, 2022
10:00 AM to 2:00 PM

Agenda

- 10:00 AM Welcome, Introductions, and Roll Call, Chair Jeff Brown
- 10:10 AM Chair's Updates, Jeff Brown
- Approve May 3, 2022, Quarterly Meeting Minutes – **VOTE**
- 10:15 AM New Member Introductions
- Acting Department of Education Secretary Eric Hagarty
 - Will Allen
 - Terry Wilttrout
 - Lisa Risboskin
- 10:35 AM PA WDB Agency Updates
- Governor's Office
 - Labor & Industry
 - Office of Vocational Rehabilitation
 - Human Services
 - Aging
 - Community and Economic Development
 - Corrections
 - Agriculture
 - Education
- 11:15 AM PWDA Fellowship Presentation – *Improving Job Retention through Post-Job Placement Workers Supports*
- Judd Pittman, Thaddeus Stevens
 - Mary Turner, Reading Area Community College
 - Marlyn Barbosa, SACA
- 11:45 AM **10-Minute Break**
- 11:55 AM PA WDB Committee Updates
- Industry Partnership & Employer Engagement, Chair John "Ski" Sygielski
 - Career Pathways & Apprenticeship, Chair Richard Bloomingdale
 - Youth, Chair Chekemma J. Fulmore-Townsend
 - Reentry Ad Hoc, Chair Jeff Brown
 - Continuous Improvement, Chair Brian Funkhouser - **VOTE**
 - Healthcare Workforce Ad Hoc, Chair Matt Yarnell - **VOTE**
 - One-Stop Service Delivery System, Chair Sarah Hollister - **VOTE**

- 12:20 PM Presentation – PA Workforce Development Board Recommendations 2018-2022
- James Martini – Executive Director
- 12:50 PM Public Comment
- 1:00 PM Adjourn – **VOTE**

Next Meeting: November 15, 2022 – 10AM to 2PM

PA WDB Quarterly Board Meeting

Wednesday, May 3rd, 2022

10:00AM to 2:00PM

Zoom

Meeting Minutes

Attendance

Members:

- Chair Jeff Brown
- Idayat Adewunmi
- Denise Andahazy
- Senator Camera Bartolotta
- Tim Bean
- Secretary Jennifer Berrier
- Richard Bloomingdale
- Julene Campion
- Senator Amanda Cappelletti
- Representative Morgan Cephas
- Patrick Eiding
- Chekemma Fulmore-Townsend
- Brian Funkhouser
- Justin Genzlinger
- Nick Gilson
- James Harper, Jr.
- Ryan Hyde
- Sarah Hollister
- Marguerite Kline
- Andrea McArthur
- Representative Ryan Mackenzie
- Henry Nicholas
- Jodi Pace
- Commissioner Michael Pipe
- Gregg Riefenstahl
- Rep. Melissa Shusterman
- Jessica Trybus
- Laura Wand
- Deputy Secretary Tara Williams for Governor Tom Wolf
- Eric Kratz for Senator Camera Bartolotta
- Gwen Ross for Secretary Dennis Davin
- Amy Schwenk for Acting Sectary George Little
- Deputy Secretary Tanya Garcia for Acting Secretary Eric Hagarty
- Billie Barnes for Commissioner Robert Harvie, Jr.
- Sara Gligora for Secretary Russel Redding
- Hoa Pham for Acting Secretary Meg Snead
- Zach Zobrist for Matt Yarnell

Presenters:

- Deputy Secretary Tara Williams, Governor's Office
- Secretary Jennifer Berrier, PA Department of Labor and Industry
- Deputy Secretary, Shelia Ireland, PA Department of Labor and Industry
- Acting Executive Director Ryan Hyde, Office of Vocational Rehabilitation
- Hoa Pham, PA Department of Human Services
- Gwen Ross, PA Department of Community and Economic Development
- Amy Schwenk, PA Department of Corrections
- Sara Gligora, PA Department of Agriculture
- Deputy Secretary Tanya Garcia, PA Department of Education
- James Martini, PA Workforce Development Board
- Rick Bloomingdale, Career Pathways and Apprenticeship Committee
- Sarah Hollister, One-Stop Service Delivery System Committee
- Brian Funkhouser, Continuous Improvement Committee
- Zach Zobrist, Healthcare Workforce Ad Hoc Committee
- Chekemma Fulmore-Townsend, Youth Committee
- Rod Hodapp, Office of Vocational Rehabilitation
- Michael White, PA Department of Labor and Industry

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

Welcome and Introductions

Chair Brown began the meeting.

Chair Brown asked Senator Amanda Cappelletti to introduce herself. She noted that she represents the 17th district which is parts of Delaware and Montgomery counties. She is also the minority chair of Community, Economic, and Recreational Development committee. She is attorney by trade and has a Master of Public Health. For her, workforce development is a huge part of the social determinants of health and helping individuals being able to better their lives and access to healthcare. She is very excited to be a part of the Board and help drive workforce development in PA and the economy. Chair also noted that Brian Campbell from Brian Campbell Farms and Acting Secretary for the Department of Education, Eric Hagarty were new members but were not able to be on the call. Chair Brown then introduced Acting Executive Director for OVR, Ryan Hyde. Mr. Hyde noted he had been with the Department of Labor and Industry for roughly 20 years and most of that was spent with the Office of Vocational Rehabilitation.

Chair's Updates

Chair Brown sought a motion to approve the minutes from the February 9th, 2022 meeting.

MOTION: Rick Bloomingdale made the motion to approve the minutes. James Harper Jr. seconded the motion. The motion passed unanimously.

Governor's Office Updates

Deputy Secretary Tara Williams gave the Governor's report and focused on few key areas. Ms. Williams wanted to reiterate gratitude and excitement for the new board members, and she knows all will bring strong leadership and experience to their roles. Secondly, the commonwealth is in the budget season, and they continue to advocate for the Governor's budget proposal and its investments in workforce, education, and economic development. They continue the push to move Pennsylvania into the modern era with a minimum wage of \$12 per hour with a pathway to \$15. That would benefit nearly 1 million workers across the state. They are also pursuing continued historic investments in the education system at all levels from pre-K to K-12 to postsecondary education, business growth, and a reduction in the corporate net income tax and modernization of the current structure. They have a proposal to fund a comprehensive statewide longitudinal data system, SLDS, which is something other states have in place and is considered a best practice for data-driven decision making. The data system would bring together data sets from various agencies in the workforce system to help answer research questions, which ultimately drive policy and funding decisions. For example, what are the employment outcomes of people who participate in PA's adult education programs? They are excited about that and its implications to strengthen workforce efforts.

In terms of ARPA and COVID relief funds, various investments have been made in the health care and childcare sectors to stabilize those industries. They are sitting on over \$2 billion that is use it or lose it funding. The governor released a plan in February that includes investments in health care worker recruitment and retention, small business grants, rent and mortgage rebates, and a plan to provide COVID relief funds directly to households to support whatever individual needs they might have incurred related to the pandemic. They can use them on things like childcare and education and training costs. A portion is also slated to be used for the Nellie Bly Scholarship program with creates pathways from community colleges to PASSHE institutions. There is a specific focus of the program on workforce sectors that have been particularly impacted by the pandemic. They are anxious for those

proposals to move forward to make sure they are using the money and investing in Pennsylvanians before the deadline.

The third thing Deputy Secretary Williams wanted to mention is infrastructure. They are continuing to work on preparations for the various projects and programs under the federal infrastructure act under the leadership of the esteemed state infrastructure coordinator. She and James Martini were able to attend the National Governor's Association convening in March and learned that a lot of states have similar questions as PA does as various phases of the act are rolled out. They know there are significant workforce implications embedded throughout various projects in the act. The Department of Labor and Industry put together initial questions and solicited information from some of the lead agencies so that they can all be thinking about short, mid, and long-term workforce needs and what PA as a commonwealth needs in order to ramp up to meet those needs, especially as they know they are simultaneously navigating evolving workforce trends coming out of the pandemic. One of the things they have repeatedly heard is a focus on quality jobs that provide fair wages and benefits, safe and healthy work environments, and are inclusive and accessible. Those are aspects they will include in their planning as well. One more specific item is they know broadband is a major component of the act. They have had a team working on the challenges, goals, and a draft plan that touches on the physical infrastructure for broad band expansion, and also access to devices, affordable service plans, and digital skills for people to access and use the technology. Those four buckets have been noted by the National Governor's Association as forward thinking. That will probably also roll up into the state's digital equity planning and they are very excited to get partner feedback and input. They were planning to host webinars this week and next week. There is a total of five sessions. They would love for any of the PA WDB members to participate or share with their networks or anyone who may want to participate and learn what the components of the plan are. If anyone wants the minimum wage fact sheets again, please let them know.

Agency Report- Department of Labor and Industry

Secretary Berrier gave Labor and Industry's report. Pennsylvania's unemployment rate for March of 2022 is at 4.9%, which is very good. It is below actually the pre-pandemic March 2020 rate and it is down significantly from when they were in the midst of the pandemic in March of 2021 at 7.1%. That is an encouraging sign that the economy is getting back to normal following several long years of a pandemic. The initial claims and continuing claims are still down below the unprecedented heights of 2020. A four-week average of initial claims in April of 2022 was about 9,300 claims. To put that into comparison, at the height of the pandemic in April of 2020, they were averaging 154,000 claims over a four-week average. That is just the initial claims each week, which is astronomical for the department to handle.

As far as continuing claims, currently for a four-week average in April, they are at 77,000 individuals filing continuing claims for unemployment. To put that in a comparison, in April of 2020, they were averaging almost 800,000 continuing claims a week. However, the Department still has a lot of cleanup work to do.. To give you an update on the UC trust fund. The balance is approximately \$35 million. Pennsylvania has a federal loan balance of approximately \$827 million. What does this mean? If this loan is not repaid by November of 2022, the employer tax rate for UC tax will actually be increased starting January of 2023, 0.3%, if that loan is not repaid.

Currently, they have the business services evaluation underway. This was the product of the Keystone Command Center where they contracted out with a third party in partnership with DCED to basically evaluate the services that are being provided to businesses within the workforce development system. They are very excited to see the developments and the findings of this evaluation and to be able to adjust their services to make sure that they are promoting workforce development and being great partners with businesses in the workforce development system.

Lastly, Secretary Berrier touched on the worker misclassification task force submitting its preliminary report to the

General Assembly. This joint task force was created by Act 85 of 2020 to study workforce misclassification in Pennsylvania. She highlighted a few findings from the report. 389,000 Pennsylvania workers are misclassified annually. This misclassification has resulted in approximately 11,670 workers suffering injury or illness at work and were wrongfully denied Worker's Compensation accusation which is a collective loss of more than \$176 million in medical coverage and income replacement to those workers. This really does have a great impact to workers who are misclassified. The impact to the state is stunning as well. \$131 million in annual lost revenue to the UC trust fund is due to misclassification.

Chair Brown then asked if they anticipated that they would bring in enough revenue to the UC fund that they would not have to pay the higher rate. Secretary Berrier said that they will not repay the loan at the current rate. As it stands, the increase will be triggered. Chair Brown asked what can be done about that. Secretary Berrier said there has been discussions with the Governor about potentially using ARPA funds to pay off the loans so that the increase is not triggered but she was not sure where those discussions currently stood.

Deputy Secretary Shelia Ireland gave the workforce development report. She said that their written report ramps out into four categories: Grant making, systems improvements, policy updates, and then preparing the workforce. For grants, they put out approximately \$9.74 million over the last quarter focused on opportunities such as business education partnerships with school districts, clean energy, pre-apprenticeships, and veterans. At this point, with their second goal of digital literacy, they are up to a total of 53 public computing centers across Pennsylvania as they attempt to traverse the digital divide. Part of that evaluation will require the cooperation of the business community to get a better understanding of where they are in terms of the system and how helpful they are to the business community.

Deputy Secretary Ireland also noted that they are cognizant of many of the strategies they are employing to digitize the workforce, so they are more effective. One of that is the digital intake form they are doing. This summer, the public will see pilots in six PA CareerLink® locations across the state as they attempt to understand how effective that strategy is. For policy perspective, in their report, there are eight different policies they have been working on across the breadth of the program. At this moment in time, the high priority occupations list is up for comment. That deadline is June 10th. For those who would like to add to the list or petition to add, that would be an important one to see. And then lastly, as they prepare the workforce of Pennsylvania for the future, SkillUp PA is up and running as of April 25th. There are 8,400 registered users who completed 10,395 courses. All 22 local workforce boards are launching their own SkillUp PA portals to have access to this free resource. She encouraged the board to understand that the access is free to any job seeker in Pennsylvania. One of the things she thinks has not become clear is that it is a free resource for business as well to upskill and reskill employees in your organizations.

She then gave some shout outs to the Center for Workforce Information and Analysis. They had a wonderful labor market information forum in Beaver County.

Agency Report- Office of Vocational Rehabilitation

Acting Executive Director Ryan Hyde gave the OVR report. OVR's mission is to assist Pennsylvanians with disabilities through district offices located throughout the state and through the services offered by the Hiram G. Andrews Center located in Johnstown, Pennsylvania. Right now, they have a variety of initiatives going on. Number one, they are hiring. They have about 120 positions in the various stages of the hiring action to kind of rebuild our organization and get back out there. They are also working on an outreach initiative. Each office has developed an outreach plan to reconstitute their services post-pandemic, make new connections in the community, and reconnect with our schools, vendors, and other referral locations.

They did reopen all the offices in April and the Hiram G. Andrews Center (HGAC) will return to dual capacity in the dorms for the fall semester. They are excited for that after the restrictions that were put in place for the school during the pandemic.

Mr. Hyde noted that what he was most excited to talk about was the summer programs. Every year, OVR commits a significant amount of summer programs for students with disabilities. They are estimating that they would be investing about \$13 million in pre-employment transition services for students with disabilities in a variety of programs. That \$13 million will serve roughly 7,000 students in the various programs. Most of the programs will focus on paid work experiences, trainings to prepare students for work or post-secondary education, and a few summer academies for students to learn how to advocate for themselves as well as utilize assistive technology once they transition from high school to college. They would also leave knowing how to navigate a different world that is post-secondary education.

A few highlights that he then talked about was the MY Works program. MY Works is a paid work experience for students with disabilities. They have one in just about every area of the state. It is a partnership between OVR, a local municipality, and a third-party vendor there to provide supports. It is their primary program this summer. He said that MY Works is great because it gives students with disabilities an opportunity to do a variety of jobs as a municipality. They could help run summer youth camps, do clerical activities, landscaping, ultimately whatever the municipality needs, and it gives the students an opportunity to try stuff out. It also supports their community. They are out at parks and doing other beautifying programs. The community sees students with disabilities doing something for the community while getting paid. It is really win, win, win for everybody involved in the program. They are always looking to expand that. He asked if anyone was interested to reach out. One of the other major programs they have planned for this summer is they are having a deaf and hard of hearing summer academy at the HGAC. It will be a two-week program at the end of July. The students who are deaf and hard of hearing will stay at the center for the two-week period and learn about assistive technology, how to advocate for themselves and navigate the transition from high school to a post-secondary setting. All the supports that they would ever need will be there. That includes interpreters, CART, and all the assistive technology to make sure that the students are successful when they move on to their college experience. They also have the access planning and strategies academy. It is another program offered at the HGAC. This is for a broader population of students with disabilities but the same kind of services will be offered. He then commented on the Commonwealth Summer Internship Program. It was started several years ago and due to the pandemic, it took a little bit of a hiatus. They have at least 30 interns lined up that will be placed in a variety of Commonwealth employment settings for the summer. That will be a paid experience. The idea is that everyone gets an internship opportunity for students with disabilities in college. It will also help build a pipeline of future employees for the Commonwealth who are dedicated to becoming a civil servant. They are proud of the program. They appreciate the partnership between OVR, the Office of Administration, and all the placement sites. They have had great experiences with these interns over the past couple of years so it has been a great experience for everybody involved.

Agency Report- Department of Human Services

Hoa Pham presented the Pennsylvania Department of Human services report. She remarked that DHS would like to share updates on their ongoing efforts to stabilize and enhance services for vulnerable populations throughout the Commonwealth. For starters, DHS is continuing their investments into two key target industries in direct care and childcare workforces. On the direct care, DHS is continuing to infuse potentially \$140 million to home and community-based service providers. That is particularly for the purposes of protecting worker health and well-being, addressing worker recruitment and retention strategies, and increasing base payment rates. DHS is in the process of enhancing training opportunities for existing direct care workers, including a wide range of services including provisioning for online learning for shift care nurses and specialized orientations for professionals who support

children with complex medical and behavior health. They are making it possible to provide pay for nurse shadowing in private care settings and expanding training opportunities around best practices within the service delivery model, particularly for items like trauma-informed care or participant-directed models of service.

DHS would also like to share with the Board that they are working to expand the agency with choice model for long-term living models. This can provide direct care workers with health benefits and paid time off. For the other target industry, DHS is working to invest approximately \$1.2 billion in American Rescue Plan funds to support childcare statewide. To date, DHS awarded \$630 million to stabilize childcare providers. Furthermore, they are in the process of finalizing the application process for one-time grants to support workforce challenges within the childcare industry. Those will be grants to support worker recruitment, retention, training, and other costs associated with items like criminal background checks or childcare clearances. Those grants would allocate the remaining balance of the ARPA funds. They anticipate those applications will be released in May with the target goal of dispersing payments in the months of July and August. DHS is continuing to be hard at work at processing through the end of the public health emergency, and particularly, there are a number of requirements that have been waived over the course of the pandemic. They are expecting that they will be resuming with the end of the public health emergency. Ms. Pham then said they do want to share with the Board a couple of those requirements in resuming will have impacts or drive increased demand on the workforce system.

First, childcare providers across the Commonwealth are required again to train all staff on pediatric first aid and CPR. Work requirements for SNAP recipients considered able-bodied adults without dependents will resume in October 2022, unless there is additional federal action. What that means in context is there are 170,000 Pennsylvanians who may be subject to work requirements in October of 2022. DHS recently received federal approval for an update to the TANF work verification plan. That means that for this system, OIM will roll out a suite of policy and system updates designed to streamline the process for tracking work activities for their TANF system as of July 1, 2022. Chair Brown asked if with the pending work requirements, if a recipient does not look for work they lose their entitlement. Ms. Pham responded that that is correct. Chair Brown asked if there was efforts to communicate with participants to make sure they understand that and start stepping up their efforts to find work opportunities. Ms. Pham said it was under consideration as the last thing they want to happen is that people become at risk of losing their benefits.

Agency Report- Department of Aging

David Miles was not present. Mr. Martini pointed out the highlights are in the briefing book including the updates on the Senior Community Service Employment Program (SCSEP). He remarked that it is a great program assisting individuals 55 and over in finding meaningful work experiences that keep them engaged in society.

Agency Report- Department of Community and Economic Development

Chair Brown announced that Neil Weaver is the new acting secretary of the Department of Community and Economic Development (DCED) but that he was not available for the meeting. Gwen Ross presented Department of Community and Economic Development (DCED) report. She remarked that DCED continues their work with sister agencies on everything workforce development related. It has been exciting, especially the past two years. Some of the exciting things that they are working with their sister agencies on include digital literacy, autonomous vehicles, and as Deputy Secretary Ireland had mentioned earlier, the evaluation of the business services that are offered through the workforce development system to ensure that the employers across the Commonwealth know about the great services offered through the system. When it comes to DCED specific workforce development programming, they do continue to see a demand for our programming. WedNET had been oversubscribed. Even as they are ending the fiscal year with the program, their partners across the Commonwealth continue to see and

receive requests for manufacturers. The manufacturer training to career grant training program has really taken off since the last meeting. They have awarded almost \$3 million in grants this fiscal year for both awareness programs when it comes to manufacturing industry, and short-term training programs. One neat workforce training program that they are seeing through this program that she wanted to share is a student-run job shop. Basically, the students at a high school are running a manufacturing business. They are taking all of the positions, they are leading everything from meeting with area manufacturers, listening to their clients, seeing what their needs are, developing proposals, and making products. DCED have heard from area manufacturers how the projects have helped with some supply chain issues they are having in having the local school district being able to supply them with some parts locally. DCED's full report can be found on page 34.

Chair Brown asked if someday the Board could get a presentation from the students.

Agency Report- Department of Corrections

Amy Schwenk gave the Department of Corrections report. One of the things she noted was that they are focusing a lot on hiring reentrants and providing them with opportunities in the community. From the DOC side, they are putting out a really big recruitment and retention campaign for the SCIs and nursing staff. They have lost some of the staff over the COVID pandemic. There will soon be campaigns out there to recruit correctional officers. They are trying to tout the workforce that they do have, particularly in their veteran's space. They hire a lot of veterans but that has tailed off recently. They are focusing on the veteran population and hoping to bring them in and retain them. DOC has difficult jobs, and the retention for staff tends to fall off after about year five. The DOC is actively working on that.

Ms. Schwenk then highlighted that April was reentry month. They partnered with PennDOT to do events throughout the month with the reentrants. Not only for reentry month, but DOC also helped them out of the SCI in Forest, where they are doing a lot of maintenance on the snowplows and trucks for the winter season. A lot of the reentrants helped refurbish them and get them ready for the road. Also, the workforce development specialist has been working with a lot of the different spaces within the area, particularly one for culinary this time and connecting them with the Pennsylvania Restaurant and Lodging Association.

They held some job fairs throughout the reentry month. A lot of employers participated. Ms. Schwenk was happy to report too that they are completely open now. COVID cases are extremely low and they have finally gone back to the full vocational programming so they were able to get a lot of those things up and running again within the SCI. The last thing is really focusing on CDL drivers. They have a simulator within the SCIs. They want to connect them and have the reentrants be able to hit the ground running once they exit the SCI and move into that CDL space on the outside.

Agency Report- Department of Agriculture

Secretary Redding was not available to join the meeting so Sara Gligora gave the Department of Agriculture report. She provided an update on the agricultural apprenticeships. They currently have seven programs registered and two pre-apprenticeships registered within the state and were in the process of developing and registering three additional programs. They are very excited that two of the agriculture programs received PAsmart funding. Those are animal care sponsored by Penn State extension, and a diversified vegetable growing program. They are doing work internally to see how they can support some of the other programs that did apply for the funding but were not awarded. The Pennsylvania Commission for Agriculture Excellence is exploring ways to increase the internship opportunities in the industry and working on the marketing strategies to provide students and parents better exposure to careers in agriculture. PDA is working to provide teacher and industry training opportunities. They have

been working one on one with Thaddeus Stevens, on a training for teachers on diesel, technology, and mechanics, allowing them hands-on activities to take to students. The department has been working with Team PA to collect data on H2A and seasonal farm labor. The end product from that will give them information on what the PA farm labor makeup is and who is out there in the industry. They have been working really closely with the Department of Labor and Industry on two different funding opportunities specific to agriculture. These funding opportunities come as a result of earlier collaboration with DLI and are based on industry stakeholder and feedback that was received from listening sessions and surveys. The funding will focus on HR and workforce development needs of small to mid-sized agricultural employers. A selected vendor will work with the employers to create an HR plan and educate and connect them to the workforce system.

Finally, the Department has hosted an event called Farm City Day. They will have numerous days. The first event took place last month at Longwood Gardens. Students are able to come to the events, meet different professionals within agriculture, and learn about the various opportunities. The next event will be occurring this month in the western part of the state at Vale Wood Farms. They are super excited to bring the events back. The day used take place at the Farm Show Complex and really served students in the Harrisburg area. They can now expand that and hit students across the state who typically do not get the chance to experience that.

Agency Report- Department of Education

Deputy Secretary Tanya Garcia provided the Department of Education report on behalf of Acting Secretary Eric Hagarty. She noted that they are excited that Mr. Hagarty is now the Secretary of Education as he has been one of their strongest supporters in the Governor's office. Since he joined the Governor's administration, he secured more than \$2 billion in education funding to date, including the largest single-year increase in Pennsylvania history for the 2021-2022 fiscal year. He helped to enact the Level Up program that directs \$100 million in funding to the poorest and most historically underfunded districts in PA.

She remarked that she had four updates to provide. The first one is around adult education. The second one is on PAsmart. The third is on career and technical education. The fourth, which did not quite make it in time to the briefing book, is on Career Ready PA. The adult education division within the Office of Postsecondary and Higher Education that Deputy Secretary Garcia has been honored to lead has been very, very busy with three grant competitions. The first one is currently open. Funds, up to \$300,000 will be awarded to one entity for a statewide distance learning project. The other two competitions will be opening very soon. The first is a four-component family literacy programming. About \$3 million will be awarded under PA's Adult Basic and Family Literacy Education Act. The second competition that they will be opening shortly under the same act will award over \$909,000 for a tutoring program for adults.

The next update is on PAsmart Advancing grants. PDE received more than 150 applications, including a record 30 applications from the postsecondary sector. They are awarding of up to \$500,000 which will be announced very shortly to support programs with increasing access and improving equity in access to computer science and STEM education locally and statewide to learners of all ages. The third update is on career and technical education. In the 2020-2021 school year, 227 schools ran PDE-approved CTE programs. 176 of these schools, about 80%, of them reported that almost 21,000 students in the commonwealth participated in work-based learning. Work-based learning can take the form of certificates of apprenticeship, internships, cooperative education agreements, job exploration, agriculture experience, school-sponsored enterprises for small businesses, work-based experiences off campus, and simulated work environments.

Deputy Secretary Garcia noted she had a small update on the adult grants. The direct service and tutoring program for adults opened on May 2nd. For the work-based learning, almost 14,000 students participated in simulated work

environments. That was the largest participation among the work-based learning experiences that their career and technical education students were engaged in. Last but not least, the Career Ready PA update. For 2022, the coalition identified employability skills and industry credentials as its education and workforce priorities. In February, the meeting of the Career Ready PA coalition highlighted the partnership among Career Ready Lancaster, Stevens College of Technology, and the Pequea Valley School District. In the March meeting, the coalition featured the Pennsylvania Department of Conservation and Natural Resources Bureau of State Parks, as well as a K-12 champion. The final update on Career Ready PA is about the annual learning days Career Ready PA backpack challenge. The backpack challenge is going to take place May 12th to 23rd. Events in Pennsylvania range from participating in a youth-run radio station, illustrating with a cartoonist, flying a drone, or doing a stream study with a state ranger, and much more.

PA WDB Recommendations Update

James Martini then gave an update on the recommendations report that the PA WDB is compiling to review the recommendations made so see where they are at, what got implemented, what is in process and what is not feasible. Mr. Martini noted that not counting the recommendations being voted on at the end of the meeting, there have been over 25 recommendations made from the Board in the last two years. Mr. Martini said the importance is to make sure that the Board members know the value of the work they do and how much their contributions are appreciated while knowing that people are listening. Mr. Martini noted that back in 2018, the former PAsmart Ad Hoc committee put together the framework and principles for all of the PA smart grants. That includes the tens of millions of dollars invested around apprenticeship and pre-apprenticeship. It also includes the industry partnerships grants that fall under the PAsmart umbrella that help support businesses and workers in sectors across the PA economy including healthcare, IT, manufacturing, construction, hospitality, agriculture, and the logistics and transportation industry. There are also the hundreds of new STEM and computer science programs that PDE has put out through their PAsmart investments to prepare the next generation. Mr. Martini then commented on recommendations from the Employer Engagement and Industry Partnership committee. He noted that the committee has been meeting with business to get feedback about the programs around the Commonwealth. The committee was the driving force behind creating the industry partnership dashboard. He then noted that the Continuous Improvement committee has been very engaged around the concept of publicly reporting data. There was a couple of places where that showed. The first was a recommendation to develop a dashboard around the common measures for workforce development system performance. Those originally found a home on the Governor's Workforce and Economic Development Command Center dashboard but are now becoming more interactive and moving to the DLI site. Mr. Martini then noted that the One-Stop Service Delivery System committee had made a recommendation around building up the staff development of the individuals that are interacting with customers in the PA CareerLink® around Pennsylvania. The chair of the committee prioritized finding ways to increase the professionalization of the individuals in the roles and making sure they have the tools and opportunities for growth.

Mr. Martini then moved onto the Healthcare Workforce Ad Hoc committee. He noted that in pre-pandemic the committee started to engage around the direct care workforce crisis. That turned out to be pressing with the challenges that they have been seeing over the last two and a half years with not being able to find the individuals to do such critical work throughout the pandemic. There has also been a lot of work done around the individuals that stepped up to be temporary nursing assistants during the crisis. He noted that they invested \$4.8 million in January 2021 in direct care worker training funds. Mr. Martini then touched on a joint venture from the Youth and Continuous Improvement committees in adopting evidence definitions in the use of Commonwealth grant making. They came up with four tiers. That includes everything from pre-preliminary evidence to rigorous evidence and evaluation for programs so that they can get a better idea of what impact and effectiveness the investments Pennsylvania makes in the workforce are having. That work translated into a continued partnership with Results For

America. Mr. Martini then mentioned a recommendation that the Career Pathways and Apprenticeship made about elements they would like to see incorporated into grant making. That included barrier remediation and inclusion of diversity, equity, and inclusion initiatives.

Mr. Martini then moved onto the recommendations from the Reentry Ad Hoc committee. He remarked that the committee partnered with the Department of Corrections around issues of ensuring that those coming back from serving time have access to government issued IDs. Another one that he flagged was around the Work Opportunity Tax Credit and the Federal Bonding Program. They put together a brand new suite of marketing materials for the website to ensure that all of the employer community can take advantage of the additional resources to support the hiring of individuals that may be criminal justice involved previously but are now seeking gainful employment. He specifically thanked Chair Brown for his continued work in that space.

Finally, Mr. Martini moved onto the Youth committee. They are recommending the addition of new requirements for the local youth committees to ensure that all of the different youth stakeholder voices are heard. Those were issued into local planning guidance.

Chair Brown said that the government does not necessarily move quickly. He thanked the committee chairs and members for their efforts that will help Pennsylvanians going forward.

Zach Zobrist then noted that the report from DHS showed that they are a step ahead of some of the recommendations from the healthcare committee. They are investing in one-time wage offerings, long-term funding to try to lift those jobs while also providing money for training and credentialing. He noted that he just wanted to appreciate the work that DHS is doing.

Committee Update- Industry Partnerships and Employer Engagement

Executive Director Martini then gave the update for the Industry Partnership and Employer Engagement committee as Chair Sygielski was not able to be on. The committee has been doing work on engaging with businesses around the Commonwealth. Through the industry partnership program, they have been identifying industry sectors to invite employers to listen to their concerns to find out when the state can be supportive and maybe times when the state can get out of the way. He noted that representatives from the business and information technology sector met with the committee. They talked about some of the challenges they were facing which was finding and retaining talent. They were very interested in increasing apprenticeships and registered programs in the information technology space. The second group that spoke to the committee was the hospitality industry. That group also is having challenges in finding, recruiting, and retaining talent. They talked a lot about the challenges around transportation for individuals that work in the sector. Another issue for that sector is childcare and the hours childcare typically runs. Over the summer the committee plans to talk to representatives from the construction and manufacturing industries.

Committee Update- Career Pathways and Apprenticeship

Richard Bloomingdale presented the Career Pathways and Apprenticeship report. He remarked that there has been great work done by the Apprenticeship and Training Office. They are continuing to try to encourage people to promote nontraditional apprenticeships.

Committee Update- One-Stop Service Delivery System

Chair Sarah Hollister presented the One-Stop Service Delivery System committee report. The committee has been focusing every meeting on receiving updates on the professional development recommendation from 2021. The career advisor work that DLI is doing is phenomenal. The committee is also continuing to try to seek the right quantitative data about older worker trends. They were working with the Center for Workforce Information and Analysis on that project. They get regular updates on the National Governor's Association WIN grant about the digital literacy skills work being done. They also received a memo from the National Governor's Association about other states that have done similar benefit access streamlining in their one-stops. They are examining best practices around the country. The committee has also been looking into some policies such as the ETPL list.

Committee Update- Reentry Ad Hoc

Mr. Martini then gave the Reentry Ad Hoc committee update on behalf of co-chair Jeff Abramowitz. He noted the committee was able to engage with a group looking to put on a conference called the International Conference on Decreasing Recidivism and how the committee can help support that work. The committee also had a in depth conversation with people from the Pennsylvania Department of Transportation. One of the items that came out of the conversation with PennDOT was that their hands are somewhat tied with current statute around individuals losing their licenses for offenses that may not have been related to traffic violations. The work is also ongoing to get up and running a web page within the PA WDB website to support employers looking to engage with the reentry population.

Committee Update- Continuous Improvement

Brian Funkhouser, chair of the Continuous Improvement committee noted that at the last committee meeting they had a presentation on the common digital intake project and the advancement of that.

Committee Update- Healthcare Workforce Ad Hoc

Zach Zobrist presented the Healthcare Workforce Ad Hoc report. He noted that the committee had two recommendations to present to the PA WDB. The first recommendation calls out and notes the great resignation. He noted that the retail industry was able to raise wages and it deepened the crisis for direct care workers. The committee asks that all efforts be made to increase funding to all services that require professional care workers to help facilitate competitive and family sustaining wages to help alleviate the staffing crisis.

Chair Brown sought a motion to approve the recommendation.

MOTION: Rick Bloomingdale made a motion to approve the recommendation. Senator Camera Bartolotta seconded the motion. The motion passed unanimously.

The second recommendation from the committee focuses on the need for additional workforce development dollars to help with credentialing and training so that workers can be upskilling into direct care roles.

Chair Brown sought a motion to approve the recommendation.

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

Zach Zobrist then noted his appreciation of the efforts of the Governor's Office and the Department of Education on their efforts to get temporary nurse aides credentials to become CNAs.

Committee Update- Youth

Chair Chekemma Fulmore-Townsend gave the Youth committee report. The Youth committee has been exploring the WIOA sub-goals to promote early career exposure and exploration, as well as the development of employability skills through work-based learning opportunities. They then narrowed their focus on ways to promote STEM skills in learning. The committee had a presentation on the economic outlook for STEM jobs, as well as the opportunity to review great work happening outside of the commonwealth, including work done in Ohio and Georgia. The committee was recommending that the Department of Education explore the adoption of mechanisms to validate the STEM skills acquired in K-12 education. The committee's ask was that they want to underscore and integrate STEM learning and the validation of those skills as part of the process. Chair Townsend then highlighted some of the rationale for the recommendation. The first is that there are currently a significant number of vacant STEM and computer science jobs with family-sustaining wages in Pennsylvania. They want the next generation to apply and be prepared for the jobs. She also highlighted that the US has fallen off the top ten list of innovative countries. There is not enough home grown STEM talent. Chair Townsend then thanked the members of the committee for their dedicated and thorough exploration. She then thanked everyone that had provided information to the committee about work in the space.

Chair Brown then sought a motion to approve the recommendation.

MOTION: James Harper Jr. made a motion to approve the recommendation. Representative Melissa Shusterman seconded the motion. The motion passed unanimously.

Public Comments

There were no public comments.

PA CareerLink® ADA Accessibility presentation

Michael White then introduced himself as the Division Chief within the Bureau of Workforce Development Administration (BWDA) and Rob Hodapp is a business services specialist within the Office of Vocational Rehabilitation (OVR). He noted that the project has been a collaborative effort between OVR, the Office of Equal Opportunity, and the Pennsylvania Department of Labor and Industry. The project began in 2019 when staff from OVR met with BWDA to review each of Pennsylvania's 62 PA CareerLink® centers for the purpose of ensuring that each center was fully accessible to individuals with disabilities. Even with the COVID pandemic, which paused visits for a while, OVR staff have been able to complete nearly 30 visits and they anticipated to have all of the reviews completed by the end of July.

Mr. Hodapp noted that whenever they do ADA reviews, they keep in mind the priorities outlined by the 2010 ADA accessibility guidelines. He then noted some of the things they look for are accessible entrances, accessible public restrooms, and access to things like TTY and water fountains. OVR added a fifth priority and that is electronic accessibility for people that mind need assistive technology. For the first priority, they were looking at how people were getting to the location, i.e.. accessible parking, unloading areas, a route to the door. They then look at how wide the entrance door is and if the door pressure is too hard. He then noted about space and clearance in walkways and hallways and the height of tables. He then noted about the importance of braille signage and the position of wall-mounted objects. Mr. Hodapp then touched on computer accessibility.

Mr. White then remarked on some of the efforts and resolutions that occurred due to the visits. They are also creating a sustainability plan as part of the effort so that local workforce development board will have the resources

and training to continue the reviews once OVR has completed the assessments of each of the centers. He noted that the centers were able to buy new CCTVs and TTY phones. OVR also made sure to identify that JAWS and ZoomText software is on the ADA accessible computers in each of the PA CareerLink®.

Mr. White then talked about positive outcomes from the effort. First, the citizenry of PA will be better served by the collaborative effort. Second, not only will the PA CareerLink® center be fully accessible, but there will also be a plan in place to keep the centers up to date moving forward. Third, positive relationships have been enhanced. Finally, the PA CareerLink® are in a better position to successfully meet the statutory and regulatory requirements when the required reviews occur. Mr. White then noted that with the common digital intake form that is in development, they have also been collaborating to ensure that the design of the form is accessible to any customer that walks through the door.

Senator Amanda Cappelletti then asked if the idea of adult changing stations was added to the project. They noted that they have advocates talking to them about that. Mr. Hodapp said they had not seen a changing station so far at any of the PA CareerLink®.

Representative Melissa Shusterman then asked about resistance for making changes especially to the physical property outside. Mr. Hodapp noted that all of the PA CareerLink® followed through on the recommendations. He said the barrier would be if a center is renting the property and the landlord stops them.

Adjournment

Chair Brown sought a motion to adjourn the meeting.

MOTION: Chekemma Fulmore-Townsend made the motion. Tim Bean seconded the motion. The motion passed unanimously.

Quarterly Meeting Agency Update

August 3, 2022

Agency: Department of L&I Workforce Deputate

Bureau of Workforce Development Administration (BWDA)

Director: Brenda Duppsstadt

NOTICE OF GRANT AVAILABILITY/GRANT UPDATES

Schools-To-Work Program Grant

The top 12 scoring applications were awarded Schools-to-Work Program Round 2 grants. The total award amount is \$2,851,554.00. All these grant agreements and NOO's have been fully executed. The round 2 awardees will join the round 1 awardees on the monthly calls starting in August 2022. Feedback calls for those applicants who were not awarded this round have been scheduled for July 2022. After being given the option of receiving this type of call, 18 applicants requested them. The Period of Performance is July 1, 2022, to December 31, 2024.

PY22-23 Notice of Grant Availabilities

The workforce deputate is currently working on the PY22-23 workforce grant investments. More information to come in the coming months.

STATEMENT OF WORK UPDATES

Agribusiness Projects: HR Training and Development | Workforce Services Engagement

BWDA staff and leadership renamed the projects and modified the payment structure ahead of anticipated posting in July. BAS and BWDA will work on developing a technical submittal the week of 7/18. A Supplier Forum to review both projects in collaboration with BDISBO, Department of Agriculture, and BAS will take place once posted.

Digital Literacy Round 2 Grants Evaluator Statement of Work

BWDA staff confirmed acceptance of a vendor to complete evaluation work for the DLWDG Round 2 on Wednesday, July 6th. A vendor award letter is forthcoming from the Bureau of Administrative Services (BAS), and a shopping cart for the purchase order is under development.

POLICY UPDATES

Local Governance

The Local Governance policy is being revised to reflect changes to the Pennsylvania Workforce Development Act recently signed into law.

Title I Eligibility Policies

Title I eligibility policies are moving through the review process, and we are working with workforce system partners to write, review and eventually publish relevant guidance to accompany them.

OTHER

Workforce Innovation and Opportunity Act (WIOA)

The 2022 WIOA state allotment detail was received, and local allotments provided. Due to the Commonwealth's allocation factors (LMI data provided by CWIA), individual LWDBs received between 2-3% more funds (Delaware and Chester Counties) and up to 16% fewer funds (North Central and Pocono Counties). Additionally, the Governor's Reserve of Commonwealth funds for Administration, L&I Statewide Activities, and Rapid Response decreased by the same 9% as the overall state allotment.

PA received a reduced allocation this year by \$11,630,404 (9%) over program year 2021. A summary of the differences by funding stream are below.

Program	Total PY 2021 Funding	Total PY 2022 Funding	PY 2021 to 2022 Difference	PY 2021 to 2022 % of Difference
Youth	\$42,231,894	\$38,433,440	(\$3,798,454)	-8.99%
Adult	\$39,079,073	\$35,455,175	(\$3,623,898)	-9.27%
Dislocated Worker	\$47,142,465	\$42,934,413	(\$4,208,052)	-8.92%
Total	\$128,453,432	\$116,823,028		

WORC Application

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

TANF

The Department of Labor and Industry (L&I) and the department of Human Services (DHS) are excited to introduce the new TANF Youth Development Program (YDP) Preliminary Screening Tool developed within the Commonwealth Workforce Development System (CWDS). The Preliminary Screening Tool will allow TANF YDP providers to identify if an applicant meets the TANF participation eligibility requirements instantly and securely within CWDS. This tool will replace the current spreadsheets process used to qualify applicants for TANF YDP services and eliminate the need to transfer spreadsheets between agencies. L&I and DHS have officially solidified a firm launch date of Thursday, September 1, 2022, for full implementation of the Preliminary Screening Tool. The TANF YDP Manual will reflect the proper

procedures when using the new screening tool. Additionally, L&I and DHS will be holding Preliminary Screening Tool training sessions before the stated launch date. The department will provide an updated TANF YDP Manual and Preliminary Screening Tool training sessions a few weeks before the effective launch date.

Security For PA CareerLink®

PA CareerLink(R) partners discussed security and safety needs during our Monthly Workforce partner call. A survey to determine security changes and costs for the LWDBs is under development.

Workforce Success Stories

Success Story of Richard C.

Richard C. enrolled in the Title I Workforce Innovative Opportunity Act (WIOA) Adult program after completing one semester at Triangle Tech in the maintenance electricity and construction technology program. Since he was having difficulty with the cost of training, beyond his student aid, he was referred to services at the PA CareerLink® – Jefferson County. Once enrolled in WIOA, Richard worked with his Talent Development Specialist, Teresa Neal, to complete the steps to apply for funding for the remaining semesters while attending classes and working part time. Richard received approval for funding assistance to help continue his training. He was also able to utilize supportive services to assist with the cost of traveling to and from training. Richard progressed through the program and stayed in touch with his contact at PA CareerLink® until his graduation in February of 2022. He achieved an Associate in Specialized Technology with an overall GPA of 3.65. Richard was able to utilize his new skills working full time as an electrician with a local employer, Jewell Electric.

Finding the Right Balance

In January 2022, Ms. Hicks was referred to Business Interface (BI) by the courts. At the time, Ms. Hicks was experiencing a low point in her life fueled by substance abuse and losing custody of her child. She was at a place that required assistance to get back on track financially and stabilize. Ms. Hicks enrolled in Business Interface's job readiness program. The workshops helped Ms. Hicks build better communication skills and to identify and set boundaries for triggers that contributed to the addictive behaviors. An assigned Business Resource Consultant counseled Ms. Hicks on employer research, interview preparation, and resume building to meet specific employer requirements and find the right employment opportunity that matched her skillset. Ms. Hicks was able to secure employment at FEA Industries on March 29, 2022, making \$14.00 per hour working full-time as a Production Associate. Ms. Hicks is currently working on her short- and long-term goals with the assistance of BI's staff. As part of BI's retention services, Ms. Hicks will have access to staff for difficult situations that may require additional stabilization strategies and ongoing support. She is grateful for the support and thanks the team for not giving up on her and helping her gain employment.

Green Jobs Presentation with Minnesota

BWDA's Director, Grants Supervisor, and grants services team members presented an overview of the Clean Energy Workforce Development Grant at the Bi-Weekly Minnesota Business Vitality Council (MBVC) Green Jobs Sprint meeting on May 25, 2022. The presentation covered findings from studies that DEP commissioned, the basics of project structures and required activities, and objectives for the Grant.

Northwest Evaluation

BWDA is in the process of reprocurring a vendor to evaluate service delivery in the Northwest Local Workforce Development Area (LWDA). Prior to the pandemic, this LWDA was one of the first to implement

a mobile service delivery strategy. Though the Northwest LWDA wasn't unique in creating a mobile service delivery strategy, it was unique in that while other LWDAs were supplementing "brick and mortar" services with mobile service delivery, Northwest replaced three of the five existing "brick and mortar" PA CareerLink® sites with mobile service delivery. This evaluation seeks to determine the successes and challenges the LWDA has faced in this process and looks for promising practices that can be replicated statewide.

Policy and Oversight Touchpoint Series

Collaboratively, BWDA's Oversight and Policy units presented its monthly touchpoint call with LWDB staff directors, monitors, and LWDA fiscal agent functionaries. The topic that Oversight presented during the June meeting was WIOA National Dislocated Worker Grant (NDWG) monitoring. The Policy unit presented on the Policy on Policies.

Bureau of Workforce Partnership & Operations (BWPO)

Director: Daniel Kuba

SKILLUP™ PA INITIATIVE

The objective of the SkillUp™ PA initiative is to transform both the internal and external customer workforce by providing a virtual option to reskill or upskill the residents of Pennsylvania.

At the end of May, SkillUp™ PA continues to increase outreach and registration numbers with internal and external partners. In May, the outreach team engaged and presented to workforce development partners at the Pennsylvania Workforce Development Association Conference. The SkillUp™ PA outreach team and Metrix Learning are developing and launching internal and external projects, including a pilot with the Department of Human Services PACTT Affiliates. The pilot will be designed to provide virtual training opportunities to adolescents in residential facilities in the upcoming months.

SkillUp™ PA by the Numbers

PA Registrations: 9,886

Courses accessed: 19,833

Courses completed: 13,299

Training hours: 15,160

Local WDB Portals launched: 21

Local WDB Portals in progress: 1

BUSINESS SERVICE DELIVERY EVALUATION

The Pennsylvania Keystone Command Center has asked the Pennsylvania Departments of Labor & Industry (L&I) and Community & Economic Development (DCED) to evaluate whether the workforce and economic development (WED) system is effectively serving businesses and if the system infrastructure is sufficient to support that service delivery.

The statement of work for this project has been developed utilizing information gathered from a recent Request for Information (RFI) regarding evaluation of business services across the commonwealth.

L&I/DCED is going to take an in-depth look at those operations which support business services. The lessons learned from the pandemic and the needs of the post-pandemic labor force and businesses will be explored to ensure that services match existing needs.

The goals of this evaluation are to outline the existing model, determine what existing services are effective, see where gaps in the service delivery may exist and establish and measure a new-post pandemic minimum standard of services.

The analysis will also be used to identify and standardize key performance indicators and data collection protocols that could be used to measure outcomes.

The project will focus on the following core business service delivery factors: businesses from each Rural, Suburban, and Urban areas, a mix of small, medium, and large businesses, businesses from the 12 different industry clusters and a mix of businesses currently engaged with services, and those that are not.

The vendor will identify and recruit participants with the assistance of local Workforce Development Board Staff from each Rural, Suburban, and Urban areas.

We'll also involve front-line BST staff from each Rural, Suburban, and Urban area.

PROFESSIONAL DEVELOPMENT DAY

As we learned through the Accenture Report and Career Advisor Survey, there is a great need and desire for a statewide professional development plan for all staff. To invest in our staff's professional growth, BWPO and BWDA will be moving forward to implement a day per month expressly set aside for training. We will be identifying core training needed for all staff and all staff by job duties. We are working with Metrix to utilize the courses, create "clusters" to be assigned to each staff member, and create a portal designated for the bureaus.

PA CAREERLINK® ACTIVITIES AROUND THE STATE

PA CareerLink® - this is what we do!

On May 19th Harley Davidson announced it was temporarily laying off 1000 workers beginning the following Monday due to supply chain issues. First thing Monday on the day of the layoffs, BWPO staff had a meeting with the PA CareerLink® Site Administrator and came up with an action plan to handle the influx of walk-in traffic. With the assistance of the Site Administrator our Career Resource Center temporarily lifted the reservation requirements and made every computer station available for the Harley Davidson workers. Over the next two weeks the BWPO Staff had a presence of no less than two staff on hand and available throughout the day. We were able to assist over 250 customers during the course of two weeks. BWPO staff were quick to recognize the majority of suspended workers visiting the PA CareerLink® came from a Temp Agency that supplies workers to Harley Davidson. Most of these workers were first timers into PA CareerLink®. It was great to be able to engage them about services that would be available when their temporary assignment ended with Harley Davidson.

Job Fairs! Job Fairs! Job Fairs!

Throughout the pandemic, PA CareerLink® Offices have been holding and participating in Job Fairs across the state. The number of jobseekers in attendance has been low, but this trend seems to be changing. The trend of increased success with job fairs continues. Below are just a few of these events:

PA CareerLink® Mercer and Lawrence Counties conducted a combined Job Fair in collaboration with Mercer County Domestic Relations. The event was located at the IBEW Local 712 Training Facility in Neshannock, PA. There were 69 employers, 3 training providers and 175 job seekers in attendance.

PA CareerLink® Beaver County: Employer conducted an onsite recruiting event at the PA CareerLink®. They interviewed 14 candidates, extended conditional offers to two, and are still considering others.

PA CareerLink® Bedford County conducted an offsite job fair at the Bedford County Fair Grounds on 5/19/22. Fifty employers were in attendance, 103 job seekers in attendance, which included 7 veterans and 6 students. Forty-two percent of job seekers were already employed and looking for something new. There were 841 jobs being recruited for at this fair (reported by employers), 864 conversations held (reported by employers), 147 follow-up calls/interviews scheduled (not counting employers who require online applications), 22 Potential PA CareerLink® program leads (10 - Youth, 12 - Adults) - 20% of all the attendees!

CWDS DIGITAL INTAKE FORM INITIATIVE

Initiative Mission

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

A task force and workgroups have been developed to support the workstream objectives and deliverables which include the following:

Pilot Implementation Planning Group

A phased approach will pilot, implement, and launch the digital intake form. In June and July, the first five pilot offices will be visited to observe and assess internal and external partners' needs while comprehensively understanding the lobby management process. The visits will include interviews with internal and external partners impacted by implementing the CWDS new digital intake form.

The following office will be visited between June 15th and July 19th.

Cumberland

Allegheny East

Lawrence

Bradford-McKean

Lehigh

Change Management Activities/Workgroup

In May, the change champions met to celebrate the first anniversary. Currently, the Deloitte team is developing a digital intake form overview video to share with stakeholders interested in learning more about the form. Deloitte is updating the demo video used at the PWDA conference to include a voice of the digital intake form screens to share with the change champion network. Ongoing assessment of communication tools and resources occurs to ensure that the change champions have the resources for successful promotion.

Technology Task Force

In May, the Deloitte team and Co-Leads developed slides to share with offices to evaluate the technology and assistance needed for the pilot. Technology needs will be revisited after the pilot office visit. Once the pilot offices' technology needs are finalized, planning activities will occur for the non-pilot offices.

Center for Workforce Information Analysis (CWIA)

Director: Ed Legge

HIGH PRIORITY OCCUPATIONS

The 2022 High Priority Occupation (HPO) lists by Workforce Development Area went into effect August 1. HPOs are one component of Pennsylvania's industry-driven approach to workforce development. These lists align workforce training and education investments through the PA CareerLink® with occupations that are in demand by employers, have higher skill needs, and are most likely to provide family sustaining wages. Statistical data combined with regional expert input, collected through an open petition period, ensures a robust HPO list exists for all local areas.

NEW LABOR MARKET INFORMATION RESOURCES

Two new items have been released on CWIA's website. The first analyzes PA's New Hire Reporting Program data to showcase the top 50 companies that hired the most residents by Workforce Development Area. Also looking at employment activity, the second resource is a dashboard that tracks year-over-year employee movement by industry. The tool looks not only at where workers came from but also where they went.

Top 50 New Hires: <https://www.workstats.dli.pa.gov/Products/NewHires/Pages/Top-50-New-Hires.aspx>
Industry Movement: <https://www.workstats.dli.pa.gov/dashboards/Pages/Worker-Movement-by-Industry.aspx>

Apprenticeship and Training Office (ATO)

Director: Tara Loew

PRE-APPRENTICESHIP

Pre-apprenticeship programs are being created, assessed, and potentially refocused with further consideration for Act 158: Pathways to Graduation. Act 158 allows for successful completion of a pre-apprenticeship program as a potential alternative assessment pathway to the Keystone Exams.

PROMOTING EQUITY

The ATO launched a three-part "Driving Equity in your Registered Apprenticeship" workshop series made available through a partnership with JFF's National Innovation Hub for Diversity, Equity and Inclusion in Registered Apprenticeship, Chicago Women in the Trades and Donna Lenhoff Associates. This workshop series was designed to assist in preparing Registered Apprenticeship and Pre-Apprenticeship Program Sponsors and industry partners for upcoming grant opportunities and to make necessary improvements to their program structure by building their understanding and capacity around equity and inclusion work. Each workshop in the series reviewed a critical phase of embedding equity into a program starting with examining why the work can be difficult and then giving examples and tools to assist in proposing an impactful project for grant funding as well as make necessary program improvements.

APPRENTICESHIP BUILDING AMERICA (ABA)

The ATO successfully secured a \$3.9 million grant from the federal Department of Labor (DOL) to build and modernize Pennsylvania's registered apprenticeship system. The Pennsylvania Department of Labor & Industry (L&I) through the Apprenticeship and Training Office (ATO) is one of 30 recipients nationwide awarded grant funding through DOL's Apprenticeship Building America program. The overarching goal of this initiative will be to accelerate the ATO's efforts to embed a focus on apprenticeship within the commonwealth's workforce system and catalyze Career & Technology Center (CTC)-led pre-apprenticeship (Pre-RA) to registered apprenticeship (RA) career pathways. Specifically, in order to help speed the growth of PA's apprenticeship ecosystem, the ATO will:

- Help local workforce areas develop, enhance, and implement strategic plans to expand RA and pre-RA in their regions.
- Build apprenticeship-related skills of workforce board and PA CareerLink® staff, including how to leverage WIOA funds to support apprentices.
- Help CTCs build Pre-RA programs that are linked to local RA programs.
- Provide funding and other support to RA and Pre-RA participants.
- The ATO's goal is to enroll at least 400 apprentices and provide support services to at least 400 pre-apprentices during the life of the grant.

PASMART

In April, the most recent PAsmart: Growing Registered Apprenticeships and Pre-Apprenticeships in PA grant recipients were announced. In total, \$11 million was awarded to 26 different initiatives aimed to build, support, and expand RA and Pre-RA programs with a specific focus on diverse talent pipelines and underserved populations, non-traditional occupations, alignment with educational institutions, and expedited growth through multi-county or statewide initiatives. Each of Pennsylvania's 67 counties will be served by one or more of the funded programs. Additionally, \$1 million was awarded to build and expand six ambassador networks designed to support apprenticeship and pre-apprenticeship programs. Those grants were awarded to Keystone Development Partnership, Philadelphia Works on behalf of ApprenticeshipPHL, Thomas P. Miller and Associates, Northern Tier Regional Planning and Development Commission, Pennsylvania Apprenticeship Coordinators Association and Luzerne/Schuylkill WDB.

Quarterly Meeting Agency Update

August 3, 2022

Agency: Office of Vocational Rehabilitation

OVR staff continue to work full-time in all locations, including district offices, with most OVR employees having the option of part-time telework. All OVR offices are now open to the public.

EMPLOYMENT OUTCOME STATISTICS

The following employment outcomes were achieved as of July 2022:

Program	Goal for the Program Year (PY)	# of Successful Closures to Date	% of Goal Achieved for the PY
BVRS	5,414	5,245	97%
BBVS VR Program	364	175	48%

In Program Year 2021 (7/1/21 thru 6/30/22), 5,299 OVR customers were employed, with Walmart, UPMC, Giant Food Stores, Giant Eagle, Commonwealth of PA, Goodwill Industries, Inspiritec, McDonalds, Weis Markets, and Lowes as the top ten employers.

WIOA COMMON PERFORMANCE INDICATORS

OVR continues to document customer progress on Measurable Skills Gains (MSG) that lead to successful credential attainment. As of the end of the third quarter of PY 2021 (4/30/22), 348 customers have earned secondary credentials and 475 post-secondary credentials have been earned. MSG rate for this reporting period is anticipated to be 39.56%

COMBINED STATE PLAN

The updated 2-year Modification to the State Plan was approved by the OVR State Board on March 3, 2022 and became effective on July 1, 2022.

BUREAU OF CENTRAL OPERATIONS (BCO) GENERAL UPDATE

The Bureau of Central Operations (BCO) is focused on the monitoring and refinement of the implementation of WIOA. As one of the state VR agencies to be monitored by the Rehabilitation Services Administration (RSA) in 2019, we are currently in the process of responding to RSA's monitoring report, with ongoing assistance from RSA and staff from the Monitoring Technical Assistance Center (MTAC).

BUSINESS SERVICES & OUTREACH DIVISION (BSOD)

During the last quarter, BSOD continued its partnership with InspiriTec by referring qualified candidates to positions offering full- or part-time employment and benefits in Customer Service Representative (CSR) for Unemployment Compensation call center positions (remote work starting at \$15 per hour). As of May 2022, OVR referred at least 710 customers. Of those, at least 485 customers have applied for the position and approximately 335 customers have been hired.

CareerLink Accessibility Reviews

ADA accessibility reviews at all PA CareerLink offices have resumed. As of June 2022, nearly 30 CareerLink centers have been reviewed, and a plan is in place to complete reviews by the end of 2022. These reviews

include building accessibility, public-facing computers, alternative formats for customers who are deaf/hard of hearing and blind/visually impaired, and digital intake system.

Focus on the Expansion and Development of Apprenticeship Pathways and Internships

Members of the OVR's BSOD team completed the Registered Apprenticeship Navigator Training, earning a certificate in Apprenticeship Development. During this training, staff worked toward gaining Journey Worker certification as experts in apprenticeship knowledge, marketing, development, creation and certification approval by the Joint Apprenticeship & Training Council. OVR is developing opportunities for additional field staff to participate in future training cohorts.

TRANSITION SERVICES

OVR Services to Students with Disabilities

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

Transition specialists are concentrating on summer programming and providing ongoing technical assistance to district offices as they offer a variety of summer programs. OVR is estimated to spend \$13 million and serve approximately 7,000 students in 2022 summer programs such as the Professional Connections Experience, MY Work Initiative, and the Summer Post-Secondary Experience.

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 4,927 customers across PA in their VR program.

BUREAU OF VOCATIONAL REHABILITATION SERVICES (BVR)

OVR's Bureau of Vocational Rehabilitation Services (BVR) provides vocational rehabilitation services to adults, students and youth with disabilities. BVR currently serves 36,634 customers across PA.

HIRAM G. ANDREWS CENTER (HGAC)

The Hiram G. Andrews Center (HGAC) is a comprehensive training center offering quality, individualized post-secondary education, pre-employment transition and support services to customers as they pursue goals of employment and independence. There are currently 88 students enrolled in accredited training programs for the summer term, and 34 are expected to graduate on 8/19/2022.

If you are interested in learning more about OVR services or would like to offer students with disabilities a work-based learning experience or internship, please reach out to Doug Rand (dorand@pa.gov) so that we can work to meet your needs for these valuable Diversity, Equity, and Inclusion initiatives and offer students life-changing opportunities.

Quarterly Meeting Agency Update

August 3, 2022

Agency: Department of Human Services

Office of Income Maintenance Bureau of Employment Programs

Earlier this year, DHS received federal approval for its updated TANF Work Verification Plan. As a result, the Office of Income Maintenance (OIM) released a series of policy and system updates for our EARN, Work Ready, and KEYS programs effective July 1, 2022. These changes were designed to streamline the process for tracking work activities for TANF participants and enhance service delivery. Highlights include:

- Eased time limitations for job search and job readiness activities.
- Instituting policies that allow contracted providers to calculate maximum hours of participation for Community Service, Work Experience, and Vocational Education, rather than counting individual hours.
- Streamlined contracted providers' reporting processes in CWDS.
- Updated guidance for Local Management Committees to further reflect DHS' human-centered approach to employment and training.
- Enhanced protocol for engaging highly vulnerable populations, such as individuals experiencing domestic violence.

DHS continues to expand access to its SNAP Employment and Training (E&T) programs, which include education programs with 14 of PA's community colleges, the EARN system with our LWBDs, and technical training programs with various community-based organizations.

- As of July 1, 2022, SNAP E&T is an optional WIOA partner.
- In January 2021, OIM expanded access to SNAP E&T for certain TANF recipients.
- DHS is poised to allocate federal American Rescue Plan Act (ARPA) funds to each of DHS' KEYS-partnering community colleges to issue time-limited scholarships to up to 1000 eligible SNAP and TANF receiving students.

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

Act 54 Payments

Governor Wolf signed Act 54 of 2022, which allocates millions in funding to long term care facilities and providers. Much of this funding will support facility and care work staff. From this, \$250,000,000 was allocated to nursing facilities, nursing facilities providing ventilator or tracheotomy care, personal care homes (PCH) and assisted living residences (ALR), home health and home care agencies, participant directed workers providing personal assistance services, adult day service providers, residential habilitation providers, and LIFE programs.

Act 54 established funding from ARPA to be used for COVID-19 relief for costs not otherwise reimbursed by federal, state or other sources of funding. To qualify for the one-time payment, the facility must be in operation as of July 1, 2022. The Office of Long-Term Living (OLTL) is still working on the details of all of these payments. Providers should expect to receive a letter with more details about the payments, including information about the approved use of and reporting in August of 2022.

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

Nursing facility (NF) providers, including those providing tracheotomy and ventilator care that qualify for an Act 54 payment, enrolled in the Medical Assistance program do not need to submit requests for the funding. All currently enrolled NFs will receive the funding provided they meet the criteria in the act. OLTL is preparing the distribution of the funds as one-time gross adjustment for NFs currently enrolled in MA. Providers should expect to see the payment appear as a gross adjustment transaction/lump sum payment on a PROMISE remittance advice with payment issuance occurring nine days after the transaction appears on their remittance. OLTL's intention is to distribute the payments in early Fall 2022.

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

ARPA HCBS Funding

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

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

A total of \$74.946 million in ARPA funds were provided by Act 54 to support personal assistance service providers. Individual funding amounts are based on claims and encounters for services provided in the third quarter of 2021. A total of \$59.957 million will be distributed to home health and home care providers. Direct care workers in the participant directed model providing personal assistance services will receive \$14.989 million. Adult Day care providers will receive \$6.959 million distributed proportionally based on claims and encounters paid in the third quarter of calendar year 2021. Residential habilitation providers will receive a share of \$535, 000 of ARPA funds distributed based on claims and encounters paid in the third quarter of calendar year 2021. Act 54 allocated \$5.353 in ARPA funds to LIFE providers which will be distributed based on the organizations total amount reimbursed for long-term care managed care for the 3rd quarter of calendar year 2021.

Home health, home care, adult day services, residential habilitation, and LIFE providers, that qualify for an Act 54 payment, enrolled in the Medical Assistance program do not need to submit requests for the funding. All currently enrolled HCBS and LIFE will receive the funding provided they meet the criteria in the act. OLTL is preparing the distribution of the funds as one-time gross adjustment for HCBS and LIFE providers currently enrolled in MA. Providers should expect to see the payment appear as a gross adjustment transaction/lump sum payment on a PROMISE remittance advice with payment issuance occurring nine days after the transaction appears on their remittance. OLTL's intention is to distribute the payments in early Fall 2022.

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

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

- Grant applications for HCBS providers to offer remote support technologies and enhancing quality of services and social determinants of health (SDOH) will soon be available.
- Rate increases for Personal Assistance Services were effective as of January 1, 2022.
- DHS is collecting attestations from providers of Personal Assistance Services, ResHab and Community Integration to make one-time payments based on services rendered. Payments started in Q1 of 2022 and will continue as providers return their attestations.
- DHS is collecting attestations Adult Daily Living Services Providers to make one-time payments based on previous services rendered. Payments started in Q1 of 2022 and will continue as providers return their attestations.

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

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

After releasing and reviewing feedback on a Request for Information, DHS released a Request for Applications (RFA) to implement an Agency With Choice (AWC) model of service for the OLTL HCBS programs. Responses to the RFA are due on August 29, 2022. DHS will be amending the CHC waiver to implement the AWC service model which will also have a comment period.

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

Childcare 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. As of February 1, OCDEL has awarded \$629.0 million of ARPA Child Care Stabilization Funds. This represents 95.9% of the funding earmarked for direct subgrants to eligible child care providers and 86.4% of the total Section 2202 funding provided to Pennsylvania.

OCDEL is in process of finalizing a grant with the balance of the ARPA Stabilization funds open for application in May and June of 2022. This grant will focus explicitly on workforce by providing eligible providers with financial support to address retention, recruitment, mandated training, and criminal background clearance costs. OCDEL intends to disperse funds in July and August. These funds are one-time only.

OCDEL and its partners, the ECE Professional Development Organizations (PDO), are working to ensure there is adequate capacity for Pediatric First Aid and Pediatric Cardiopulmonary Resuscitation training. In December 2020, new child care regulations mandated that all child care staff receive and maintain this certification. Those regulations were suspended through January 6, 2022. As a result, many providers are striving to locate an appropriate, approved course. As a starting place, OCDEL will be posting a list of approved trainers and financially supporting child care staff attendance through the PDO.

Quarterly Meeting Agency Update

August 3, 2022

Agency: Department of Aging

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the fourth quarter of the 2021 program year. Currently we are at 85% capacity, having 379 active participants out of 443 total slots. This year we have seen 86 participants exit our program because of unsubsidized employment and enrolled 257 new participants. Enrollment in our program has been slow, as shortages in the labor market has allowed many potential enrollees to find employment without additional skills training and many of the remaining potential enrollees are hesitant to return to workforce. Federal funding will continue for the 2022 program year. The Department was authorized for \$4,142,060 to operate the SCSEP until 7/30/23.

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

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

Quarterly Meeting Agency Update

August 3, 2022

Agency: Department of Community and Economic Development

Pennsylvania Broadband Authority: Brandon Carson began his role as the Executive Director of the Pennsylvania Broadband Development Authority in May. Two Authority Board meetings were held recently, a regularly scheduled meeting in June and a special meeting in July. At the July meeting, the Board approved submission of the application for PA's Digital Equity Planning Grant Program which was then submitted to NTIA for review. The next priority is to complete the application for PA's BEAD Planning funds which is due to NTIA August 15th. The next Authority Board meeting is scheduled for August 11th where we plan to approve submission of the BEAD application and finalize the composition of sub-committees.

The Authority's [website](#) was updated with a meeting schedule for 2022 and 2023, a federal funding chart, and a bio for the Executive Director. The website will continue to be expanded as the Authority's work grows. Interested parties are encouraged to visit the website for updates and important information about PA's broadband activities.

DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):** For FY22/23, WEDnet was funded at \$8 million.
 - **2nd Quarter Training Figures**
 - 13,911 employees trained
 - 401 unique FEINs
 - \$3,097,729.62 invoices paid
- **Manufacturing Training to Career:** For fiscal year 2022-23, Manufacturing Training to Career was awarded \$4.7 million in grant funds. In the second quarter, 15 grants were awarded for over \$1.9 million – 15 for training programs and 3 for awareness programs.
 - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
 - **Training** – Projects resulting in short-term work-readiness training that lead to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Pre-Apprentice and Apprenticeship Grant Program:** The Pre-Apprentice and Apprenticeship Grant Program (Apprenticeship Program) is a statewide program which offers assistance to registered apprenticeship programs. The program's goal is to increase apprenticeship availability to Pennsylvania employers to assist them with their talent recruitment and development. Funding is provided to eligible applicants for the purpose of reaching the goal of increasing apprenticeship accessibility across the state. Eligible uses of funds are expenses related to instruction that complements on-the-job learning.

Pennsylvania Manufacturing Advisory Council (MAC): Earlier this summer, MAC completed, "A Playbook for Pennsylvania's manufacturing Competitiveness." The playbook outlines how essential manufacturing

is to Pennsylvania's economic, what manufacturers are saying, and recommendations to recapture Pennsylvania's role as a top manufacturing state.

Interagency Collaborations:

- **Industry Partnerships (IPs):** 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 continues to participate with L&I on check in calls with the current partnerships, as well as the newly awarded partnerships.
- **Business Services Evaluation:** DCED continues to participate on the Evaluation of Business Services provided to business customers through the commonwealth workforce development system project. DCED participated in meetings with KPMG and the local workforce areas as the project was being introduced. DCED also assisted with the development of the engagement strategy and plan for the business survey and staff interviews.
- **NGA Workforce Innovation Fund & Workforce Innovation Network:** DCED participated in an NGA WIN national summit and workshop in Louisiana on BEAD Action Plans and Digital Equity Plans under the bipartisan Infrastructure Investment & Jobs Act (IIJA) to advance broadband access and digital skills in America's workforce. Topics covered during the summit included:
 - Action planning for Broadband Equity, Access and Deployment program (BEAD) and Digital Equity Act (DEA) programs,
 - How to maximize broadband deployment, including mapping access needs and addressing workforce shortages,
 - Advancing digital literacy and digital skills in the workforce,
 - Improving coordinated service delivery in support of better workforce outcomes,
 - Connecting state efforts to lead broadband expansion and digital skill development, and
 - Participants heard from top federal officials on the newly released guidance for deploying more than \$45 billion in IIJA investment through the Broadband Equity, Access, and Deployment, Middle Mile and Digital Equity Act programs, as well as shared best practices to build critical partnerships to bridge the digital divide and expand access to economic opportunity.
- **Keystone Economic Development and Workforce Command Center:** The Command Center met June 7th. During the meeting, there was an update on the Infrastructure Investment and Jobs Act, with a focused conversation on workforce considerations and digital equity. Other updates included governor's budget priorities, the WIOA plan, and committee reports. The next Command Center meeting is scheduled for September 6th.

Quarterly Meeting Agency Update

August 3, 2022

Agency: Corrections

Partnerships with Other Agencies

In May 2022, the DOC began conversations with Department of Agriculture to see how we can partner with them inside our State Correctional Institutions (SCIs). A tour of SCI Rockview's farm will be held at the end of July. At that time, we shall have additional information on how to develop a partnership.

In May 2022, the DOC began conversations with Department of Conservation and Natural Resources (DCNR) to see how we can partner with them at the Quehanna Boot Camp (QUE). The facility is located and surrounded by wildlife and forested area. Currently, DCNR provides a program at the Forestry Camp at SCI Rockview. Discussions have begun to see if a shorter version or similar can be done at QUE.

On May 18, 2022, the Workforce Development Specialist provided a presentation, hosted by the Erie Manufacture and Builder Association (MBA), on "Second Chance Hiring: Learn from Experts". It was a presentation on the benefits of hiring reentrants. Information was provided to employers on the programs offered to reentrants while incarcerated that make them a great candidate for employment. Flagger Force also provided a presentation on their partnership with DOC and the success they have had with reentrant employees.

On May 31, 2022, Team PA staff shared information on the Ag Reentry Project to see how the DOC can benefit and/or partner.

On June 1, 2022, DOC staff met with the Pennsylvania Sustainable Agriculture (PASA) team to discuss their Diversified Vegetable Pre-Apprenticeship. Once we receive the curriculum for the pre-apprenticeship, DOC will see how we can incorporate it into our current Landscape/Horticulture Vocational Programs inside the SCIs.

On June 7, 2022, the Workforce Development Specialist was a guest panelist for 2022 Chamber Day at the Capitol on "Workforce – Expanding the Talent Pool" hosted by the PA Chamber. Other panelists were Shelia Ireland from Labor & Industry and Brigadier General Maureen Weigl from Veterans Affairs.

On June 30, 2022, the Workforce Development Specialist provided a presentation at the York County Reentry Employer Roundtable, hosted by the York County Reentry Coalition, on the benefits of hiring reentrants. Information was provided to employers on the programs offered to reentrants while incarcerated that make them a great candidate for employment. Additional speakers were First Lady Frances Wolf on the importance of hiring reentrants, especially women reentrants, and a local York company owned by a reentrant.

On July 5, 2022, DOC reentry and Vital Records PA Department of Health staff met to discuss the challenges and possible streamlining the process to obtain birth certificates for inmates. Ideally, the DOC would like a process similar to PennDOT IDs for inmates.

On July 28, 2022, the Workforce Development Specialist provided a presentation, hosted by the U.S. Department of Labor, Office of Federal Contract Compliance Programs, on “Breaking Down Employment Barriers: Giving Individuals with Criminal Histories a Second Chance”. It was a presentation on the benefits of hiring reentrants. Information was provided to employers on the programs offered to reentrants while incarcerated that make them a great candidate for employment.

DOC continues to have monthly calls with the PA Turnpike Commission on how to develop a transitional workforce program by hiring reentrants. The positions are Equipment Operators and Automotive Mechanics. Discussions will continue on how we can set up an apprenticeship or pre-apprenticeship program with the Commission. This would also be a great “feeder” from the DOC CDL vocational program.

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

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

Corrections and Office of Vocational Rehabilitation (OVR) staff facilitated Reentry Employment Specialist training on June 9-10, 2022 at the Sunbury PA CareerLink, with 20 participants. The training was for OVR, PA CareerLink, Northumberland County, and community providers. Please visit: [Reentry Employment Specialist Training \(pa.gov\)](https://www.pa.gov/government/working/pennsylvania-workforce-development-board/reentry-employment-specialist-training) for future training events and how to register.

Quarterly Meeting Agency Update

August 3, 2022

Agency: Department of Agriculture

Agriculture Apprenticeships and Pre-Apprenticeships

- There are three new ag related programs currently in development which plan to register with the Apprenticeship and Training council in the next few months.
- Three of the current Ag apprenticeship sponsors have joined Keystone Development Partnership's Apprenticeship Navigator program. The Department will be part of the training as well.

PA Commission for Agricultural Education Excellence

- The Department is working with stakeholders to join efforts in developing a statewide strategic plan focused on increasing equity in higher education.
- The Commission is looking to explore creative funding opportunities to support agriculture education initiatives.
- The Ag education system has been experiencing major issues with recruiting potential ag education teachers.
- The commission is in the development stage of the 2022-2024 ag education workplan. Looking to identify how L&I and the commission can align workforce development goals and strategies.

Data and Demographics

- The Department has contracted with E-Consult to collect data on H2A and seasonal farm labor. This data includes information on demographics and provides insight into labor and workforce needs in the industry. The data will be available and made public in the next few weeks.

Farm City Day

- The Department hosted numerous Farm City Day events across the state. These events focused on connecting with youth who don't typically experience agriculture and exposing them to the various career opportunities in the industry.

Remake Learning Days

- The Department attended and participated in multiple Remake Learning Day events across the state. The Department collaborated with PDE and had a presence at multiple ag related events.

Collaboration with the Department of Corrections

- The Department has been working very closely with DOC to identify opportunities to collaborate and create ag related programs and create pathways into the industry for re-entrants.
- The Department has visited multiple SCI's to learn more about current opportunities and is working to create possible pre-apprenticeship programs.

PA Farm Bill

- Multiple PA Farm bill grant programs are now open or set to open over next few weeks. These programs can help fund workforce development and education opportunities within agriculture.
- Currently the Urban Ag and Small Meats grants are open and will close in September.
- Additional information on these grants and the other Farm Bill grants that will be opening can be found on PDA's website, <https://www.agriculture.pa.gov/Pages/PA-Farm-Bill.aspx>.

Quarterly Meeting Agency Update

August 3, 2022

Agency: Department of Education

School Code Changes

Enacted July 8, [Act 55 of 2022](#) includes School Code provisions that impact all sectors of education, including the educator workforce, career pathways, and postsecondary education:

- Beginning 2022-23, public schools must include industry recognized credentials on student transcripts.
- School districts, charter schools, and CTCs must enter into at least one dual enrollment agreement with a college or university in Pennsylvania by July 31, 2023.
- School districts must establish policies that allow home education students to participate in coursework, cocurricular activities and career/technical education (CTE).
- For the next three years, secondary cosmetology and barber students may apply up to 350 hours of training in a salon toward their license requirements under a new 3-year pilot program through their respective state boards.
- Effective immediately, out-of-state teachers, including career and technical education teachers, have a pathway to certification to teach in Pennsylvania.
- PHEAA received \$5 million to administer a school-based mental health internship program that provides grants to Pennsylvania students completing their field experiences to be a certified as a school nurse, school counselor, school social worker or school psychologist.
- A new Committee on Education Talent Recruitment is established within PDE to develop programs of study for high school students interested in pursuing careers in education along with a Talent Recruitment Grant Program for colleges to support prospective teachers.
- A new Commission on Education and Economic Competitiveness will advise the Governor and General Assembly on long-term education goals for the Commonwealth, including community partnerships in the education system, meeting the employment needs of the commonwealth, creating a system that effectively re-tools displaced workers, and addressing the impact of the commonwealth's changing demographics.

Educator Workforce

On July 19, PDE announced three competitive grant programs totaling \$5 million aimed at strengthening and diversifying the teacher and school leader pipelines in Pennsylvania. Educator preparation programs are invited to [apply](#) by August 22, 2022; priority will be given to programs that partner with local education agencies and other organizations.

1. The [Aspiring to Educate STEM-Computer Science \(A2E STEM-CS\) grant program](#) will use \$1 million of [PAsmart funds](#) to increase the number, diversity, and cultural awareness of STEM-CS teachers statewide.
2. The [Innovative Teacher Prep 2 Practice grant program](#) will provide awards up to \$100,000 to educator preparation programs to create cohesive and innovative clinical experiences for teachers that make explicit connections across the three stages of clinical experience: as first-year candidates, during their capstone clinicals, and induction. Total available is \$2 million.
3. The [Innovative Principal Prep 2 Practice grant program](#) will provide awards of up to \$100,000 to educator preparation programs to build innovative partnerships with LEAs that improve the “prep to practice” linkage in the preparation of school leaders. Total available is \$2 million.

The grant programs supplement PDE's recently released [strategic plan](#) to recruit and retain more educators across the commonwealth, [The Foundation of Our Economy: Pennsylvania Educator Workforce Strategy, 2022-2025](#).

Child Care and the Early Childhood Education Workforce

The 2022-23 enacted state budget included a \$60 million increase for Pennsylvania Pre-K Counts (PKC) and a \$19 million increase for the state Head Start Supplemental Assistance Program (HSSAP) Funding. Both prekindergarten initiatives have experienced challenges with staff retention and recruitment. The increased investments will allow grantees to increase compensation for staff. The PKC funding increase provides an additional 2,300 slots statewide and increases the amount providers receive per slot to \$10,000 for full-day and \$5,000 for part-day. The HSSAP will address increased costs to serve children in those programs through 2027-28.

The state budget also includes \$25 million for a new Child Care Tax Credit to benefit Pennsylvania's working families with children in child care and \$90 million to stabilize the child care workforce through recruitment and retention payments. Throughout the pandemic, the Office of Child Development and Early Learning (OCDEL) has worked to stabilize the child care sector through the distribution of state and federal stimulus funds. OCDEL is processing grant applications for more than \$114 million in federal American Rescue Plan Act (ARPA) Child Care Stabilization and Coronavirus Response and Relief funds to Workforce Supports Grants, which will provide more than 36,000 individuals a \$2,000 or \$1,000 retention incentive. The grant makes available additional funds to support recruitment incentives and new staff requirements such as training or background clearance costs.

OCDEL business partners the [ECE Professional Development Organizations](#) (PDO) are building on a pilot initiative which commenced in 2021-22. The PDOs are developing ECE workforce supply pipelines with career and technical education centers and high schools offering the CDA Ready program. Students interested in an associate or bachelor's degree in early childhood education are advised and dual enrolled with a PDO. The PDO financially supports their enrollment and coordinates with local child care for employment opportunities while enrolled. Participants agree to work in ECE for a minimum of two years beyond completing their degree. This effort is growing to support about 150 students in 2022-23.

Industry Credentials

In June, PDE posted an updated version of the [Industry-Recognized Credentials for Career and Technical Education Programs: A Resource Guide for Pennsylvania's Career and Technology Centers](#) that includes 37 new industry credentials. The program areas seeking additional certifications were Agriculture, Business, Health, Marketing, Occupational and Trade and Industrial.

Nurse Aides

During the pandemic emergency, a waiver from the federal Centers for Medicare and Medicaid Services (CMS) allowed an expanded group of individuals to become employed in the job title "temporary nurse aide (TNA)" while working toward their certification. PA Act 138 of 2020 provided a pathway to TNAs to be certified and enrolled on the PA Nurse Aide Registry. See [Temporary Nurse Aide \(pa.gov\)](#).

An individual hired as a TNA must submit a completed attestation form through the Credentia website by October 6, 2022 to be eligible for this opportunity. The waiver applies only to individuals hired in the job title TNA through June 6, 2022 and is not related to nor a substitute for a PDE-approved nurse aide training and competency evaluation program (NATCEP). A TNA must pass both parts of the state examination by

October 6, 2022 continuing performing the duties of a nurse aide or be removed from those duties. After October 6, 2022, a TNA wishing to work as a nurse aide will need to complete a PDE-approved NATCEP.

To date, 3,065 TNAs have submitted applications through the Act 138 pathway. 751 applications were returned due to incomplete information and will be reviewed when corrected and resubmitted. 2,314 were permitted to take the nurse aide exam, and of these:

- 1,300 TNAs took the written exam; 1,160 (89%) passed.
- 774 TNAs took the skills test; 519 (67%) passed.

Several hundred individuals are scheduled to take upcoming tests. As of July 24, 2022, 419 TNAs have passed both portions of the state CNA examination and are enrolled on the PA Nurse Aide Registry.

Career Ready PA Coalition


The Career Ready PA Coalition concluded the 2021-22 school year sessions in June with best practices and strategies from stakeholder champions in Erie and the statewide intermediate units. Central Susquehanna Intermediate shared their “Credential of Paraeducator Preparation” to develop educator career pathways, developed with the Central Pennsylvania Workforce Development (Advance Central PA) Corporation. Coalition sessions will resume in October with best practices in career and workforce readiness from a state agency champion, the PA Council on the Arts.

Remake Learning Days Career Ready PA Backpack Challenge

During the [Remake Learning Days Across America](#) (RLDAA) festival held statewide from May 12-23, learners earned over 1,200 artifact badges and six schools earned banners with over 100 badges for their career portfolios in the Career Ready PA Backpack Challenge. The RLDAA festival celebrates hands-on learning opportunities in STEM, the arts, youth voice, and more. Among the event hosts were local community organizations, state agencies, libraries, employers, and PBS. Agriculture- and environment-focused events garnered over 500 attendees, including 144 students and families who learned about drones from farmer William Thiele. An [article in EdWeek](#) highlights the value of parent engagement in the festival.

Title II Adult Education

The Division of Adult Education awarded grants in July for Family Literacy Direct Service, Tutoring Program for Adults, and Adult Basic Education Services. See awardees at [Division of Adult Education Grant Competitions](#). These grants provide more than \$26 million to meet foundational education needs of adult learners through holistic supports, provide multigenerational education to parents and young children, and help adult learners gain skills to access careers and postsecondary education.



Improving Job Retention through Post-Job Placement Worker Supports

**Pennsylvania Workforce Development Association (PWDA)
Policy & Advocacy Fellowship**

Marlyn Barbosa, Dillon Moore, Judd R. Pittman, Mary Turner



Policy Challenge

- Workers often face *barriers* to both obtaining and retaining employment, including access to *supportive services* such as reliable transportation, childcare, clothing/uniforms, and other financial expenses. However, publicly funded workforce development programs often prioritize training and initial job placement over longer term job retention.
- For example, the *Workforce Innovation and Opportunity Act (WIOA)* Adult/Dislocated Worker requirements prohibit the use of funding to provide supportive services, regardless of an individual's need, during the 12-month follow-up period once a participant obtains a job.



Policy Recommendations

- Congress should support longer-term job retention outcomes of workers by *updating the Workforce Innovation and Opportunity Act (WIOA)* to allow for supportive services for Adults and Dislocated Workers during the 12-month WIOA follow-up services period required after a participant obtains a job.
- Pennsylvania policymakers should make funding available for a competitive grant *pilot initiative to build evidence on the value of post-job placement supportive services* in leading to longer-term retention outcomes for workers with employment barriers. Potential funding sources include American Rescue Plan Act (ARPA) funding that the Commonwealth received in 2020 and WIOA state set-aside funding that can be used for discretionary grantmaking.

Testimonial

Meet Octavia...

- Tec Centro Student- Phlebotomy Tech
- SNAP E&T Program (SNAP 50/50)
- Multiple Barriers
 - Uniforms
 - Child Care
 - Reliable Transportation
- Successful Program Completion
- UPMC
- SNAP 50/50- Childcare (90 days)





Evidence and Need

70% of employees surveyed

Quits increased by **3%** to **4.5 million** in November

Both benefit



Program Examples from Pennsylvania

Temporary Assistance for Needy Families (TANF) - Employment Retention Advancement Network (EARN)

- Provides individual Personal Supportive Services Accounts (PSSA) for up to 12 months after TANF benefit closes due to earned income.

SNAP Employment & Training Programs (SET) and Keystone Education Yields Success (KEYS)

- Provides job retention services (including supportive services) for up to 90 days following job placement.



Updates

- U.S. House of Representatives passed the Workforce Innovation and Opportunity Act of 2022 (reauthorizing WIOA) on May 17, 2022.
- The reauthorized legislation allows supportive services to be provided to WIOA Adult and Dislocated Workers for up to 12 months following job placement.
- The bill requires passage in the Senate to be enacted.
- In absence of Federal action STATES can take actions: pilot programs

Reflections from the PWDA Fellowship

- Challenged us to identify a workforce development policy issue and recommend solutions in a clear, informative way.
- Provided opportunities to engage with elected officials' offices and other policymakers.
- Expanded our networks of workforce development and policy-minded professionals in Pennsylvania.
- Taught us best practices in advocacy, including communication and coalition building.



Industry Partnerships and Employer Engagement Committee

Quarterly Update

August 3, 2022

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

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

- **Business and Information Technology (IT)**
 1. Focus currently on attracting and retaining talent
 2. Interest in understanding and growing IT apprenticeship and pre-apprenticeship
 3. Interest in promoting certifications in Cyber Security Service Provider (CSSP) Auditor, Offensive Security Certified, Professional (OSCP), Offensive Security Certified Expert (OSCE), CompTIA Security+, CompTIA A+, CompTIA Linux+)
 4. Interest in addressing statewide broadband especially in rural areas
- **Hospitality**
 1. Focus currently on retaining and attracting talent
 2. Interest in understanding and growing hospitality apprenticeship and pre-apprenticeship
 3. Interest in enhancing the image of the industry to better attract talent
 4. Address the need for daycare options for employers in this sector
 5. Review and ensure benefits are comparable and competitive with other industry sectors
 6. Provide various transportation opportunities for employees, especially in rural areas
- **Agriculture**
 1. Worker retention
 2. Talent pipeline
 3. Supply chain
 4. Supporting H-2A Temporary Agriculture Visa
- **Healthcare**
 1. Streamlining the licensure and certification renewal process
 2. Developing and promoting a healthcare apprenticeship program
 3. Provide childcare support for healthcare workers (e.g., tax credits)
 4. Support issues and challenges of contracted healthcare services agencies

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

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

- Manufacturing – August 2022
- Construction – October 2022



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

Career Pathways & Apprenticeship Committee

Quarterly Update

August 3, 2022

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

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:
 - 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: RA & Pre-RA for Employers, RA & Pre-RA for Job Seekers, Funding RA , and a Building a Program quick reference guide or 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 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

Youth Committee
Quarterly Update
August 3, 2022

Work of the Committee

The committee has embraced this time as an opportunity to reflect and plan for continued action to ensure high quality services and strong outcomes for young peoples. The committee has been exploring several items during the last quarter:

- First, the committee reviewed pressing priorities that impact programs across the commonwealth. Those areas included/
- Act 158: There was a robust discussion about the new high school graduation standards (Act 158) and how they intersected with the State WIOA goals. It was decided that the committee would benefit from additional information on Act 158 and PDE will be providing the committee with a presentation during the September meeting.
- Post Program Planning: The committee discussed early outreach for comprehensive benefits counseling relative to employment and transition strategies following program completion and/or High School Graduation. As young people transition, there are many high-priority populations who need additional support as they progress along their career journey. The committee discussed the special needs of young people living with disabilities, foster care connected youth, and Justice involved youth. The committee hopes to learn more about strategies like income disregard at a future meeting and how it is/can be utilized in Pennsylvania.
- There was discussion around the new PA Science Standards. The committee has a few questions about how the implementation of the standards will work so PDE is facilitating communication so that the committee can dedicate a meeting to understanding the new standards.

Chekemma Townsend, Chair
Youth Committee

Reentry Ad Hoc Committee

Quarterly Update

August 3, 2022

Work of the Committee

- The committee has been working on various employment related topics over the course of the past year. After identifying issues and initiatives deemed imperative for the success of reentrants in the current labor market, the committee has decided to reorganize into three working groups. These working groups are focused on the following issues to work to ensure that those reentering the workforce can excel in meeting reentry related demands:
 - Group 1 is focused on employment issues, like the application and interviewing process. This group met on June 9th and considered issues like hiring incentives for employees and employers; limits on employer liability; reentry training and support for the PA CareerLink® system; an employment return on investment study; state certification for employers and employees; roundtable discussions across the state; pardons or expungements for low level offenses; and regulations on background checks.
 - Group 2 is focused on transportation and infrastructure. This group met on June 8th to consider comprehensive identification reform for state ID and driver's licensing; occupational licensing guides; infrastructure funding for the reentry community; targeted employment support for women post incarceration; and work transportation assistance.
 - Group 3 is focused on making electronic information clear and easily accessible to reentrants. This group met on June 8th and discussed the PA WDB Landing Page and Resources; the Employer/Employee Tool Kit; revising and updating the employer one-pager; and a return on investment study on employment (resources for employers and reentry support agencies).
- The full committee convened again on July 7th and during this meeting the working groups were requested to have at least 2 initiatives selected to move forward with implementation by the end of August 2022. These initiatives will be presented to the PA WDB for consideration in November.

Jeff Brown, Chair

Reentry Committee

Continuous Improvement Committee Meeting Summary

Quarterly Update

August 3, 2022

Common Digital Intake Project Update

The committee received a presentation from the development team working on the Digital Common Intake. Highlights included:

- The project has moved into the development phase.
- Pilot offices have been selected. Pilot offices include Cumberland, Allegheny East, Bradford-McKean, Lehigh, and Lawrence.
- Change Champion teams continue to be engaged to help ensure the project is ready to hit the ground running once the pilot phase after development has been completed.

Pennsylvania Workforce Development Act

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

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

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

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

Workforce System Performance Dashboard

The WIOA primary indicators performance have now been incorporated into the Keystone Economic Development and Workforce Command Center Dashboard. You can visit that dashboard here: <https://data.pa.gov/stories/s/Workforce-Dashboard-Education-and-Training/ehdd-2k4f>

The committee developed three recommendations related this dashboard.

Brian Funkhouser, Chair
Continuous Improvement Committee

Continuous Improvement Committee Proposed Recommendation:

Recommendations for changes to the Workforce Performance Dashboard

- Move/Duplicate dashboard to L&I Workforce web site
 - *Rationale* – Keystone Economic Development and Workforce Command Center was created by executive order. Moving this to the Department site would allow its continued existence after this administration.
- Provide qualifiers for wages
 - *Rationale* – currently only raw dollar amounts are included. By adding a note that these results are quarterly, it would enhance stakeholder understanding.
- Provide comparisons to negotiated levels and the ability to compare across regions
 - *Rationale* – currently the levels of performance have no context. The ability to compare to the negotiated goals, as well as compared to other regions, will help stakeholders to better understand the data that is presented.

Healthcare Workforce Ad Hoc Committee
Quarterly Update
August 3, 2022

The Healthcare Workforce Ad Hoc Committee developed the following two recommendations for consideration of the PA Workforce Development Board.

Recommendation 1:

Given the existing CNA workforce challenge, the end of the Temporary Nurse Aide program, and the need to boost the CNA workforce to meet new staffing standards, the Commonwealth in coordination with PA Department of Health (DOH) and Nurse Aide Training and Competency Evaluation Program (NATCEP) in the PA Department of Education (PDE) will publish, update, and post a publicly available monthly dashboard with aggregate data on the appropriate department website to help ensure all stakeholders can accurately monitor CNA workforce status, trends, and forecasting.

The monthly dashboard shall include the following data:

- Total number of CNAs on registry at present time
- Total number of CNAs who tested with NAAP in past month (separated by written, skills or both)
- The number of CNAs who successfully completed the NAAP exam in the past month
- The number of CNAs scheduled for the NAAP skills exam in coming month
- The number of CNA registration renewals
- The number of available NAAP testing slots for the next three months

Data shall be reported at a county level based on residence.

Recommendation 2:

The PA WDB Healthcare Ad Hoc Committee recommends that the Commonwealth engage with Centers for Medicare and Medicaid Services (CMS) on a TNA testing deadline extension.

Matthew Yarnell, Chair

Healthcare Workforce Ad Hoc Committee

One-Stop Service Delivery System Committee

Quarterly Update

August 3, 2022

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

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

- Career Staff Professional Development:
 - Every meeting the committee receives an update on actions related to the Board's May 2021 recommendation to invest in sustainable training for PA CareerLink® staff. The most recent update summarized that the Bureau for Workforce Development Administration was contracting with the Pennsylvania Workforce Development Association (PWDA) to create a training and delivery structure for future staff development.
 - The committee has been receiving updates on the FASFA training done by the PWDA and will soon be reviewing the white paper of recommendations that will be produced.
- Systems Service Job Seekers
 - Benefits Access: Several committee members met with representatives from Illinois and Virginia to talk about their common intake processes and how they fit benefits access into the process.
 - The committee receives regular updates about the common digital intake update.
- Systems Alignment
 - The committee has a proposed recommendation for PA Workforce Development Board review regarding the integration of the different processes used by One-Stop agencies to approve workforce training opportunities for PA CareerLink® customers. .

Sarah Hollister, Chair

One-Stop Service Delivery System Committee

One-Stop Service Delivery System Committee Proposed Recommendation:

The PA WDB One-Stop Service Delivery System Committee recommends that the State create an interagency working group with the goal of aligning the processes to determine providers on the Eligible Training Provider Lists (ETPL) that exist for the PA Department of Labor and Industry and the PA Department of Human Services. The working group would analyze the current processes of each department, identify differences and similarities, and create a singular process that would be used to determine eligible training providers used by both departments.

Rationale: Currently, two processes exist to determine training providers that are eligible for state training dollar reimbursement.

A combined ETPL list could create efficiencies and better serve employers and job seekers across the commonwealth. Specifically, a combined list would:

1. reduce administrative duties,
2. ensure alignment of employer needs across systems,
3. better serve PA CareerLink® customers seeking employment,
4. reduce the burden on training providers who currently must complete two administrative processes to become eligible providers, and
5. ensure that all job seekers have access to high quality training programs for career pathways leading to self- and family sustaining wages, and
6. encourage co-enrollment in workforce services to maximize the support to one-stop customers.

The PA WDB would like an update on all actions and proposed next steps related to this recommendation at the November 2022 meeting.

Pennsylvania Profile

July 2022

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

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

Help Wanted OnLine Job Postings			
June 2022	June 2021	Volume Change	Percent Change
266,399	234,896	31,503	13.4%

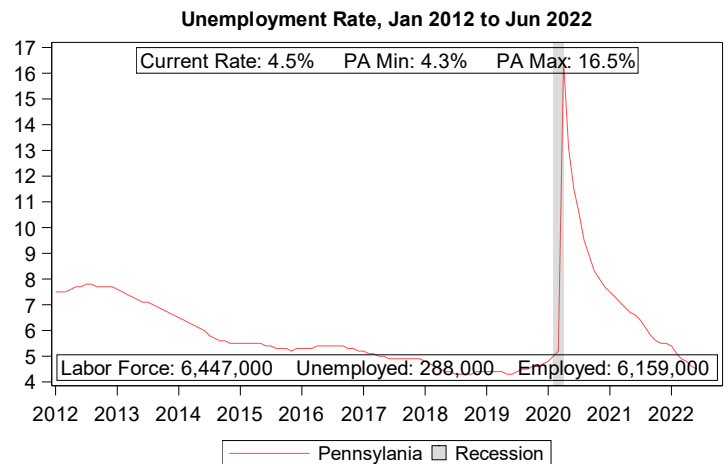
Source: Burning Glass Technologies Help Wanted OnLine™

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

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

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

Note: All income (excluding Per Capita) is displayed in thousands.
Source: Bureau of Economic Analysis (BEA) - 2020



Top 25 Employers by Employment in Q4 of 2021

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Jul 2021 to Jun 2022		Jun 2022 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	680	0.9%	162	0.4%	2,482	0.8%
Construction	8,850	11.8%	3,649	8.2%	41,505	12.7%
Manufacturing	7,170	9.6%	3,157	7.1%	33,141	10.1%
Trade, Transportation & Utilities	15,040	20.1%	15,796	35.3%	77,444	23.6%
Information	870	1.2%	304	0.7%	3,536	1.1%
Financial Activities	3,400	4.5%	1,120	2.5%	13,916	4.2%
Professional & Business Services	12,200	16.3%	5,210	11.7%	46,302	14.1%
Education & Health Services	14,750	19.7%	6,862	15.3%	58,453	17.8%
Leisure & Hospitality	6,990	9.3%	4,999	11.2%	32,370	9.9%
Other Services	2,220	3.0%	574	1.3%	7,127	2.2%
Government	2,380	3.2%	331	0.7%	4,096	1.2%
Info Not Available	450	0.6%	0	0.0%	0	0.0%
Total	75,000	100%	44,714	100%	327,829	100%

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

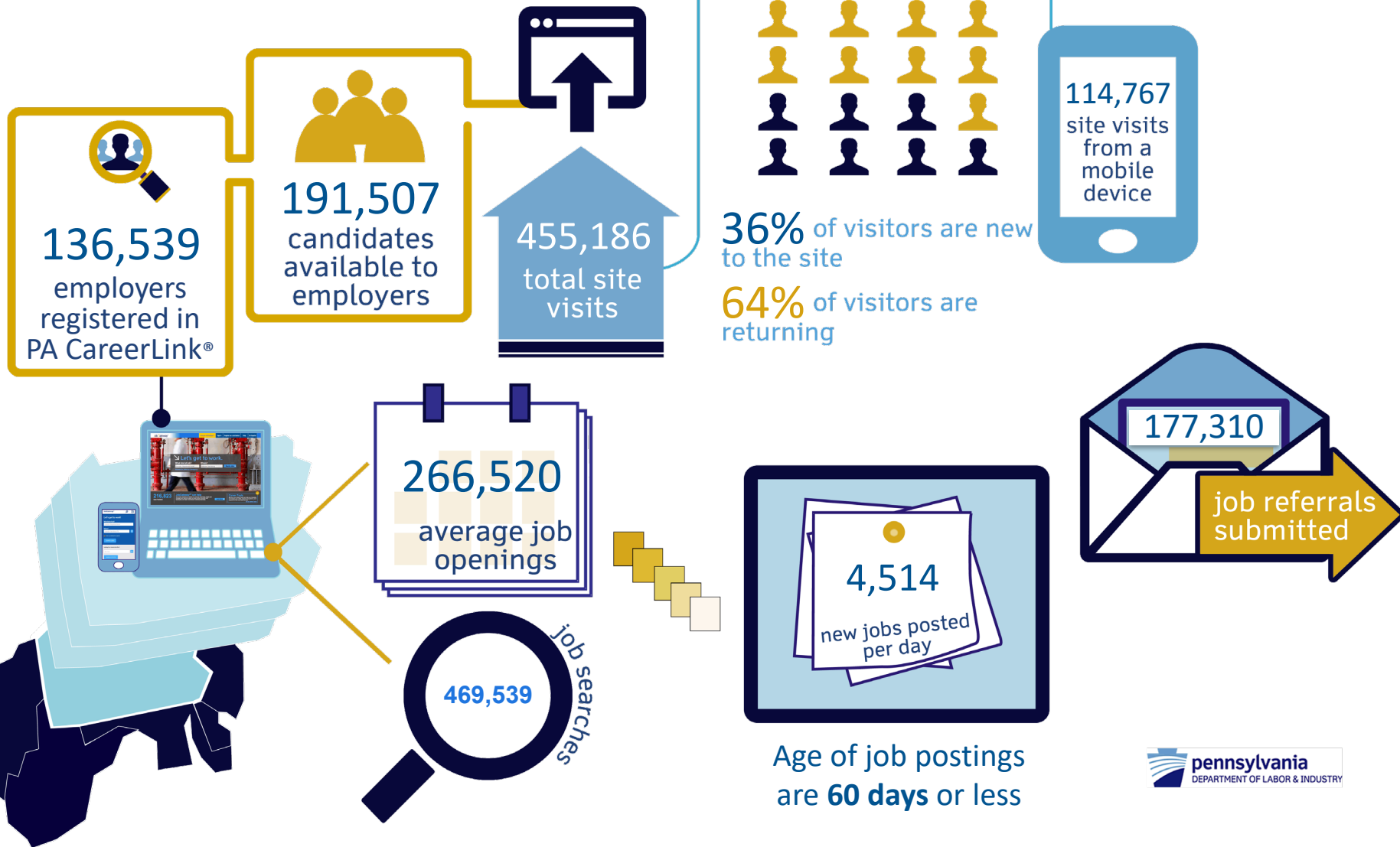
Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2021 Annual Averages					
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage
	Total, All Industries	370,424	5,650,131	100.0%	\$64,698
11	Agriculture, Forestry, Fishing and Hunting	2,484	26,286	0.5%	\$40,385
21	Mining, Quarrying, and Oil & Gas	1,204	21,095	0.4%	\$93,190
22	Utilities	1,407	33,677	0.6%	\$104,954
23	Construction	30,057	262,659	4.6%	\$72,863
31-33	Manufacturing	14,356	544,309	9.6%	\$69,399
42	Wholesale Trade	22,875	204,747	3.6%	\$91,617
44-45	Retail Trade	40,269	596,656	10.6%	\$35,155
48-49	Transportation and Warehousing	12,363	325,678	5.8%	\$54,663
51	Information	7,017	89,337	1.6%	\$112,642
52	Finance and Insurance	19,290	266,547	4.7%	\$110,319
53	Real Estate and Rental and Leasing	11,662	64,086	1.1%	\$69,673
54	Professional and Technical Services	46,735	375,149	6.6%	\$108,778
55	Management of Companies and Enterprises	5,886	137,811	2.4%	\$146,979
56	Administrative and Waste Services	18,809	298,293	5.3%	\$45,867
61	Educational Services	9,403	462,280	8.2%	\$63,829
62	Health Care and Social Assistance	53,828	1,044,949	18.5%	\$58,612
71	Arts, Entertainment, and Recreation	5,473	82,825	1.5%	\$39,464
72	Accommodation and Food Services	27,979	397,869	7.0%	\$22,075
81	Other Services (Except Public Administration)	34,235	184,954	3.3%	\$40,489
92	Public Administration	5,093	230,925	4.1%	\$67,428

Company Ownership					
Total, All Ownership		370,424	5,650,131	100.0%	\$64,698
Private Ownership		357,386	4,998,581	88.5%	\$64,743
Federal Ownership		2,702	98,915	1.8%	\$82,423
State Ownership		1,452	126,265	2.2%	\$67,722
Local Ownership		8,885	426,370	7.5%	\$59,170

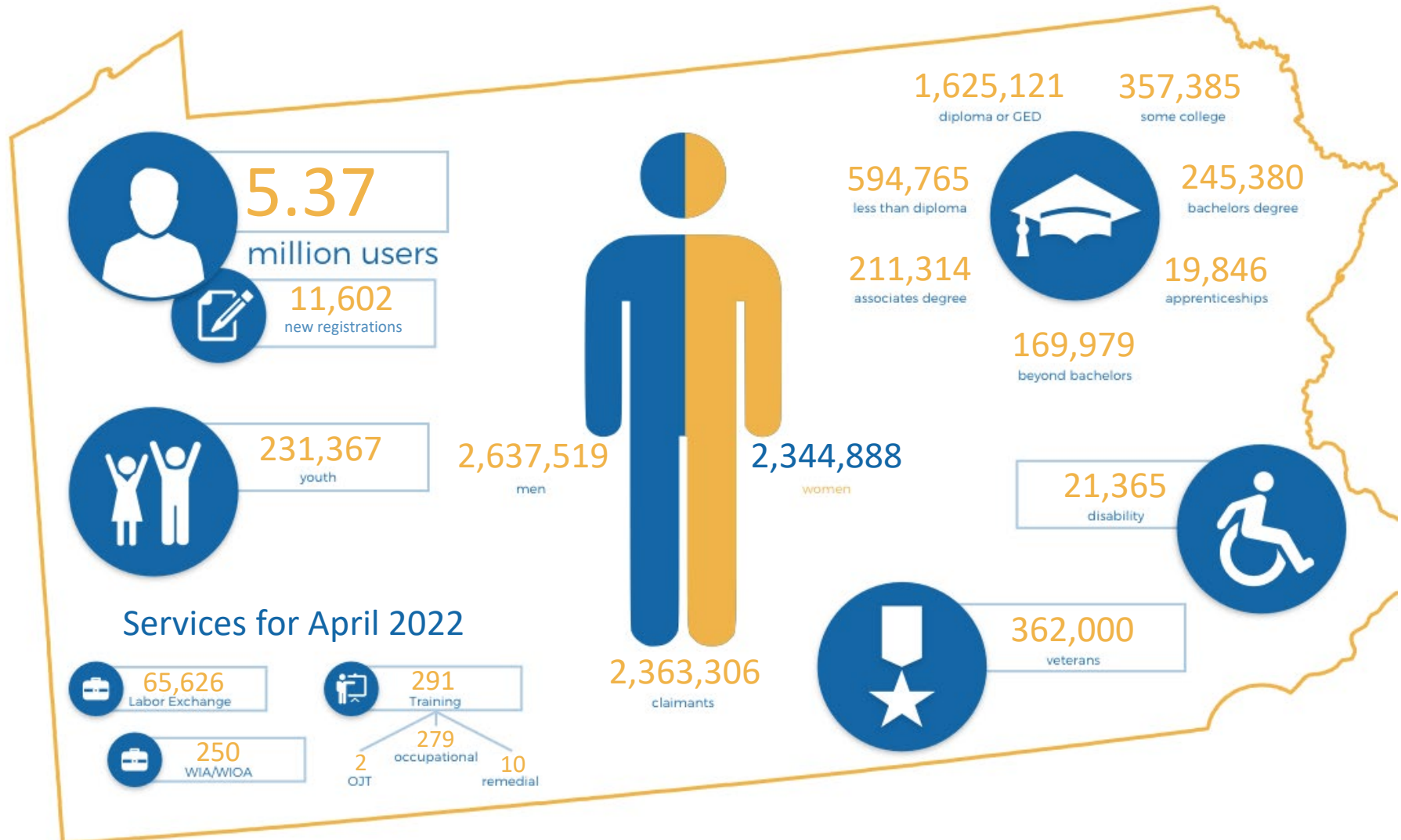
Occupational Employment (2018) and Wages (2021)					
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,329,070	\$25,950	\$55,490	\$70,030
11-0000	Management	322,280	\$57,920	\$120,590	\$151,450
13-0000	Business & Financial Operations	302,930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

Note: 'ND' represents Non-Disclosable information.



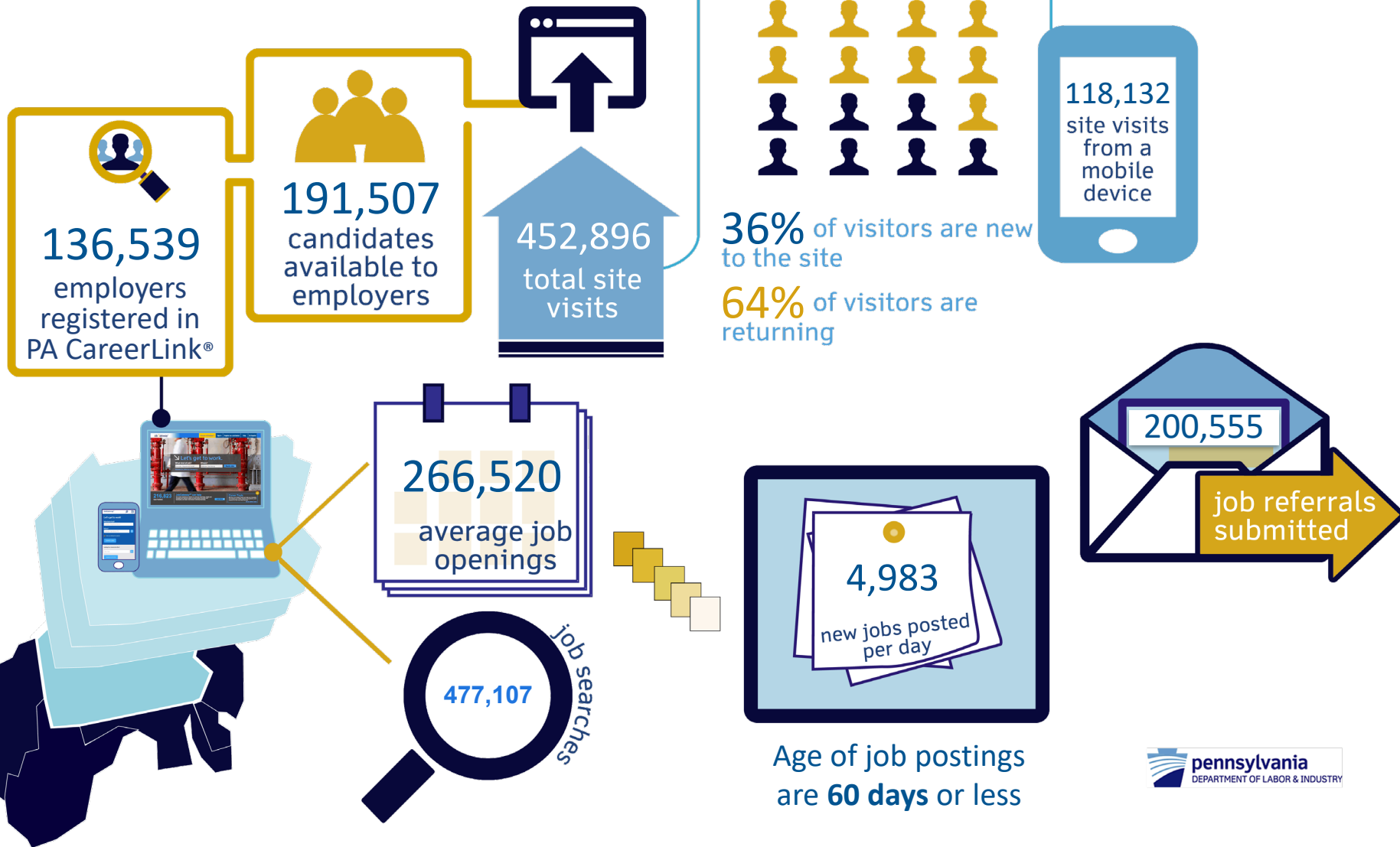


CWDS/PA CareerLink® User Demographics & Services



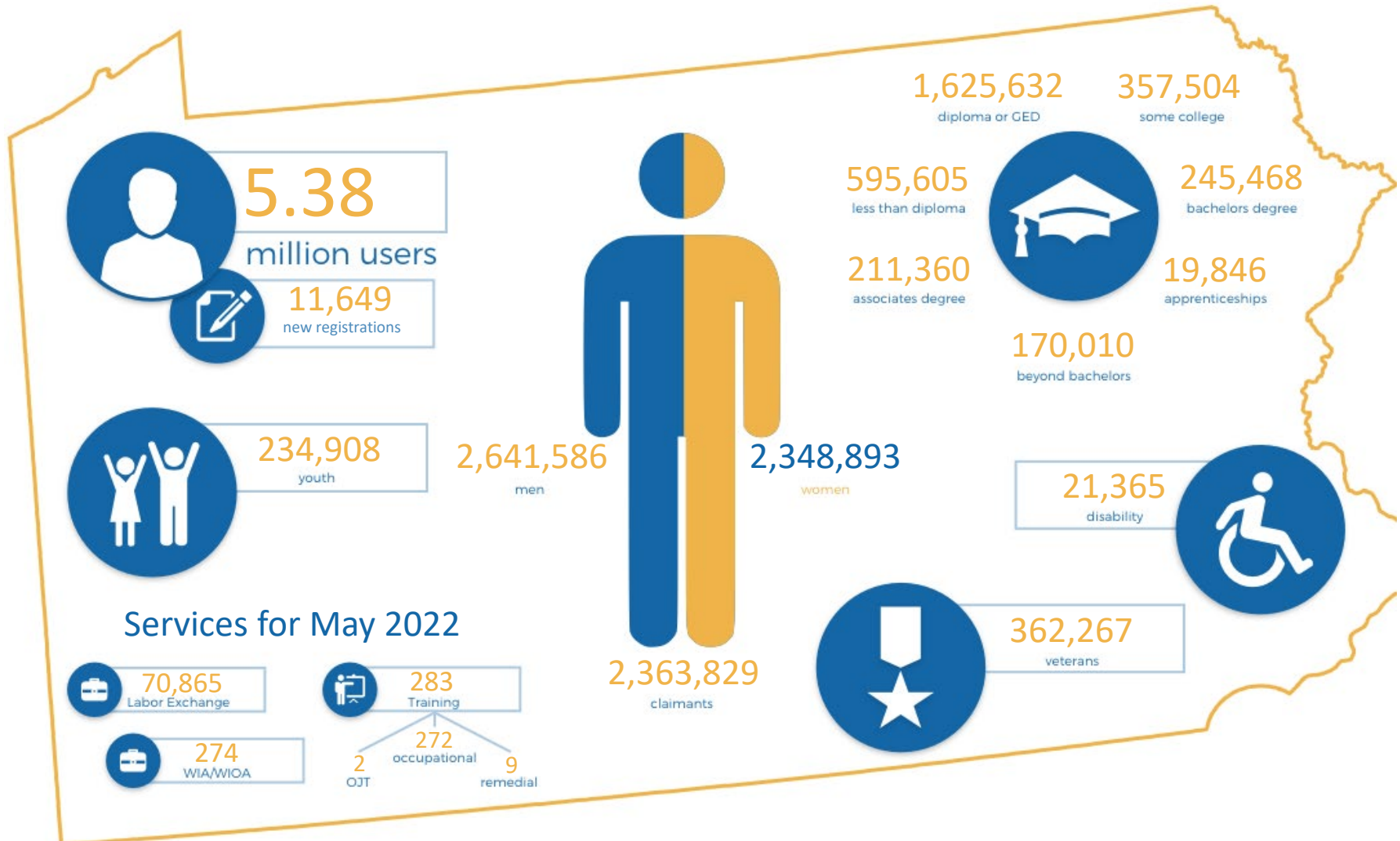
Infographic Description

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



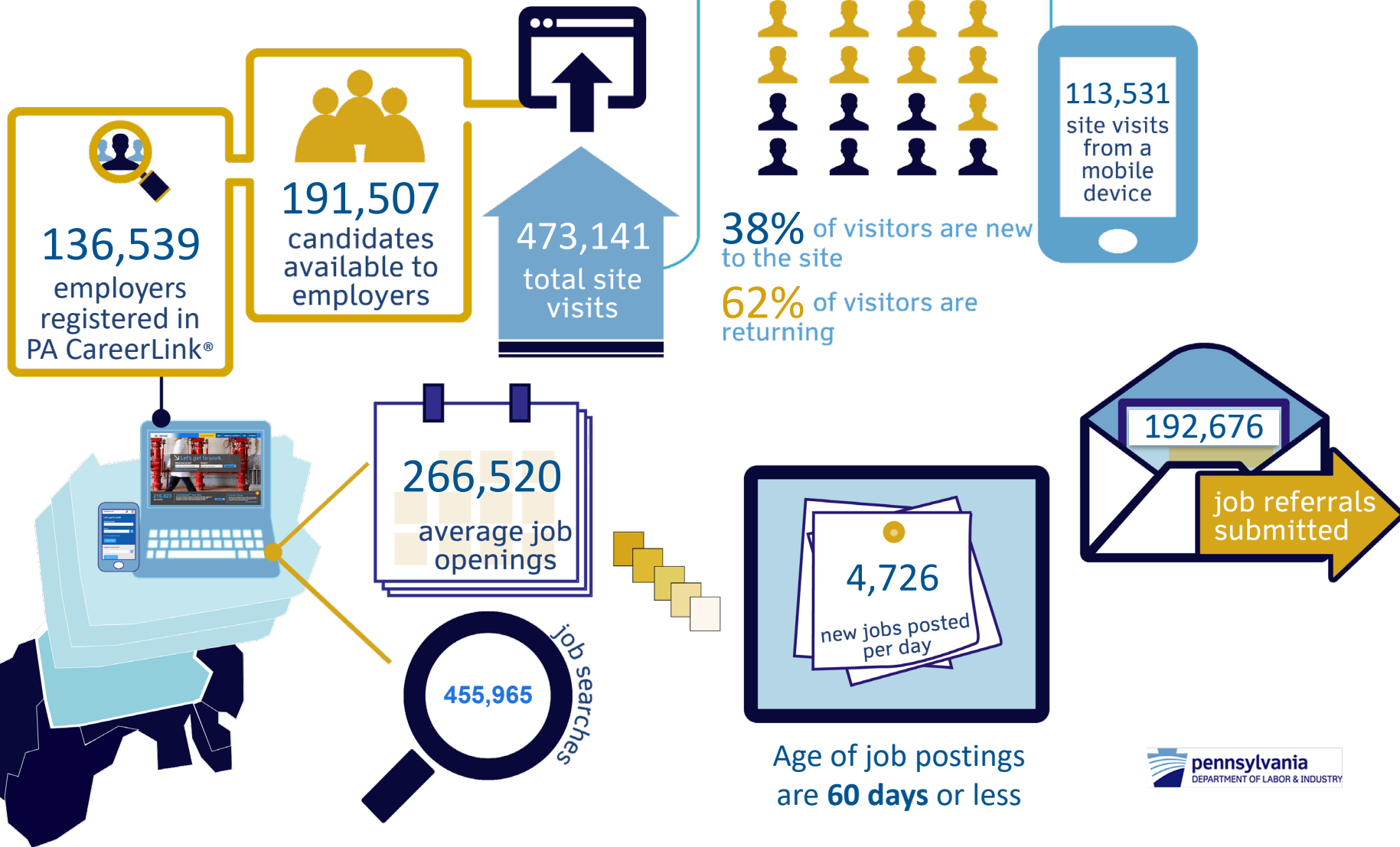


CWDS/PA CareerLink® User Demographics & Services



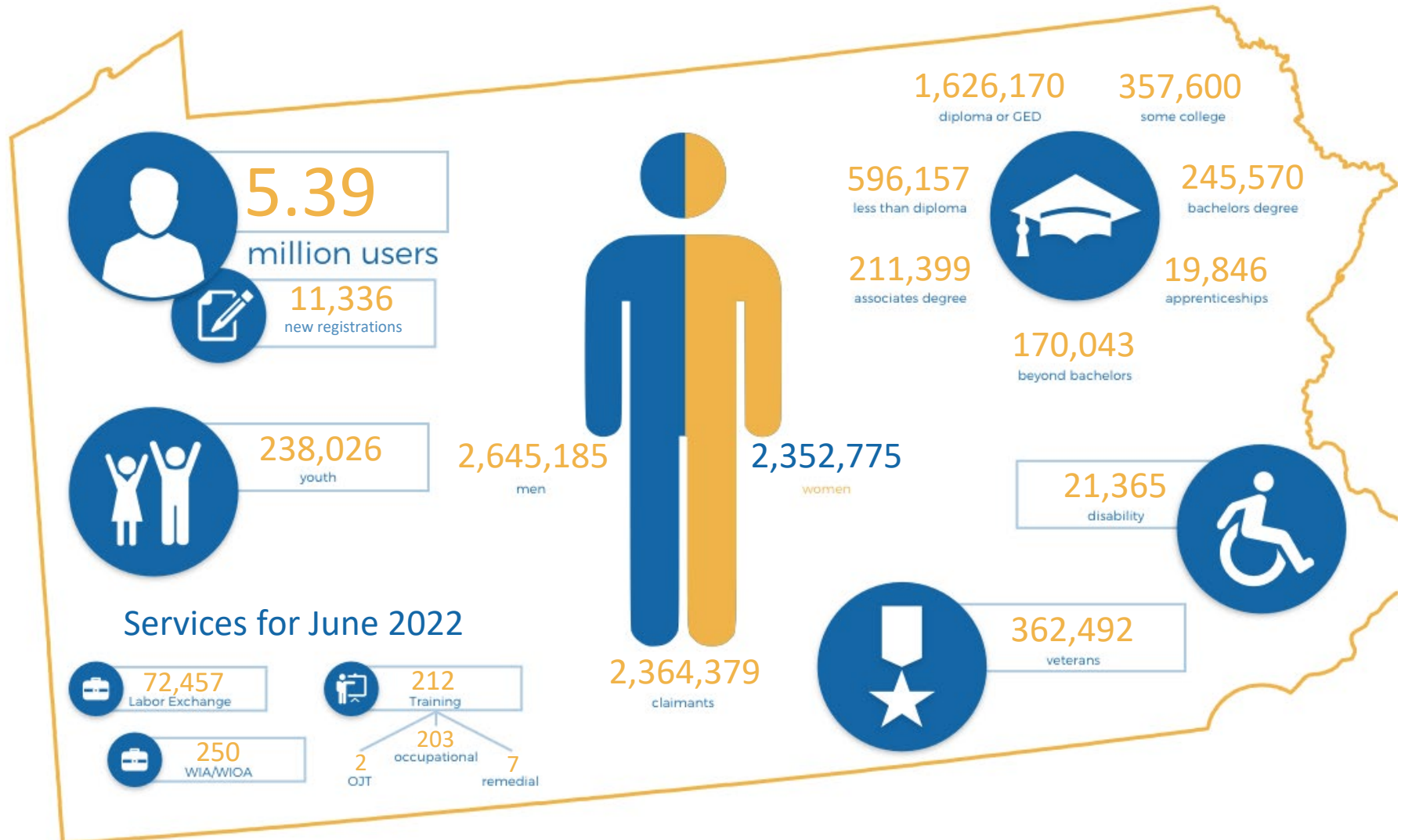
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CWDS/PA CareerLink® User Demographics & Services



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WIOA Title I and Title III Workforce Performance Outcome Progress

Program Year 2021 (Through 4th Quarter)

Statewide

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

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

The information below evaluates Pennsylvania's current scores, rather than raw performance, and is based on Program Year 2021 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 2023.

Overall Program Scores

Not Meeting	Meeting	Exceeding
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Overall Indicator Scores

118.1%	130.4%	108.4%	107.3%
Title I Adult	Title I Dislocated Worker	Title I Youth	Title III Wagner-Peyser

98.6%	96.7%	129.5%	108.9%	160.5%
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	94.1% (70.6% / 75.0%)	95.4% (67.7% / 71.0%)	123.8% (\$7182/ \$5800)	117.6% (68.2% / 58.0%)	159.7% (60.7% / 38.0%)
Title I Dislocated Worker	99.4% (77.5% / 78.0%)	96.9% (75.6% / 78.0%)	119.4% (\$9548 / \$8000)	129.3% (76.3% / 59.0%)	207.3% (68.4% / 33.0%)
Title I Youth	101.7% (67.1% / 66.0%)	104.8% (62.9% / 60.0%)	141.5% (\$3890 / \$2750)	79.9% (57.5% / 72.0%)	114.4% (65.2% / 57.0%)
Title III Wagner-Peyser	99.1% (64.4% / 65.0%)	89.5% (59.1% / 66.0%)	133.4% (\$7336/ \$5500)		

WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th Quarter Program Year 2021 Local Workforce Development Areas

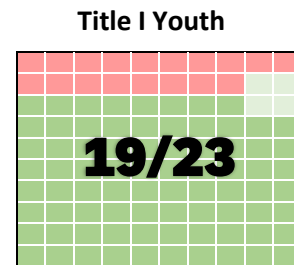
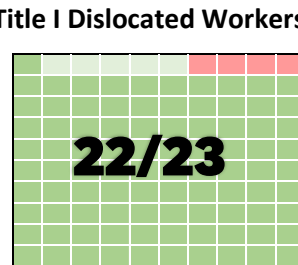
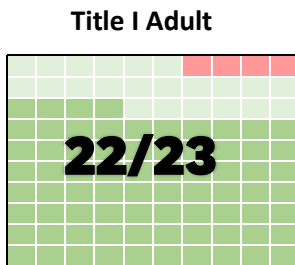
WIOA allows for the creation of local workforce development areas to oversee the provision of Title I workforce programs within their region. Twenty-three such areas have been designated in Pennsylvania and are overseen by twenty-two local workforce development boards – the Three Rivers Workforce Development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

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

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

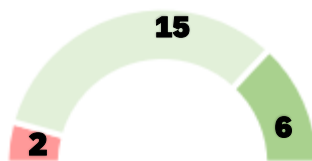
Overall Program Scores

Not Meeting	Meeting	Exceeding
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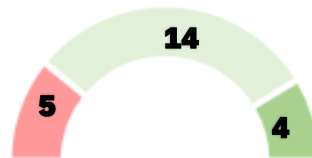


Overall Indicator Scores

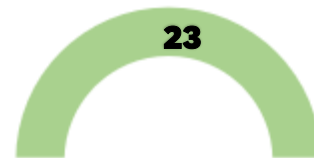
Employment Rate 2nd Quarter



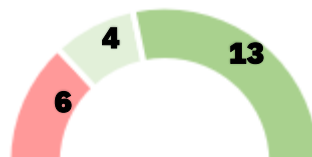
Employment Rate 4th Quarter



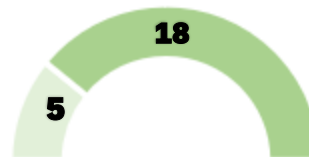
Median Earnings 2nd Quarter



Credential Attainment



Measurable Skill Gain



Individual Indicator Scores

	Title I Adult			Title I Dislocated Workers			Title I Youth		
Employment Rate 2 nd Quarter	0	18	5	0	16	7	0	9	14
Employment Rate 4 th Quarter	0	19	4	0	17	6	0	11	12
Median Earnings 2 nd Quarter	0	1	22	0	1	22	0	0	23
Credential Attainment	0	11	12	0	8	15	2	13	8
Measurable Skill Gain	0	4	19	0	1	22	2	6	15

WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th Quarter Program Year 2021

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, 2020 through June 30, 2020
Employment Rate 4 th Quarter	January 1, 2020 through December 31, 2020
Median Earnings 2 nd Quarter	July 1, 2020 through June 30, 2020
Credential Attainment	January 1, 2020 through December 31, 2020
Measurable Skill Gain	July 1, 2021 through June 30, 2022

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.