

WORKFORCE DEVELOPMENT UPDATE



WORKFORCE DEVELOPMENT ACTIVITIES
FALL 2018

October 2018

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Letter from Secretary Oleksiak



Dear Friends, Colleagues and Fellow Pennsylvanians:

Under Governor Wolf's leadership, Pennsylvania is making great strides toward building a workforce development system that prepares students and job seekers to meet the demands of a truly knowledge-based workplace.

Labor & Industry, working in close concert with its partners – the Pennsylvania Workforce Development Board, the Departments of Community and Economic Development, Education, Aging, Corrections, Human Services and more – is leading the effort to coordinate policy and initiatives, align programs to shared goals and help deliver the education, training, employment services and business services that individuals and employers need to succeed in today's knowledge-based economy.

Pennsylvania, through Next Generation Industry Partnerships, is helping facilitate discussion among businesses – in some of the state's most crucial industries – that will lead to stronger regional economies, shared best practices and a competitive edge for Pennsylvania as a whole. PAsmart is a first-of-its-kind, \$30 million competitive grants program, and will invest in the best of the best plans and programs across Pennsylvania that improve STEM education (\$20 million), foster apprenticeships in key industries (\$7 million) and forge Next Generation Industry Partnerships (\$3 million).

At the same time, Pennsylvania is improving our statewide, one-stop employment services network – PA CareerLink® – and the in-person services and online tools Pennsylvania's job seekers and employers use to connect. We're also modernizing our data systems, improving our case-management tools and making the most of resources we share with our workforce, vocational rehabilitation and unemployment compensation partners to better serve job seekers and businesses.

I also want to take this opportunity to thank the civil servants, other staff and workforce partners. Without you, none of this would be possible. Your work makes a real difference in the lives of our neighbors, our families, our friends and all Pennsylvanians – job seekers and employers alike – who are using our programs and services to realize their potential, accomplish their goals and live better lives. My thanks and appreciation to you all.

Sincerely,

A handwritten signature in black ink that reads "W. Gerard Oleksiak". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

W. Gerard Oleksiak
Secretary
PA Department of Labor & Industry

Introduction

Pennsylvania's economy is growing. Under Governor Wolf, Pennsylvania businesses are adding jobs and positioning themselves for success in competitive, interconnected markets. Advancing technology, modern infrastructure, light-speed communications and global transportation pit Pennsylvania businesses head-to-head with competitors across the country and around the world. Though pivotal, these resources aren't enough for Pennsylvania's businesses to face and overcome every challenge. More than anything, businesses need workers with the acumen and skill to use these resources effectively.

While the economy is growing and businesses' tools are cutting edge, Pennsylvania's workforce is among the nation's oldest. In 2006, workers ages 55 and older were 18.2 percent of the total labor force; a decade later they were 24.2 percent of the labor force. Between 2006 and 2016, the 55+ bloc grew by 37.9 percent and employment among them increased 38.1 percent. This graying of the workforce, the "Baby Boomer" effect or so-called "Silver Tsunami," and the retirements it inevitably brings, are depriving businesses of their knowledgeable and skilled labor force. Because Pennsylvania's population growth has been relatively flat over the last decade, the need to train replacements and up-skill incumbent workers is urgent and strategically important, and this need is not expected to abate any time soon.

To connect businesses with the skilled workforce they need, Governor Wolf is modernizing Pennsylvania's multi-agency workforce development system by improving interagency collaboration, energizing business engagement, fostering talent pipeline development and revitalizing skilled training through apprenticeships.

Historically, partners' roles and contributions to workforce initiatives were varied and largely independent of one another. Economic developers, workforce professionals and educators approached their goals differently and went about achieving them separately. Economic developers focused on catalyzing job creation and economic growth, while workforce professionals focused on job matching and training programs. Educators taught a required curriculum, culminating with tests that measured students' knowledge retention, but not necessarily its practical application. Partners' efforts, all done in the name of preparing students and job seekers for modern workplace rigors, were largely undertaken with little input from the business community as to whether or not their needs were being met. All three groups do not always seem to agree on what should be counted as a positive outcome, so measuring success was challenging.

This siloed approach is changing, and the biggest driver of that change is the Workforce Innovation and Opportunity Act of 2014, or WIOA. This legislation provided a framework for governors and states to make changes to their workforce systems. Governor Wolf decided on a combined state plan, uniting the departments of Labor & Industry, Community and Economic Development, Education, Human Services and Aging into a core workforce system partnership. By working more closely with one another, opening lines of communication, and by partnering with the departments of Agriculture, Corrections and Military and Veterans Affairs, more agencies under the governor's jurisdiction would become collectively focused on shared, statewide workforce goals and initiatives.

Pennsylvania Workforce Development Update

Because WIOA permits greater coordination among economic development, education and workforce programs, agencies working more closely with one another on common goals are better able to end duplication of services, save time and money and help one another expedite connections among job seekers, workers, training providers and businesses. Overcoming silos and multi-agency program integration are easier said than done; however, today there is greater commitment to having workforce agencies and programs work toward unified goals and achieving better outcomes for job seekers, incumbent workers, employers and all Pennsylvanians.

On the state level, much has been done to augment investments Pennsylvania employers are making in their own success, and to connect potential workers with training opportunities. Business education partnerships, Teacher in the Workplace grants, summer internship programs, the Pennsylvania Outdoor Corps and more have worked with education, business, state and local government partners to improve career awareness and expose students to education, training and employment opportunities. These programs connect schools (teachers and faculty), employers and students with the goal of providing career-related experience and exposure through soft skills development, workplace shadowing and workplace tours.



PAsmart

In the fall of 2017, Governor Wolf established the Middle-Class Task Force to capture the voices and perspectives of Pennsylvania students, workers and business communities across the state. The task force concluded that Pennsylvania’s public education and workforce development systems must work together to provide relevant and affordable services and support to all students and workers of all ages, prioritize outcomes and align all efforts with twenty-first century business needs.

The Pennsylvania Workforce Development Board, or PAWDB, is the governor’s key policy advisor on workforce issues. The PAWDB will lead PAsmart implementation by identifying funding priorities and developing a framework for \$30 million in competitive grants. PAsmart will be supported by PAWDB staff, the Governor’s Office, inter-agency workforce partners and other subject-matter experts.

Grants will be awarded in the following areas:

- \$20 million in STEM and computer science educations
- \$7 million to expand apprenticeship initiatives across Pennsylvania
- \$3 million for fostering Next Generation Industry Partnerships

By using a more coordinated approach to workforce development efforts, PAsmart makes public programs and initiative more accessible and easier to navigate so Pennsylvanians can develop the skills and abilities they need to obtain quality jobs, and businesses can recruit and retain skilled workers.

PAsmart is based on four goals:

- Strategically invest resources in initiatives to support economic growth, and education and training opportunities.
- Achieve successful outcomes for Pennsylvania students, workers, businesses and communities.
- Improve coordination and alignment of education and workforce development programs, services and funding.
- Transform inter-agency, cross-sector collaboration around education, workforce and economic development at state, regional and local levels.

Alongside the initiative’s work to foster apprenticeships and engage the business community statewide through Next Generation Industry Partnerships, is a strong focus on improving access to high-quality, STEM-centered education that will prepare today’s young Pennsylvanians for tomorrow’s careers.

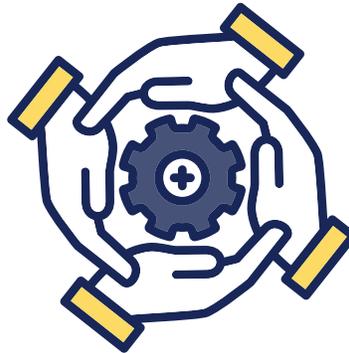
STEM and Computer Science Education

The workplace is increasingly knowledge based, with everyday tools and software often requiring STEM and computer science training once reserved for the most technical of careers. To help existing businesses grow and to attract new businesses, Pennsylvania must grow its supply of talented and skilled workers.

As part of the effort to build a better workforce pipeline, Pennsylvania is working to establish a robust and innovative culture around STEM learning by strengthening STEM experiences for all students, supporting professional development for educators and forming STEM ecosystems across the state. As part of this effort, PAsmart invests \$20 million in providing students with access to high-quality, relevant and equitable STEM and computer science education. A portion of that investment will enhance training for current and future teachers, so they're able to bring the most effective content and instruction to bear in our classrooms. Some of PAsmart's STEM-centered elements include:

- Expand access to STEM and computer science programs for K-12 students, with a particular focus on building strong foundations in grades K-8.
- Add more K-12 STEM and computer science teachers in Pennsylvania schools.
- Create more opportunities in STEM and computer science education for women, girls, students of color, students with disabilities, students living in poor urban or rural communities and other historically underserved populations.

Initiatives will be funded through a competitive grant process, the framework of which is being created by the Pennsylvania Workforce Development Board.



Next Generation Industry Partnerships

Pennsylvania has long been a national leader in data-driven, sector-based workforce development strategies. The industry partnerships, or IPs, pioneered by the state more than a decade ago, have grown into a successful, established program addressing various industries' workforce needs. PAsmart will provide an additional \$3 million investment in industry partnerships' well-established success. This investment will help bring together workers and employers in the same industry into public-private partnerships that provide not only job training, but partnered businesses identify common goals and solve challenges they hold in common as an industry.

Under Governor Wolf's leadership, the program's evolution into Next Generation Industry Partnerships places industry at the conversation's center. From there, business leaders define the agenda that will improve the regional economy on their own terms. The partnerships identify their greatest workforce and economic needs, and each priority uses a business champion and public-partner support to address them. Ron Cort, COO and President at SEKISUI SPI, an advanced thermoplastics manufacturer in Bloomsburg, Columbia County, explains that "The Next Gen partnership has helped out with connecting to other manufacturers in the area, and finding common themes and issues to develop a regional action plan." The connections created among partners catalyze the sharing of best practices, improving communications, the sharing of resources and the collective strengthening of regional economies.

Since launching in July 2017, 19 partnerships among 600 businesses and 400 public and community partners have rolled out across 19 workforce development areas and are operating in Logistics & Transportation, Advanced Manufacturing, Health Care, Agriculture & Food Processing, Energy and Hospitality and Leisure & Entertainment. Across Pennsylvania, a great talent pipeline – effective recruiting and hiring – was at the top of partners' lists of critical improvements. Most companies will commit to continuing training programs once they have a qualified, skilled worker on payroll; however, the challenge has been developing talent pipelines to fill open jobs.



Bureau of Workforce Partnership & Operations

The Bureau of Workforce Partnership & Operations, or BWPO, supports Pennsylvania's businesses through workforce needs analyses, job postings, screenings and referrals. The bureau helps individuals achieve career goals through assessment, employment programs and referrals to training opportunities and ensures legislative compliance through programmatic oversight, data analysis, staff training and research. In 2017, BWPO:

- Received 169,000 employer applications for Work Opportunity Tax Credits for more than \$239M.
- Provided Trade Act-related services (\$64M) for training, job search, relocation and wage subsidies to eligible individuals.
- Implemented the federal Reemployment Services & Eligibility Assessment (RESEA) program in 19 PA CareerLink® offices for individuals receiving unemployment compensation benefits.
- Served 789 individuals enrolled in Trade Act training and 49 individuals who completed training.
- Served 351 businesses and 12,851 individuals with Rapid Response activities.
- Served 1,681 veterans with significant barriers to employment.
- Served 2,202 veterans with no significant barriers to employment.
- Served 3,639 individuals enrolled in non-Trade training and 3,797 individuals who completed training.
- Provided 120,325 services to 18,837 businesses.
- Provided 1,910 hours of training to PA CareerLink® and local Workforce Board staff.
- Provided 2,154,475 labor exchange, WIOA, and Trade total services to 346,141 individuals (147,095 of those individuals received 990,481 value-added services – a slight decrease from the previous, due to higher employment/lower unemployment).

Labor & Industry Pilot Project for Adult/Dislocated Worker Literacy

Pennsylvania has recently embarked on a literacy initiative targeting dislocated workers, or DWs, who may have employment barriers related to literacy proficiency, basic math skills, lack of a high school diploma or English as a Second Language. Realizing the need to address such barriers, L&I created pilot program in Philadelphia, partnering with the workforce development board and the Community College of Philadelphia, to help DWs with the aforementioned barriers who were recently laid-off and are Trade Act certified.

The program's goal is to stack literacy training (GED, adult literacy and ESL) with an occupational training program. By doing so, DWs can reduce necessary training weeks, correlate literacy training with occupational programs and return to the workforce faster. To date, 35 workers are benefiting from this Philadelphia-area pilot, and L&I is considering an expansion into other workforce areas, particularly Pennsylvania's northwest.

The project is part of an ongoing, nationwide, utility-sector, veteran-outreach effort, launched by PUC Commissioner Robert F. Powelson, as one of the key initiatives for his National Association of Regulatory Utility Commissioners, or NARUC, presidency. Commissioner Sweet is a NARUC Presidential Task Force on Veterans' Workforce member, and is leading PUC efforts to encourage enhanced veterans outreach and hiring by utilities across Pennsylvania.

Services to Veterans

In 2017, approximately 5.9 percent of Pennsylvania's labor force were veterans. All PA CareerLink® staff serve veterans, connecting those who are seeking jobs, careers or occupational training with businesses looking to hire veterans, or institutions with certified training programs. Veterans using PA CareerLink®, either online or in one of the 57 locations statewide, receive priority of service: they are served first – for referrals to job openings, for participating in workforce programs for which they are eligible, for seats in workshops or for other services designed to help veterans find the civilian occupation that best aligns with their military skills, experience and training. In July 2018, approximately 35 PA CareerLink® staff who serve veterans with significant barriers to employment attended professional development seminars presented by the National Association of State Workforce Agencies in Washington, DC. In September 2018, approximately 15 PA CareerLink® staff who educate businesses about the value of hiring veterans participated in workshops at an apprenticeship summit, learning about ways in which registered apprenticeship programs can be a win-win for veterans and businesses.

Staff Development Services

BWPO's staff development team was created to ensure compliance with federal requirements for workforce development staff to have ongoing professional development as a means to enhance their outcomes with employers and job seekers. To that end, the team develops and delivers a full range of training using different approaches (e.g., classroom, online, video, manuals) to support workforce development professionals. In addition to 2,250 classroom and 720 online training hours provided by the staff development team on programmatic topics thus far in 2018, L&I procured the services of the Dering Consulting Group to offer customer service training to PA CareerLink® staff. The two-day classroom training was conducted in nine locations across the commonwealth on a staggered basis; the 27 sessions were attended by a total of 665 staff.

Re-Employment Services and Eligibility Assessment (RESEA)

RESEA, a federal program jointly administered by L&I's workforce development and unemployment compensation systems, offers reemployment services to unemployment compensation claimants to help them regain employment. This program puts an emphasis on assisting members of the Armed Forces and their eligible spouses who are transitioning to the civilian workforce. The RESEA program is replacing the Profile Reemployment Program, or PREP, and it is now operational in the Berks County, Bucks County, Central, Chester County, Delaware County, Lackawanna County, Lancaster County, Lehigh Valley, Luzerne/Schuylkill, North Central, Northern Tier, Pocono Counties, South Central, Southwest Corner, Tri-County, West Central, and Westmoreland/Fayette workforce development areas. By December 2018, RESEA will also be fully implemented in the Montgomery County, Northwest PA and Southern Alleghenies local workforce development areas. By April 2019, the remaining three areas (Allegheny County, Philadelphia County and Pittsburgh) will also provide the RESEA program.

Today, an estimated average 50 percent of individuals who called in to PA CareerLink® offices for PREP participate without further contact, with retention levels dropping for the second call-in. In contrast to PREP, PA CareerLink® offices providing reemployment services through the RESEA program average 70-80 percent participation from the first RESEA contact. RESEA incentivizes individuals' participation and completion of the program through:

- online self-scheduling for the first reemployment program event;
- loss of unemployment compensation benefits for non-attendance;
- a personalized meeting with a PA CareerLink® staff member to review reemployment services and goals;
- attendance at a second reemployment program event; and
- two check-in telephone calls, if necessary, from a PA CareerLink® staff member to assess progress toward reemployment.

Rapid Response Services

Rapid response is an early intervention business service that helps workers and employers through the business cycle. Rapid response coordinates layoff aversion and outplacement service for employers and workers affected by layoffs, plant closures or natural disasters. While not always event-driven, rapid response is a forward-looking approach to planning and managing economic transitions. Rapid response helps employers by coordinating pre-layoff outplacement service and supporting business by working with other state and local stakeholders catalyzing job expansion. Rapid response introduces parties to Pennsylvania's workforce and economic development systems by helping workers and employers navigate information and resources able to help businesses and workers transition into reemployment more quickly. Effective rapid response:

- minimizes layoffs' negative effects on families' quality of life
- enables businesses to better manage human resource needs, unemployment insurance costs and worker compensation costs
- allows the local community to retain its tax base

L&I's Rapid Response Services team, or RSS, was developed to help dislocated workers who are part of a large layoff; however, coordinators can respond to any size layoff. The unit's primary objective is to provide workers with the resources and services they need to allow them to find new jobs or to get the training and education needed for new careers.

Pennsylvania is developing a business-engagement strategy based on a U.S. DOL pilot in Massachusetts called Mass BizWorks. The program connects businesses to money-saving services offered by the commonwealth at no cost. Additionally, it provides the state a platform to offer businesses an information directory for workforce development and its partners.

To launch the concept in Pennsylvania, L&I and its workforce partners are developing stronger relationships across agencies and educating staff on standard business knowledge (e.g., understanding business cycles). The effort to create a "no wrong door" environment for businesses to connect with workforce services requires coordinating informational resources. The first step in this process was a meeting between L&I Rapid Response staff, Steel Valley Authority staff representing the Strategic Early Warning Network and Pennsylvania Department of Community and Economic Development, or DCED, regional staff. L&I and DCED are also developing a process to share data between partners' CWDS and DCED's Executive Pulse case management systems.

Trade Act Services

Trade Adjustment Assistance for Workers is a federal program that provides a path for employment growth and opportunity through aid to US workers who have lost their job as a result of foreign trade. The Trade Act program seeks to provide these trade-affected workers with opportunities to obtain the skills, resources, and support they need to become reemployed. The United States Department of Labor administers the program. L&I acts as an agent for USDOL in administering the program in Pennsylvania. Pennsylvania serves Trade-affected workers in 23 workforce development areas through 57 PA CareerLink® and affiliate sites.

Trade Adjustment Assistance for Workers was first authorized by the Trade Act of 1974 and has been amended numerous times;

- Trade Adjustment Assistance Reform Act of 2002 (TAA),
- Trade and Globalization Adjustment Assistance (TGAA) Act as part of the American Recovery and Reinvestment Act of 2009
- Trade Adjustment Assistance Extension Act of 2011 (TAAEA)
- Reversion 2014 - (the TAA program under the 2002 Amendments with 2011 Sunset Provisions).

The latest amendment was signed into law on June 29, 2015, the Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA 2015).

A Trade affected worker is a worker who is covered by a certified trade petition and who received notice of or has been laid off from a trade affected company. The Trade Act program offers a variety of benefits and services, to support workers in their search for reemployment. This includes Trade Readjustment Allowances (TRA), training, assistance with healthcare premium costs (HCTC), Reemployment Trade Adjustment Assistance (RTAA) – wage subsidy, employment and case management services, and may also include job search and relocation allowances. Trade Adjustment Assistance (TAA) is considered a work-first program. Therefore, a search for suitable employment is required before some services may be requested.

Work Opportunity Tax Credit

Work Opportunity Tax Credit, or WOTC, is a federal tax-credit incentive available to private-sector employers. An employer may be eligible for WOTC when hiring and retaining veterans and individuals from other target groups with significant barriers to employment. The WOTC tax credit is a one-time tax credit for each new hire, and there is no limit to the number of new hires who can qualify an employer for a tax credit. The program's requirements are set by the IRS and the U.S. Department of Labor Employment and Training Administration. Pennsylvania employers saved approximately \$239 million last year alone.

Businesses that hire individuals from certain target groups are eligible for WOTC credits. Target groups include:

- Veterans
- TANF (Temporary Assistance for Needy Families) recipients
- SNAP (Food Stamps) recipients
- Designated community residents (living in Empowerment Zones/Rural Renewal counties)
- Vocational rehabilitation referrals
- Ex-felons
- Supplemental Security Income (SSI) recipients
- Summer Youth Employees (living in Empowerment Zones)
- Qualified long-term unemployment recipients



Bureau of Workforce Development Administration

The Bureau of Workforce Development Administration, or BWDA, manages public workforce development funds at the state and sub-recipient levels, guides and helps Local Workforce Development Boards (LWDB) develop strategic plans aligned with the governor's goals, develops policies to ensure regulatory compliance and alignment with agency objectives and evaluates risks, controls and governance to limit negative effects on the public workforce development system. In 2017, BWDA:

- Responded to 3,450 requests for technical assistance from local workforce boards to resolve findings and concerns and to explain laws, regulations, guidance, and policy.
- Performed 69 monitoring visits in the local workforce areas: review of governance structure, service delivery, fiscal practices and standards, procurement, audits, and subcontracts.
- Coordinated distribution and expenditure of \$25M in Temporary Assistance for Needy Families (TANF) youth development funds.
- Administered, with the Department of Conservation & Natural Resources, the PA Outdoor Corps – a summer activity program for 190 youth and young adults to complete conservation projects on Pennsylvania public lands.
- Supported educational institutions with 178 fully executed Trade Adjustment Assistance Master Agreements on 718 addenda supporting 762 participants with a total addendum amount of \$16,650,827.48.

TANF Youth Development Program

Since 2000, the Commonwealth has provided a significant amount of funding support from the Temporary Assistance for Needy Families, or TANF, block grant to LWDBs and their youth committees (formerly youth councils) for the purpose of enhancing WIOA Youth Formula Funding (in the past, WIA Youth Formula Funding), and extending the availability of high-quality workforce investment activities to low-income youth, ages 5 to 18. In October 2018, the program shifted its services to young people ages 12 to 24.

TANF Youth Development Funding, or YDF, continues to be used to address unique challenges most often affecting young people's ability to succeed. Recognizing this, L&I has distributed a total of \$23.6 million in TANF Youth special appropriation funding to local boards over the last three summers (\$4 million in 2015, \$9.6 million in 2016 and \$10 million in 2017) as a supplement to the customary annual full program year allocation of TANF

YDF. This special appropriation was specifically designated to expand support for summer youth workforce investment activities, particularly paid work experience opportunities, for even more TANF-eligible youth.

Examples of other TANF YDF Summer Activities include:

- Career Camps
- Career Counseling Services
- Industry Tours
- Job Shadowing
- Exposure to STEM/STEAM occupations and activities

For program years 2017 and 2018, the Commonwealth also significantly increased its annual statewide TANF YDF investment from \$15 million to \$25 million. This funding will continue to supplement WIOA summer youth activities, as well as year-round programs and services.

BWDA is working with DHS in a two-year process to develop and release new guidance governing TANF Youth program activities. The new TANF Youth Development Program, or YDP, Manual was released to local stakeholders in September 2018, with an implementation timeframe of Oct. 15, 2018 - June 30, 2019, to allow local boards and their staff sufficient time for a complete transition from the previous guidelines to the current program guidelines. Full implementation will begin on July 1, 2019.

State/Local Internship Program

During the summer of 2016, L&I designated approximately \$400,000 for the planning and design of a paid summer internship program for in-school youth, or ISY, ages 16-18. Pennsylvania's Summer Internship Program for Youth, or PA SLIP, operated full-time for eight weeks from June 20, 2016 through Aug. 12, 2016, providing valuable work experience opportunities to low-income high school students. Under the direction of state staff, interns performed the various basic administrative, clerical, technical, or trade-related functions that come with exposure to professional office environments. They also learned valuable soft skills that are the foundation of lifelong employment success.

During its first year, 46 youth successfully finished the summer program. In alignment with Governor Wolf's priorities, PA SLIP interns earned \$10.15 per hour during their placements in Harrisburg or field offices L&I (including PA CareerLink® centers), DHS and DCNR, which served as worksites.

Building on the lessons learned during the 2016 pilot year, L&I invested \$400,000 toward a second year of internship program activity in 2017. As in the summer before, interns earned full-time wages of \$10.15 per hour over the course of the eight-week program (June 19 to Aug. 11, 2017).

During the summer of 2017, L&I partnered with 14 WDBs and their staff, who generously aided in the recruitment and hiring of approximately 40 eligible youth and young adults, ages 16-24, to take advantage of the summer internship opportunities at state and local offices, including many that had hosted interns the year before. The 2017 program also expanded the opportunity for youth with disabilities to take advantage of the

available summer internship placements. To reflect this deeper partnership, the summer program was renamed, the State/Local Internship Program, or SLIP.

As a result of the SLIP partnership:

- Young people had exposure to what state government and the public workforce system can offer as a potential future work experience or career.
- Participants learned about some of the services state agencies offer to Pennsylvanians.
- Participants learned new skills and further develop existing skills.
- Youth had a great early experience to add to their resume.

SLIP 2018 operated as a demonstration project for an eight-week period anywhere between May 7 to Aug. 31, 2018. Interns were paid a minimum of \$10.15 an hour. This demonstration not only aimed to increase the total number of youth served statewide via paid work experience activities, but also expanded its focus to summer internship placement opportunities with local for-profit and/or non-profit employers, rather than the previous focus on Commonwealth offices. This year, L&I increased its investment in Pennsylvania's youth by awarding \$3.2 million to 18 LWDBs placing 735 16 to 24-year-old youth and young adults in internships at 376 worksites in a variety of industries, such as: health care, manufacturing and information technology. Following this year's activities, 90 SLIP interns were permanently retained in either full-time or part-time positions.

Due the overwhelming response to SLIP 2018, L&I is, once again, making \$3 million of WIOA Statewide Set-Aside Funding available as a demonstration project to support summer internship programming in 2019.

SLIP 2019 will operate for eight weeks between May 6 and August 30, 2019, and will again target young adults between the ages of 16 and 24 years. This demonstration not only aims to increase the total number of youth served statewide, via paid work experience placements paying a minimum of \$10.35 per hour with local businesses, but strongly encourages those participating employers to support and extend this initiative through matching the Commonwealth's funding investment by at least 25 percent.

Pennsylvania Outdoor Corps

L&I, in partnership with the Pennsylvania Department of Conservation and Natural Resources, or DCNR, has supported the funding and development of three years of Pennsylvania Outdoor Corps programming. L&I has allocated \$7 million during this timeframe, including \$3M in 2018 to support current activities. Outdoor Corps offers full-time work experience, job training, and educational opportunities to young people, who earn a minimum of \$10.15 per hour (soon to be \$10.35 per hour), to complete conservation projects on Pennsylvania's public lands, addressing the backlog. In addition to offering hands-on job skills, the program provides weekly learning opportunities in resource management, environmental issues and topics and recreation skills. This program also offers the opportunity to build critical skills for success in collaboration, communication, creativity and critical thinking, and fosters a sense of social responsibility.

This youth employment and enrichment program is managed by DCNR in cooperation with the Student Conservation Association, a national conservation jobs organization that has engaged thousands of young people nationwide in service to the land to build the next generation of conservation leaders and inspire lifelong stewardship of the environment and communities. The types of projects include: trail restoration, tree planting, light construction, shoreline restorations, invasive species management and specialty projects in relation to recreation and conservation, including public outreach, research and assessments.

There are two sets of Outdoor Corps programming offered: a ten-month program (February - November) for young adults ages 18-25; and a seven-week summer program for youth between the ages of 15-18. The adult crew members are provided wages, food, transportation and health benefits. The 2018 host locations were: Altoona, Harrisburg, Lewistown, Meadville, Philadelphia, St. Marys, Uniontown, Wilkes-Barre, and Williamsport.

The youth crew members are provided wages, food and transportation. The 2018 host locations were: Altoona, Erie, Greensburg, Harrisburg, Hazleton, McConnellsburg, Meadville, Philadelphia, Pittsburgh, St. Marys, Reading, Renovo, Wellsboro, Wilkes-Barre, Williamsport, and York.

The Pennsylvania Outdoor Corps is proud of its program accomplishments. In 2017, it employed and trained approximately 195 individuals and completed projects in 40 state parks and 16 state forests. The crews completed a total of 84,150 program hours – 67,320 hours on projects and 16,830 hours on training and education, team-building, and career exploration. Two participants obtained employment with DCNR after finishing the 2017 program.

During 2018, more than 800 applications were submitted for a combined 248 crew member and leader positions. The crews completed projects in a total of 70 state parks, forests, and partner sites, and contributed more than 114,000 hours of service through hands-on conservation projects, while learning technical and leadership skills. All program participants engaged in career development through forums with DCNR and L&I employees, attendance at PA CareerLink® workforce preparation skills trainings, and a DCNR Human Resources orientation. This year's participants have developed strengths that will help them to thrive in school, work and life far beyond the program's conclusion and increase diversity among those in conservation-related careers.

On Thursday, July 26, 2018, L&I planned and facilitated a "Social Media Day" event. The purpose of this event, which coincided with National Intern Day, was to highlight Pennsylvania's interns, specifically those participating in the State/Local Internship Program (SLIP) and PA Outdoor Corps. The Social Media Day event featured state agencies, local workforce staff, employers, as well as their interns, utilizing all available social media channels to post work-related photos and messages regarding the benefits of their involvement in a summer internship or work experience program in Pennsylvania. The Commonwealth's Government Services Interns, 13 of whom

were employed at L&I, were also highlighted. At the end of the day, the notable results across all measured platforms (Facebook, Twitter, & LinkedIn) were as follows:

- **380 unique posts** including our #PASummerInterns branded hashtag, which included photos, videos, blogs, graphics, status updates and check-ins
- **+543k Impressions** (the number of times our content was included in people's feeds)
- **+ 246k Reach** (the number of unique people who saw our content (i.e. our audience size))
- **4.8% Engagement Rate** (the % of people who interacted with our content (in commonwealth-wide benchmarks 4.5% and above is considered high performing))
- **97.6% positive sentiment rating**

Strategic Policy Review

The Bureau of Workforce Development Administration, or BWDA, is engaged in a strategic review of all Department of Labor & Industry workforce-related policies and guidance.

Workforce development policy in Pennsylvania must be brought into compliance with WIOA requirements and updated to ensure relevance with today's education, training, employment and market realities. It is incumbent upon the department to ensure that workforce policy not only ensures L&I and its partners meet federal requirements, but that they are tuned to give Commonwealth, local and regional workforce partners the tools necessary to provide programs and services that meet Pennsylvania's specific needs.

BWDA is closely examining and prioritizing existing policies for review. Decision points in the review include (but aren't limited to):

- Age: Is this a policy for the WIOA era?
- Relevance: Is the policy outdated by newer policy, technology, both, or maybe something else?
- Compliance: Does this policy address today's compliance necessities?
- Necessity: Does this need to be policy? Can it be guidance?
- Redundancy: We now have X. Do we even need Y anymore?
- Scheduled: This policy is current and in effect. What's the next regularly scheduled review date?

Every policy that is reviewed and revised will be discussed with the appropriate stakeholders. Additionally, BWDA and the Pennsylvania Workforce Development Board are working closely to develop a multi-party approach to workforce system policy that accounts for requirements and goals across workforce partners. For example, working more closely with partners in the departments of Education, Community and Economic Development, Health and Human Services, Aging, Corrections and others to ensure compliance, coordination and achievement.

At the moment, there is no scheduled date for completing the project. BWDA and partners plan to wrap as soon as is administratively possible. Federal compliance and ensuring Pennsylvania's workforce system is equipped to realize Governor Wolf's workforce development goals is the department's first priority.



Workforce Development Grants

Coordination of Grant Applications

L&I and DCED recently coordinated the content and submission of a L&I grant proposal to support the plastics industry. DCED shared their plans to request funding from EDA to support six PREP regions in launching Next Gen Sector Partnerships in the plastics industry. At the same time, L&I had the opportunity to request National Dislocated Worker Opportunity Grant funds from USDOL and decided to support the same six regions with training that would support the skill needs of plastics industry employers.

Career Readiness

In June 2017, L&I awarded Team Pennsylvania a grant to fund career readiness projects across the state. School districts had until August 14 to apply for up to \$10,000, and awardees were announced September 5.

Sixty-four school districts were awarded a Career Readiness Mini-Grant. The grants will help make possible activities for students to learn about career opportunities, and to build stronger connections between schools and employers.

The following are funded career readiness activities:

- Place students into work-based learning experiences, apprenticeships, pre-apprenticeships and other opportunities that help them understand the connection between the classroom and their future workplaces.
- Further career awareness and exploration programs for students at all grade levels.
- Design classroom instruction that will ensure students are prepared to pursue careers in high-demand, well-paying occupations.
- Build partnerships between schools and businesses to create future career readiness opportunities for more students.

Team Pennsylvania partnered with the Pennsylvania Association of Intermediate Units, or PAIU, and IUs to review applications and select grantees, awarding \$30,000 in nine Pennsylvania regions. “This project perfectly aligns with our organizational principles of partnership and ensuring Pennsylvania’s economic prosperity,” said Ryan Unger, President & CEO of Team Pennsylvania.

These mini-grants come at a time when PDE is placing greater emphasis on expanding students’ options for demonstrating readiness for college, high-demand industries or the military. PDE’s Future Ready PA Index will measure the degree to which schools are supporting students’ career awareness and readiness.

Overall, this project will promote collaboration between the K-12 system and the workforce system on a micro-level. Successful applicants are required to work with their LWDBs and ground their efforts in the regional labor market’s needs.

Mini-grant funded activities will become the foundation for scaling, sharing and replicating identified best practices.

This program is underway for 2018.

Workforce Innovation Fund Grant: Micro-credentials

The Workforce Innovation Fund grant, or WIF, is provided through the United States Department of Labor to promote system reforms and innovations that facilitate cross-program cooperation and improve employment outcomes, cost effectiveness and customer-centered service delivery. In 2015, with \$34 million in competitively awarded funds earned by only 6 states, Pennsylvania received \$6 million.

Pennsylvania proposed a partnership between seven WDBs, seven community colleges, the Office of Vocational Rehabilitation, or OVR, the PDE’s Division of Adult Education and DHS, which administers SNAP Employment and Training and TANF. The proposal was to develop micro-credentials that demonstrate measurable skill gains and are part of a clearly defined career pathway for individuals with barriers to employment. The project’s target population is out-of-school youth, adults with low basic skills and other learners with significant barriers to education and employment.

WIF Adult Performance Measures

MEASURES	YEAR 1	YEAR 2	YEAR 3	TOTAL
Number of participants enrolled in WIF	0	266	501	767
Number of participants that begin training	0	333	415	748
Number of participants that complete training	0	112	288	400
Number of industry recognized credentials earned by all participants in the quarter. Industry recognized credentials as established in TEGL 15-10	0	0	448	448

Local Partnerships



Pennsylvania’s partnerships are in the implementation phase of the project. The following is a list of each partnership’s chosen career paths and focus populations:

Partner4Work/CCAC

Career Pathways: Patient Care Technician, Health Information Technology, Computer User Network Support
Populations: Out-of-school youth, adults with low basic skills, UC recipients, underemployed, learners with significant barriers

Lehigh/Northampton Community College

Career Pathway: Advanced Manufacturing
Populations: Adult Education/Literacy, social-service recipients

Westmoreland County Community College/Westmoreland-Fayette WDB

Career Pathways: Welding and Machining
Populations: Out-of-school youth adults with low basic skills, marginally employed adults

Community College of Philadelphia/Philadelphia Works

Career Pathways: Bookkeeping/Accounting, Automotive Technology, Health Care, Business Technology, Advanced Manufacturing
Populations: Under-skilled workers, UC recipients, underemployed, ex-offenders/re-entry, ESL Learners,

Delaware County Community College/Delaware County WDB

Career Pathway: CNC Operator/Metalworking
Populations: Workforce system clients including TAA recipients, adults with low basic skills, veterans

Bucks County Community College/Bucks County WDB

Career Pathways: Industrial Maintenance and Metalwork
Populations: Ex-offenders, individuals with disabilities, out-of-school youth, displaced workers, out-of-school youth, people on the autism spectrum

Montgomery County Community College/Montgomery County WDB

Career Pathways: CNC Machine Operator, Medical Billing Specialist, Office Assistant/Customer Service Specialist, and Payroll Technician

Populations: Long-term unemployed, Unemployment Compensation recipients, foreign-trained immigrants who are dislocated and face barriers

PY17 Capacity Grant

In March 2018, L&I awarded \$1.5 million in state Reemployment Services funds for 33 capacity-building grants. These grants support businesses, industry associations, chambers of commerce, training providers, career and technical centers and intermediaries interested in sponsoring registered apprenticeship programs. Many workforce systems around the country have adopted registered apprenticeship as an effective strategy to create opportunities for employers to develop highly skilled workers and increase productivity and for adult, dislocated worker and youth employees to enhance their skills and potential for career advancement in a work-based learning environment. Registered apprenticeship meets businesses' need for qualified workers in more than 1,000 occupations, including careers in health care, information technology, transportation and energy. As an "earn and learn" model, apprentices are employed and earn wages from the first day on the job. As a workforce development strategy, apprenticeship contributes to higher performance outcomes in employment, retention, earnings and credential attainment. Graduates of apprenticeship programs receive an industry issued, nationally recognized credential.

L&I awarded the grants through LWDBs across the state. The grants provide funding for pre-apprenticeship and registered apprenticeship programs, and help sponsoring organizations build capacity to improve and expand their programs.

PY17 Apprenticeship Grant

Pennsylvania has made a concerted effort in recent years to grow pre-apprenticeship programs and registered apprenticeships. The establishment of an Apprenticeship and Training Office, or ATO, in March 2016 was an unprecedented commitment to registered apprenticeships by Pennsylvania. ATO's core goals are to increase the overall number of apprentices, educate the public about the merits of apprenticeship and expand apprenticeship opportunities into non-traditional industries and occupations. Pennsylvania has already started to see the results of this commitment. In March 2018, to better align related efforts with Pennsylvania's larger workforce development plan, L&I awarded 22 projects \$2 million in state Reemployment Services funds for pre-apprenticeship programs with an active relationship with apprenticeship programs registered in Pennsylvania, or apprenticeship programs registered in Pennsylvania.

PY17 Strategic Innovation Grant

In April 2018, Governor Wolf announced his continued commitment to providing workers with the training they need to get good, middle-class jobs by announcing the award of nearly \$3.5 million in Reemployment Fund dollars to 16 strategic innovation projects across Pennsylvania. "These funds will help Pennsylvanians develop the job skills needed to succeed in today's workforce by employing creative and inventive workforce development strategies," Governor Wolf said. "Strategic Innovation grants allow for well-coordinated

approaches between state and local partners to provide high-quality services for both job seekers and employers, focusing particularly on increased employment opportunities for Pennsylvanians with barriers to employment.”

This grant typically works with Pennsylvanians who are high school students, and those who among the hardest to serve. Under this grant, individuals will gain skills through work-based experience, career fairs, company tours, job shadowing, paid internships, pre-apprenticeships and re-entry and re-integration programs for ex-offenders.

L&I awarded the grants through Local Workforce Development Boards, or LWDBs, across Pennsylvania. The grants encourage local creativity and innovation in establishing career pathways, expanding the state’s pipeline of workers, increasing opportunities for youth workers, engaging employers directly to ensure that the skills gap is being addressed, and strengthening data sharing across state agencies and workforce development partners.

PY17 Teacher in the Workplace Grant

L&I awarded \$1,927,380.96 to LWDBs across the state in Teacher in the Workplace projects, designed to support Business Education Partnerships(BEP) and connect local businesses with school districts promoting job opportunities and career pathways across multiple sectors. Through Teacher in the Workplace programs, teachers, counselors and administrators interact directly with industry and business leaders to learn about industry trends, needs and opportunities. They bring this information back to the classroom to enhance instruction, student learning and career readiness. Workforce development boards have partnered with local school districts, intermediate units, chambers of commerce and local businesses (among other local organizations) to place educators into internship and externship experiences which will then guide curriculum and lesson plan design to help develop students’ career readiness by engaging them in relevant, project-based learning and cultivating soft skills. Teachers are enhancing their understanding of local employer needs so students can be instructed in skills that may help close local and statewide skills gaps. Students are given specialized, current career pathways information and the types of skills and qualifications required to be hired into local industries and occupations. In most cases, lesson plans are written by teachers or educator teams directly involved with the program and then shared for use district-wide. Programs are running for an average of 40 hours, with some projects hosting multiple cohorts of educator placement. Some projects have conducted placements already, while some are still in planning and recruitment stages.

Participant feedback has been overwhelmingly positive. A 33-year teaching veteran from Trinity High School in Southwest Corner has said that this is the best professional development experience of his career. In Lancaster, 60 educators participated in an externship with Case New Holland, and a Garden Spot High School teacher particularly appreciated the opportunity to learn more about workforce trends and to know where in-demand jobs are for her students. She reports that this experience has expanded her ability to discuss jobs in the agriculture industry that she would have been otherwise unaware of. A Lancaster teacher from La Academia Charter School was surprised to learn how big Case New Holland is and how many different careers a single local employer had to offer her students. A teacher from Edward Hand Middle School observed through his experience at Case New Holland that to be competitive in the workforce, he had to help his students learn how to work effectively in a team, and he felt energized to return to the classroom with that in mind.

Pennsylvania Workforce Development Update

Grants were awarded using WIOA Statewide Activity funds. A list of grantees and brief summaries of their projects follows.

All projects were funded 100 percent of their requested amounts.

Grantee: Berks County Workforce Development Board

Grant Title: Berks County Career Pathways Alliance: Capacity Building for the Inside Berks Business (IBB) Educator Internship Program

Amount Awarded: \$50,000.00

Location: Berks County

Project Summary: Inside Berks Business is governed by an advisory board representing major businesses, Berks Business Education Coalition, Berks County Intermediate Unit, Berks Workforce Development Board and Berks County school district. Educators participating in the Educator in the IBB Workplace internship program will receive exposure to careers that are associated with five broad career clusters (Arts & Communication, Business, Finance & IT, Engineering and Industrial Technology, Human Services, Science & Health). Educators will increase their first-hand knowledge of local regional workforce occupational needs/trends and the skills students are required to have to be successful in the workplace, integrate new knowledge into existing lesson plans, communicate such information to their students, improve engagement between the education and private sectors and share their experiences with grade-alike and job-alike colleagues across the country.

Grantee: Bucks County Workforce Development Board

Grant Title: Education and Industry Partnership

Amount Awarded: \$50,000.00

Location: Bucks County

Project Summary: The BCWDB will partner with several school districts to encourage partnership between education and industry through activities such as educator visits to industry, curriculum planning based on knowledge gained and a review of career pathways and labor market information provided by the local workforce development board.

Grantee: Central Workforce Development Board

Grant Title: Teacher in the Workplace Externship Program

Amount Awarded: \$11,693.00

Location: Columbia and Montour Counties

Project Summary: Educators will spend five consecutive days interning at a local company within their selected career pathway. They will shadow in a variety of jobs to better understand how academic skills translate to real world workforce skills and where disconnects may exist within the career pathway.

Grantee: Central Workforce Development Board

Grant Title: Nurturing Tomorrow's Workforce Today in Central PA

Amount Awarded: \$49,170.00

Location: Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder and Union counties

Project Summary: This project will create an opportunity for educators to have real-world workplace experiences that will inform their teaching and guidance to students. Teachers will participate in on-site learning in multiple work environments and then integrate their learnings into their classroom instruction.

Grantee: Central Workforce Development Board

Grant Title: Future Ready in Williamsport

Amount Awarded: \$26,343.00

Location: Lycoming County

Project Summary: Williamsport Area School District teachers and counselors will be placed into businesses and industries that serve the district's population so that educating district professionals can educate students on community employment opportunities, particularly those within PDE's Future Ready PA index.

Grantee: Central Workforce Development Board

Grant Title: Project BEST: Business and Education Standing Together

Amount Awarded: \$36,850.00

Location: Columbia County

Project Summary: Project BEST will provide K-12 teachers experience in today's businesses. Teachers will coordinate time in local businesses and industries to better understand what soft skills and work skills students will need to become career ready. The project's goal is to integrate the project model directly into the classroom where the business employers can share their expertise with students. Teachers will be expected to align the components of the career pathways and career readiness indicators with training, skills and certifications needed for jobs in the region.

Grantee: Chester County Workforce Development Board

Grant Title: The Chester County STEM Leadership Academy

Amount Awarded: \$50,000.00

Location: Chester County

Project Summary: This project consists of a five-day learning opportunity for teachers to learn about career access, retention, attainment and progression. Twenty-five educators will participate and will be challenged to think about traditional instruction, student learning styles and twenty-first century skills during learning opportunities with industry professionals.

Grantee: Delaware County Workforce Development Board

Grant Title: Preparing Students for the Future: Making the Connection between Industry and Classroom Instruction

Amount Awarded: \$14,112.20

Location: Delaware County

Project Summary: A group of up to eight educators in student services support roles from the Delaware County Technical High School will participate in a one- to two-week program with multiple business partners for the purpose of learning about the industries in which their students will be employed. Educators will study the Career Education Work standards and share and develop strategies for implementing work-based learning into career technical education classrooms.

Grantee: Lackawanna County Workforce Development Board

Grant Title: Educators in the Workplace – Bridging the Gap Between Education and Business

Amount Awarded: \$50,000.00

Location: Lackawanna County

Project Summary: The Lackawanna Workforce Development Board, in partnership with the Greater Scranton Chamber of Commerce, seeks to align and connect business industry leaders with local school districts by providing educators an opportunity in one of four week-long industry-specific immersion experiences. This will engender a connection between the classroom and the workplace and will ensure that students are being taught the essential knowledge and skills to prepare them for the workplace of today and tomorrow.

Grantee: Lancaster County Workforce Development Board

Grant Title: Project RELATE: Reciprocal Learning Among Teachers and Employers

Amount Awarded: \$50,00.00

Location: Lancaster County

Project Summary: Project RELATE will engage approximately 125 educators and five advanced manufacturing employers in one of three models of reciprocal workplace learning. Employers and teachers will work together to design authentic, work-based learning experiences that will match actual workplace problems with specific academic standards. Teachers and workplace volunteers will deliver cooperatively designed lessons together.

Grantee: Lehigh Valley Workforce Development Board

Grant Title: Teacher in the Manufacturing Workplace

Amount Awarded: \$50,000.00

Location: Lehigh County

Project Summary: The Teacher in the Manufacturing Workplace program will create an externship experience designed to help teachers identify the current skills that will most significantly impact the future employment of their students and address the critical, local need for a skilled workforce. Twenty-five K-12 educators will learn what employers need directly from those in the workplace.

Grantee: Lehigh Valley Workforce Development Board

Grant Title: Catasauqua Area School District Educator in the Workplace

Amount Awarded: \$17,600.00

Location: Lehigh and Northampton Counties

Project Summary: The Philadelphia Federation of Teachers Science Professional Development Leaders has spearheaded a program designed to provide teachers with an awareness of the manufacturing career landscape, including a hands-on experience into the next level of manufacturing: advanced manufacturing technologies. This project will capitalize on that existing program to build a platform which will contribute to connecting the region's future workforce to the manufacturing ecosystem using K-12 teachers as initial purveyors of baseline technical knowledge of additive manufacturing.

Grantee: Luzerne-Schuylkill Workforce Development Board

Grant Title: Bridging the Workplace, Classroom and Out of School Time Environment

Amount Awarded: \$50,000.00

Location: Carbon, Luzerne and Schuylkill Counties

Project Summary: This project is a regional initiative of the Carbon-Schuylkill-Luzerne County STEM Ecosystem. Twenty-five educators will be recruited to participate in a six-day program scheduled from December-May of the 2018-19 school year. The program will focus on science, technology, engineering and mathematics career cluster as well as the manufacturing, IT and transportation distribution and logistics career clusters as they relate to advanced manufacturing.

Grantee: Luzerne-Schuylkill Workforce Development Board

Grant Title: Impact: Leadership in Education

Amount Awarded: \$35,000.00

Location: Luzerne and Schuylkill

Project Summary: The curriculum is designed to increase the participant's capacity to collaborate effectively, exercise leadership and make substantial positive progress in schools by giving participants the unprecedented opportunity to leave their classrooms and build connections with the infrastructure of the surrounding community. Through monthly, intensive day-long seminars from September through April, participants engage an analysis of the private sector, education system and key strategies to implement educational progress in the region.

Grantee: Luzerne-Schuylkill Workforce Development Board

Grant Title: Educating from the Workplace to the Classroom

Amount Awarded: \$33,889.00

Location: Luzerne County

Project Summary: Through a hands-on opportunity for educators to spend time in partnering workplaces, the project will inform educators about the necessary skills and qualifications for today's in-demand occupations which will be used to inform students in the classroom.

Grantee: Montgomery Workforce Development Board

Grant Title: Reimagining College and Career Pathways

Amount Awarded: \$25,783.50

Location: Montgomery County

Project Summary: In the areas of general education, transition programming for students with disabilities and career education, onsite learning and interaction with industry partners and local businesses will be critical to the development of a reimagined curriculum. Staff will create curriculum projects that will influence lesson plans for their students and will share them collaboratively.

Grantee: Montgomery Workforce Development Board

Grant Title: Real-world STEM Learning to Enhance Curriculum and Instruction

Amount Awarded: \$50,000.00

Location: Montgomery County

Project Summary: Educators will participate in a six-day program designed to place teachers in a shadowing experience within STEM careers and then have them create curricular connections and next steps collaboratively with each other.

Grantee: Montgomery Workforce Development Board

Grant Title: CMTHS Auto Body Learning Educator Experience

Amount Awarded: \$5,000.00

Location: Montgomery County

Project Summary: The Central Montco Technical High School, or CMTHS, auto-body instructor will participate in a 20-hour summer internship in two separate local auto-body collision businesses. He will then create new lesson plans based on his experiences. During the school year, the CMTHS instructor and students will tour local auto body collision businesses so students can observe and conduct their learning in the real-life day-to-day work environment. Educators will be invited to participate in tours and educational career activities that will elaborate and explain on the faster-than-average job outlook for auto body technicians.

Grantee: North Central Workforce Development Board

Grant Title: Educator in the Workplace – Clearfield and Jefferson Counties

Amount Awarded: \$49,960.00

Location: Clearfield and Jefferson Counties

Project Summary: The project's goal is to provide 40 educators with opportunities to engage in research-based professional development enhanced by Teacher in the Workplace experiences. This collaborative effort of several agencies will enable educators to interact directly with industry and business leaders, learning about industry trends, needs and opportunities that will be brought back to the classroom to enhance instruction, student learning and career readiness.

Grantee: North Central Workforce Development Board

Grant Title: Educator in the Workplace – IU9 Service Region

Amount Awarded: \$50,000.00

Location: Cameron, Elk, McKean and Potter Counties

Project Summary: The Educator in the Workplace program will take place in the summer as well as throughout the year. The summer experience will be a three-day initiative offered during the summers of 2018 and 2019. Each experience will include an overview of local labor market information with an emphasis on High Priority Occupations, overview of the Career and Education Work Standards, or CEWS, demonstrating how the experience aligns with the CEWS, business and industry panels representing multiple industries followed by company tours and a wrap up discussion among participating educators to discuss how they will implement what they learned in the classroom.

Grantee: Northern Tier Workforce Development Board

Grant Title: Tioga County Career Ready Rounds

Amount Awarded: \$19,911.78

Location: Tioga County

Project Summary: Educators will develop a deeper understanding of CEWS through an orientation day which will include program expectations and outcomes. Three days spread throughout the school year will be devoted to Educator in the Workplace exposing teachers to are high-priority occupations. Educators will tour facilities, discover STEM jobs associated with these industries, identify relevant training opportunities, credentialing procedures, skills for advancement and the availability of family-sustaining wages in these careers.

Grantee: Northwest Workforce Development Board

Grant Title: NWPA Teacher in the Workplace

Amount Awarded: \$50,000.00

Location: Erie, Crawford and Warren counties

Project Summary: The Northwest Teacher in the Workplace program will provide an opportunity to connect 30 educators from 17 school districts, five charter schools and four career and technical centers in Erie, Crawford and Warren counties to regional manufacturing and healthcare businesses/employers. Participants will participate in a 30-hour course, which will include on-the-job learning experiences in STEM related jobs. Participants will develop innovative project-based learning lessons and present them at a culminating session consisting of all stakeholders.

Grantee: Northwest Workforce Development Board

Grant Title: Teacher in the Workplace – Clarion, Forest and Venango Counties

Amount Awarded: \$49,960.00

Location: Clarion, Forest and Venango Counties

Project Summary: The Teacher in the Workplace program will take place in the fall of the 2018-19 school year. The experience will require a commitment of four days, three face-to-face sessions with the facilitation team from ASSET Stem and one day on-site with a workplace employer partner. Each experience will include an overview of local labor market information with an emphasis on high-priority occupations, overview of the CEWS demonstrating how the experience aligns with the CEWS, business and industry panels representing multiple industries, followed by company tours and a wrap of discussion among participating educators to discuss how they will implement what they learned in the classroom.

Grantee: Philadelphia Workforce Development Board

Grant Title: Connecting Philadelphia Educators and Local Energy Workforce Opportunities

Amount Awarded: \$50,000.00

Location: Philadelphia County

Project Summary: Philadelphia Works, Inc. will manage a July 2018 externship, planned and executed by nonprofit, The Philadelphia Education Fund (PEF), for 25 in-school and out-of-school time grades 9-12 Philadelphia educators at the offices of energy leader Johnson Controls. Over four days, educators will visit and engage with Johnson Controls staff across job roles and worksites, to discover skillsets, responsibilities and qualifications for these careers and, from a PEF-led professional development training, educators will create, share and deliver lessons and activities for students centered around career exposure and readiness.

Grantee: Philadelphia Workforce Development Board

Grant Title: Teacher in the Workplace STEM Fellowship

Amount Awarded: \$50,000.00

Location: Philadelphia County

Project Summary: Through the year-long STEM Fellowship, educators will increase their cross-school networks and build capacity for resource building and idea sharing between Fellows. The program aims to engage 25 educators in 40 hours of documented professional development to deepen their understanding Pennsylvania's CEWS, collaborate in planning for classroom activities such as work-based learning experiences and provide direct experience for hands-on learning with career professionals in the work setting. Fellowship activities will take place during a two-day summer institute and three days during the school year, which will include two on-the-job learning activities with career industry partners. Additionally, online reflections, collaborative planning and support for work-based learning experiences with students will also be incorporated as well as an end of year demonstration and peer learning event.

Grantee: Philadelphia Workforce Development Board

Grant Title: Teachers in the Healthcare Workplace

Amount Awarded: \$50,000.00

Location: Philadelphia County

Project Summary: The District 1199C Training & Upgrading Fund proposes to partner with Philadelphia Works, Inc. and a coalition of local workforce/education practitioners to provide 40 hours of health care and human services, sector-focused, professional development and on-site work-based learning with employer partners. Approximately 25 educators – teachers and other school personnel, including out-of-school-time providers – will be recruited and enrolled in the proposed Teachers in the Healthcare Workplace programming.

Grantee: Philadelphia Workforce Development Board

Grant Title: Legacy Pathways – Legacy Bridges NASA Legends & Trail Blazers STEM Institute

Amount Awarded: \$50,000.00

Location: Philadelphia, Montgomery and Delaware Counties

Project Summary: The learning experience that is being proposed provides an opportunity for 30 middle and high school teachers and out-of-school STEM education providers in Greater Philadelphia to come together in a “teacher” team learning institute focused on STEM education and the National Aeronautics & Space Agency (NASA) and the International Space Station. The teacher teams will participate in an intense four-day summer learning experience with workplace professionals from NASA and STEM related industries who will facilitate and simulate hands-on, investigative activities that will then be integrated and translated into their own classroom instruction. This instruction will connect to the students’ curiosity of exploring a career path that may have been previously unfamiliar to them or something in which they have a budding interest.

Grantee: Philadelphia County Workforce Development Board

Grant Title: Aspira Charter Middle Schools Energy Efficiency/Environmental Remediation

Amount Awarded: \$50,000.00

Location: Philadelphia County

Project Summary: Twenty-five middle school teachers from Aspira’s Eugenio Maria de Hostos, Antonio Pantoja, John B. Stetson and Aspira Bilingual Cyber Charter Schools will learn about climate change, conservation, energy efficiency, renewable energy and storm water management. This training will enable curriculum development and a medium term (four to seven years) pipeline of potential STEM workforce.

Grantee: Philadelphia Workforce Development Board

Grant Title: Additive Manufacturing and the Workforce of the Future

Amount Awarded: \$26,700.00

Location: Philadelphia County

Project Summary: The Philadelphia Federation of Teachers Science Professional Development Leaders has spearheaded a program designed to provide teachers with an awareness of the manufacturing career landscape, including a hands-on experience into the next level of manufacturing: advanced manufacturing technologies. This project would capitalize on that existing program to build a platform which will contribute to connecting the region’s future workforce to the manufacturing ecosystem using K-12 teachers as initial purveyors of baseline technical knowledge of additive manufacturing.

Grantee: Pocono Counties Workforce Development Board

Grant Title: Employers and Educators: Bridging the Gap

Amount Awarded: \$50,000.00

Location: Carbon, Monroe, Pike and Wayne Counties

Project Summary: A comprehensive, region-wide Teacher in the Workplace program consistent with the Pocono Counties Workforce Development Comprehensive Plan. By targeting specific sectors and occupations, educators in the region will become more aware about future employment needs within the Pocono Region.

Grantee: South Central Workforce Development Board

Grant Title: Lebanon Educator-Workplace Partnership

Amount Awarded: \$50,000.00

Location: Lebanon County

Project Summary: Middle-school educators from Lebanon County will engage in five non-consecutive days of professional learning during the 2018-19 school year. Educators will keep a log of connections they make between their externship lessons learned, the PA CEWS, twenty-first century skills and their own curriculum. On the final day, these educators will collaborate to develop new lesson plans to be shared with other middle school educators in the IU13 region.

Grantee: South Central Workforce Development Board

Grant Title: Educator in the Workplace Grant

Amount Awarded: \$50,000.00

Location: Franklin County

Project Summary: Educator in the workplace will help educators understand how the topics they teach relate to the real-world workplace and provide them with the opportunity to enhance their lessons with this information. Educators will perform site visits to employers in the county throughout the year and the program will conclude with a presentation to include presentations from the teachers.

Grantee: South Central Workforce Development Board

Grant Title: West Shore Teacher in the Workplace STEM Academy

Amount Awarded: \$35,071.00

Location: Adams, Cumberland, Dauphin, Franklin, Lebanon, Perry and York Counties

Project Summary: Over six days, small groups of educators in the West Shore School District will have the opportunity to explore at least four regional manufacturing facilities to better understand the opportunities that exist in the largest sector of the local economy. This exposure is ideally to help shift the mindset from a “college for all” to a post-secondary credential or pathway for all.

Grantee: South Central Workforce Development Board

Grant Title: FrAY STEM Ecosystem Educator in the Workplace

Amount Awarded: \$30,897.00

Location: Adams and Franklin Counties

Project Summary: The project's goal is for educators to visit and experience local businesses, primarily those connected with growing STEM fields and create lesson plans to support the PA CEWS. Projects and lesson plans will be hosted in an online and searchable format so they can be accessed by other educators and applicable to grades K-12 and embedded into general subject course areas.

Grantee: South Central Workforce Development Board

Grant Title: Leadership Academy Honors Track - Skilled Trades/Apprenticeship Focus

Amount Awarded: \$50,000.00

Location: Cumberland, Dauphin, Perry and Northern York Counties

Project Summary: This project seeks to connect 20 to 40 educators with four to six real-world learning experiences at employment sites of high need occupations in South Central Pennsylvania. Educators will assess and translate those opportunities to integrate their learning into new and existing lesson plans.

Grantee: South Central Workforce Development Board

Grant Title: Leadership Academy Honors Track - Accounting/Business

Amount Awarded: \$50,000.00

Location: Cumberland, Dauphin, Perry and Northern York Counties

Project Summary: This project seeks to connect 20 to 40 educators with four to six real-world learning experiences at employment sites of high need occupations in South Central Pennsylvania. Educators will assess and translate those opportunities to integrate their learning into new and existing lesson plans.

Grantee: South Central Workforce Development Board

Grant Title: Leadership Academy Honors Track - Healthcare

Amount Awarded: \$50,000.00

Location: Cumberland, Dauphin, Perry and Northern York Counties

Project Summary: This project seeks to connect 20 to 40 educators with four to six real-world learning experiences at employment sites of high need occupations in South Central Pennsylvania. Educators will assess and translate those opportunities to integrate their learning into new and existing lesson plans.

Grantee: South Central Workforce Development Board

Grant Title: Leadership Academy Honors Track - Manufacturing

Amount Awarded: \$50,000.00

Location: Cumberland, Dauphin, Perry and Northern York Counties

Project Summary: This project seeks to connect 20 to 40 educators with four to six real-world learning experiences at employment sites of high need occupations in South Central Pennsylvania. Educators will assess and translate those opportunities to integrate their learning into new and existing lesson plans.

Grantee: Southern Alleghenies Workforce Development Board

Grant Title: Teacher in the Workplace

Amount Awarded: \$40,000.00

Location: Blair County

Project Summary: The Teacher in the Workplace project will connect administrators and teachers in the Tyrone Area School District with local businesses through a hands-on, interactive experience. Through a combination of background work, interviews, tours and on-site learning in the workplace environment, educators will bring relevant work experience into their individual classroom curriculum while integrating the PA CEWS.

Grantee: Southwest Corner Workforce Development Board

Grant Title: Southwest Corner/Trinity High School Teacher in the Workplace

Amount Awarded: \$19,480.48

Location: Washington County

Project Summary: Trinity High School has already been a leader in career and college preparation, offering 22 advanced placement courses and rigorous academics for all students, while offering opportunities for embedded real-world experience, including in marketing/promotions, fabrication and agriculture/horticulture. Beyond this, our teachers desire to best prepare our students for their life after K-12 education, which includes needing to have a comprehensive understanding of the skills required to obtain and retain employment over the course of a child's career. The program aligns to the career research, career acquisition and career retention and advancement strands of the CEWS, through the orientation class, which will discuss the spectrum of careers within the employer and the skills required to obtain these jobs and the field experience which will allow teachers to be immersed with an employee who is able to discuss the ability to acquire new skills and advance within their given career.

Grantee: Three Rivers Workforce Development Board

Grant Title: Educators Corporations Partnership for STEM Learning (ECP)

Amount Awarded: \$50,000.00

Location: Allegheny and Westmoreland Counties

Project Summary: The Allegheny Intermediate Unit Math and Science Collaborative (AIU MSC) in partnership with Partner4Work, Westmoreland/Fayette Workforce Development Board, the Collaborative for Evaluation and Assessment Capacity (CEAC) at the University of Pittsburgh, PPG Industries, Arconic, Aethon and the Eaton Corporation, will support up to 40 educators from five local school districts in a six-day, 42-hour educator corporate partnership: Educators Corporations Partnership for STEM Learning (ECP). ECP will emphasize STEM career readiness and aims to build sustainable partnerships between school districts and local corporations/businesses. ECP presents an opportunity for K-12 educators and STEM professionals to work together to develop an innovation in the curriculum that connects to the world beyond the classroom, and provides students with experiences that are more directly transferable to career contexts.

Grantee: Three Rivers Workforce Development Board

Grant Title: Consortium of Teacher in the Workplace

Amount Awarded: \$50,000.00

Location: Allegheny County

Project Summary: Participating school districts will send teams of educators that include teachers, counselors, principals, curriculum coordinators and central office staff including a superintendent to on-site experiences. Following the on-site experience, participants (educators and employers) reconvene for a working lunch and debriefing led by consortium staff. First, the educators meet with members from their districts to share what they have learned and experienced. They are encouraged to talk about how this can affect their classrooms and students. The consortium will then work with districts throughout the school year, offering at least two opportunities for on-site exploration, followed by continuing work with the schools and their staff to take what is learned and create new opportunities, lessons and curricula that affect students across grade levels and subjects. This long-term engagement in the work leads to greater effect and culture change that ensures success.

Grantee: Tri-County Workforce Development Board

Grant Title: Tri-County Teacher in the Workplace Program

Amount Awarded: \$50,000.00

Location: Armstrong, Butler and Indiana Counties

Project Summary: The Teacher in the Workplace Program will allow an educator to spend time in a business or industry environment working side by side with a professional in the field. The educators will learn a variety of occupations that need a variety of skills levels. The educators are then expected to incorporate this experiential learning into their work or classroom curriculum by using the information, techniques, skills and hands-on experiences gathered through their time with the employer. This project will enable educators to learn about local workforce needs, high priority occupations and skills needed in today's workforce. Additionally, businesses will gain a better understanding of what is being taught in the classroom and to have influence on the future curriculum.

Grantee: Tri-County Workforce Development Board

Grant Title: Educator Implementation of the Academic Standards for Career Education and Work in an Authentic Environment

Amount Awarded: \$50,000.00

Location: Butler County

Project Summary: This project will provide train-the-trainer professional development on effective implementation of the CEW curriculum to a cohort of professionals in each school district in Butler County within the framework of the authentic STEM/Entrepreneurial learning environment of The Entrepreneurship Academy. Participants will train at The Entrepreneurship Academy at Butler County Community College, experience four on-site visits to important STEM/entrepreneurial hubs and increase awareness of local partnerships, business and resources. This will provide the background necessary to allow this cohort to train other teachers in their home districts and aid in district decision making regarding the most productive implementation of the CEW Standards to enable students to acquire a solid foundation in career education and work.

Grantee: Tri-County Workforce Development Board

Grant Title: Teacher in the Workplace Armstrong and Indiana Counties

Amount Awarded: \$49,960.00

Location: Armstrong and Indiana Counties

Project Summary: The Teacher in the Workplace project requires a commitment of four days over the course of the 2018-2019 school year. Teachers engage in three face-to-face sessions with the facilitation team from ASSET Stem and one day on site with a workplace employer partner. Each teacher's experience will include a two-day project-based learning course, an overview of local labor market information with an emphasis on high-priority occupations and an overview of the CEWS, prior to participating in an externship at a local business where there are high-priority occupations. On day four, teachers will attend a final session to report on their progress, reflect on their own learning and share how they've transformed their externship experience into project-based learning opportunities for students.

Grantee: West Central Workforce Development Board

Grant Title: Teacher in the Workplace

Amount Awarded: \$50,000.00

Location: Lawrence and Mercer Counties

Project Summary: This demonstration project seeks to place educators in a 40-hour Teacher in the Workplace experience consisting of one-on-one job shadowing with an employer host representative of the local targeted industries and in-demand career pathways. This supports the continued alignment of educational programs with the skills needed by local employers.

Grantee: Westmoreland/Fayette Workforce Development Board

Grant Title: Fayette Future Workforce

Amount Awarded: \$50,000.00

Location: Westmoreland and Fayette Counties

Project Summary: This project will create career connections between middle and high school teachers and companies within key priority career clusters (manufacturing and health care) through the development of one- to two-day lessons focused on career exploration and twenty-first century skills tied specifically to the Pennsylvania CEWS. This project will serve 25 middle and high school teachers.

Grantee: Westmoreland/Fayette Workforce Development Board

Grant Title: Workforce Forum Pathway Learning Community

Amount Awarded: \$50,000.00

Location: Westmoreland and Fayette Counties

Project Summary: This project will create a system for education professionals to have opportunities to experience and interact with local business and industry leaders that leads to developing career readiness learning, experiences and classroom instruction for students in the K-12 system. This project will support K-12 career awareness activities for students, teachers and parents by connecting 25 K-12 educators in Westmoreland and Fayette counties.

PY17 Business Education Partnership Grant

In May 2018, L&I awarded 18 entities BEP Grants totaling \$2 million to support the Pennsylvania's WIOA Combined State Plan. The grants support Governor Wolf's vision of "jobs that pay, schools that teach and government that works" by encouraging creativity and innovation in achieving one or more of the following goals for workforce development depicted in the WIOA Combined State Plan.

These programs increase students', parents', guardians', teachers' and school faculty awareness of in-demand technical careers.

School faculty includes guidance counselors, district superintendents, assistant superintendents, principals and curriculum advisors.

Depending on the LWDB, the number of students served under this grant varies significantly. This grant focuses on middle and high school students.

The partnerships connect schools (teachers and faculty), employers and students with the goal of providing career-related experiences and exposure through soft skills development, internships, workplace shadowing, career mentoring and career tours to increase opportunities for all youth to participate in workbased learning and similar experiences.

PY16 Technology Grants

Governor Wolf and L&I awarded \$2 million in existing reemployment funds for technology grants to reward educational institutions that demonstrate a track record of training and placing adult students into occupations that are in high demand by local employers. These funds are to support equipment purchases and/or upgrades at Pennsylvania's postsecondary career and technical centers and colleges of technology, helping them effectively prepare adult students for entry into Pennsylvania's competitive employment marketplace. Fourteen career and technical centers and community colleges received the funding.

These grants will fund training equipment for career and technical centers, prioritizing manufacturing training. The grant will strengthen the connection between postsecondary CTCs, colleges of technology and local employers, with the goal of meeting employer needs and helping adult students gain industry-recognized skills and credentials.

2017/2018 BEP Grants were awarded using WIOA State set aside funds.

PY16 Strategic Innovation Grants

L&I awarded \$4 million in state WIOA discretionary dollars to 14 organizations (Berks, Chester, Lackawanna, Lehigh, Philadelphia, Pittsburgh, Central, South Central, Carpenters Joint Apprenticeship, Finishing Trades Institute, Spanish American Civic Association, Penn Asian Senior Services, Collegiate Consortium, A. Philip Randolph) which consisted of LWDBs and numerous pre-apprenticeship programs. These programs serve to eliminate the soft-skills gap and prepare individuals for the workforce. Curriculum addresses skills such as everyday math, blueprint reading, communication, teamwork, leadership and time management. L&I is

also working with the State Apprenticeship and Training Council to establish a statewide curriculum for pre-apprenticeships that standardizes training.

L&I awarded \$2 million in reemployment funding to 10 strategic innovation grants to support the Combined WIOA State Plan. Strategic innovation grants promote the connection and responsiveness of workforce programs to the labor market's demand side, and increase public-private investment in critical skills through multi-employer workforce partnerships. Outreach was targeted to serving individuals with multiple barriers to employment, such as basic skills deficiency, adjudication, substance abuse, transportation, childcare, homelessness and other issues.

An example of the types of programs that were awarded include a \$300,000 grant to the South Central WDB to design and implement rigorous, high-quality integrated education and training programs combining basic-skills instruction with training for a specific occupation or industry. This initiative began in the fall of 2017. To date, 65 participants have been enrolled in training, six dropped out and three failed examinations. However, five participants completed the course and were registered to take the NHA examination for certified medical assistant; six enrolled in physician office assistant, or POA, were completing externships, one POA employed; 22 completed certified nurse assistant training, nine are employed; eight enrolled in hospitality completed certifications, one continues to study independently; six enrolled in administrative support, or AS, have completed certification, seven AS currently enrolled in training; one participant completed food service certification.

- The South Central and Lancaster WDBs, Lancaster-Lebanon Intermediate Unit, the Literacy Council of Lancaster-Lebanon, Harrisburg Area Community College and the Career and Technology Centers in Lancaster and Lebanon counties are targeting education and training programs in Lancaster and Lebanon counties for high-priority occupations, and where data indicate higher dropout rates from training programs. Lancaster reported they are working to enroll 25 qualified students for the Harrisburg Area Community College Industrial Maintenance Technician (IMT) Apprenticeship Training.
- Chester, in partnership with the New Mornings Program at Life Transforming Ministries in Coatesville, will provide intensive, wrap-around services, support and training to reconnect adjudicated or recently incarcerated individuals to a career pathway to employment that offers a living wage, growth and advancement – which has been shown to reduce recidivism. The project has served 89 individuals and 29 have entered employment. Case managers work closely with participants to support retention or to rapidly reconnect to other employment.
- Pittsburgh reported that 96 of the 103 participants enrolled in the Energy Innovation Center Institute have completed the training, with 92 being placed at the University of Pittsburgh Medical Center.
- The Central WDA coordinated and realized the registration of three new apprenticeships: Mechatronics and CNC Machining, which will consist of 156 hours of classroom training provided by Pennsylvania College of Technology and OJTs which may provide up to 80 percent employer reimbursement. The third apprenticeship is Maintenance Mechanics, which was registered as a stand-alone apprenticeship by ConAgra Foods.

- Carpenters Joint Apprenticeship reported that seven participants of 20 passed the entrance test for the apprenticeship and three were successfully sponsored by signatory contractors. Of the 13 who did not pass, two were hired by contractors as pre-apprentices until they are able to take the test again.
- Lackawanna exceed their goal with 47 enrollments in career services, and 29 percent obtained employment.
- Lehigh developed career pathways with employers in five targeted industry sectors.
- Collegiate Consortium reported that seven participants were awarded a certificate of completion in Hydraulics and Pneumatics, and three participants were awarded a certificate of completion in SMAW Welding.
- Philip Randolph reported that 48 individuals registered for the TABE test, 20 took the test, 17 passed and 15 were interviewed for employment.
- Spanish American Civic reported that Tec Centro provided services for 498 individuals, 154 received job-search assistance and 77 were placed in jobs. Adult education enrolled 81 new students in the High School Equivalency Preparation Course and ESL, and two attained high school diplomas.
- South Central expended \$400,000 to create a network services and community partners to transition recently incarcerated men and women, with a focus on young adult offenders, into jobs that pay. The grantee receives referrals from the Bureau of Community Corrections and has provided information to parole, halfway houses and county probation. Seventy-six participants have completed the life-skills employment orientation and moved into transitional jobs with local governments and community organizations. Twenty-five have become permanently employed. The grantee is expanding the network of partners to include funding sources for sustainability.

National Dislocated Worker Grants

Sector Partnership Grant USDOL awarded Pennsylvania \$5,250,000 to expand or implement new local and regional sector partnerships and sector strategies. These efforts provided workers with opportunities to translate their skills into new sectors by participating in work-based training or occupational training. These training opportunities will enable workers to obtain industry-recognized credentials. These funds will also be used to identify and map the necessary skills and competencies for in-demand jobs by assessing how well those skills and competencies are reflected in existing training programs and curricula.

Thomas Jefferson University Hospital hosted more than 3000 incumbent-worker training participants, and their experience with the grant was very positive. One of their professors writes: “I trained about 55 students to be community health workers, certified peer specialists, certified recovery specialists and forensic peer specialists. Many of the students came from Project Home. Others were living in shelters or sleeping on a friend’s couch. Over 90 percent of the students successfully completed the program.... I am happy to say that over 80 percent of the students are currently employed or back in school. They tell me that the training has changed their lives.

They're community leaders and are working to help their peers in the same position. They are enthusiastic and highly motivated. Many of them now live in their own apartments. Families have been reunited and children now have two parents.... I think of how the students acted on the first day of class. They were frightened, untruthful and reluctant to make contacts. By the end of the class, we had created a family environment with the students interacting and helping and encouraging each other emotionally, academically and professionally."

Grant Amount: \$5,250,000

Awarded to Date Funding: \$5,250,000

Period of Performance: 7/1/2015 to 6/30/2018

Participants served: 4083

Power Grant USDOL awarded Pennsylvania up to \$2,000,000 for those affected by the downturn in the coal mining industry. This grant will further support the integration of efforts of local workforce and economic development professionals, state and local elected officials and the United Mine Workers of America and will infuse additional needed funds to provide impacted dislocated workers the skills, knowledge and career guidance necessary to rapidly become reemployed.

Grant Amount: Up to \$2,000,000

Awarded to Date Funding: \$1,276,400.00

Period of Performance: 1/1/2016 to 9/30/2018

Participants served: 204

Storm Grant USDOL awarded Pennsylvania \$238,049.00 to supplement state and local recovery efforts in the area affected by severe storms and flooding during the period of Oct. 20 and 21, 2016. Grant money is being used to provide temporary jobs to support clean-up efforts in public and private residential area effected by the severe storm. Temporary jobs will serve dislocated workers in the affected area. Through L&I, Pennsylvania will work with the Central Workforce Development Board and Northern Tier Workforce Development Board to provide these necessary clean-up efforts.

Grant Amount: \$238,049.00

Awarded To Date Funding: \$238,049.00

Period of Performance: 01/01/2017-12/31/2019

Participants served: 17

GE Dual-Enrollment Grant USDOL awarded Pennsylvania \$751,250 to support reemployment activities for those affected by lay-offs at the General Electric Transportation Systems company in northwest Pennsylvania. These funds will be used to provide a transitional center to more easily access workforce services and to supplement supportive services activities.

Grant Amount: \$751,250

Awarded to Date Funding: \$751,250

Period of Performance: 1/1/2016 to 6/30/2018

Participants served: 893



The Commonwealth Workforce Development System Project

The Commonwealth Workforce Development System, or CWDS, is Pennsylvania’s workforce system of record. In accordance with federal regulations, L&I is required to submit quarterly, accurate participant reports and validate individual participant data, as well as financial reports, to USDOL. Under WIOA, and as part of these reporting requirements, USDOL requires coordination and co-enrollment data among WIOA, Wagner-Peyser Act and TAA, programs to ensure a common record is maintained for each participant served by these funding streams.

CWDS is the required entry point for all workforce investment activities in Pennsylvania, to include participant and employer registrations, job postings, job matching, career planning, case progress notes, activities and outcomes pertaining to workforce programs funded through the authorization of WIOA, the Wagner-Peyser Act, TAA and related grants.

Executive Pulse/CWDS Data Share

L&I and DCED are working to share data for the Engage! program and share business case-management data through the Executive Pulse system and L&I’s CWDS. Additionally, the two agencies are working to coordinate business engagement locally to reduce business fatigue from multiple agency visits and streamline employer contacts and service delivery.

Comprehensive CWDS/PA CareerLink® Enhancements

L&I continues designing and implementing enhancements CWDS/Pa CareerLink®, provide better job seeker and employer experiences and allow staff greater case management and performance accountability functionality within and across core programs. Some of the larger-scale efforts are:

- *Apprenticeship & Training Module.* Enhancements have been built in CWDS/PA CareerLink® to support ATO staff management processes, interfacing where applicable with RAPIDS, the federal registered apprenticeship management system, to enhance Pennsylvania’s ability to connect apprenticeship and workforce development activity and related data. The interconnectivity of apprenticeship and workforce development systems, activities and data being coordinated in Pennsylvania and designed in CWDS/PA CareerLink® is unique among the states. Additionally, an apprenticeship standards-builder is being designed and incorporated into the system to support creating apprenticeship programs aligned with Pennsylvania’s specific apprenticeship requirements. This standards-builder enhancement will be the first of its kind for Pennsylvania.

- *Business Services, Case and Staff Management 2.0 Portals.* These portals improve user interfaces, dashboards and design for managing case details, assignments and other staff-management activities.
- *Career Resources.* L&I provides access to user-friendly online career resources for jobseekers through PA CareerLink® such as Big Interview, the relaunch of PA Career Coach, JobQuest, the upgrade of TORQ and Virtual Job Shadow. Enhancements to jobseeker resources include job feed integration (postings pulled from US.jobs and seamlessly integrated into the Pa CareerLink® job search); the redesign of the PA CareerLink® jobseeker dashboard; and the transition to responsive application screens to allow for the decommission of the existing stand-alone Pa CareerLink® mobile website.
- *Electronic Monitoring Module.* L&I is designing an electronic monitoring module in CWDS/PA CareerLink® used by the department and local boards. It will automate and streamline local workforce development area monitoring processes and supports L&I's monitoring model shift. This module includes a user dashboard for L&I staff and local workforce development boards to improve communication and the collection, accessibility and analysis of monitoring-related information. This module also includes report generation and progress tracking, customizable alerts to flag specific responses or instances of incomplete sections, the capability to review, upload and submit documents and request technical assistance regarding specific elements of the monitoring tool, wherein requests and responses to requests are tracked.
- *Fiscal Management System.* Fiscal management enhancements will streamline and automate process flows, improve approval and application creation efficiencies, more effectively capture changes and incorporate electronic signature and uploading source documentation.
- *Infrastructure.* Infrastructure improvements and upgraded technology tools and software are being incorporated into CWDS/PA CareerLink® They include:
 - o Migrating CWDS to responsive design
 - o Team Foundation Server (TFS) upgrade to track and manage features and bugs through the software development life cycle, and automate delivery of software code in multiple environments through production, including the storage of data related to release definitions, environments, tasks and deployments
 - o Application framework upgrades in CWDS for CWDS 2.0 functionality
 - o Server upgrades
 - o Microsoft .NET 4.6.1 upgrade, CA Identity Manager upgrade
 - o Microsoft Visual Studio (VS) upgrade;
 - o Replacing HP Application Lifecycle Management with Microsoft Test Manager
 - o Incorporating CodeDX Static Application Security Tool, security vulnerability scanning, into the software development and build process.

PA CareerLink® Job Indexing Project

A pilot job indexing project is ending at PA CareerLink® Wilkes-Barre and in Hazelton. Indexing is an automated process that allows the National Labor Exchange to collect job openings from corporate job sites that are not currently participants on the PA CareerLink® website. The project's goal is to simplify the job-posting process for employers and increase the number of job postings available to Pennsylvania's job seekers. The Commonwealth has recently begun to index vacancies for Commonwealth positions in order to display them to jobseekers using

PA CareerLink®. Benefits of job indexing include:

- Indexed jobs are original and fresh job postings acquired from vetted employers.
- Job indexing is an automatic, no-cost service for state workforce agencies.
- Using this service increases the number of job opportunities available through state job bank (PA CareerLink®).
- Indexing saves state workforce agencies and businesses time and money, allowing staff to focus on providing more value-added services and improving optics with job seekers as the place to go to get a job, rather than a website with a low-volume of job postings and low-skill jobs with low wages.

Reemployment & Systems Integration Grant (RSI)

L&I is using a \$1.1 million RSI award to enhance service delivery and improve outcomes for dislocated workers with integrated technology solutions that support connectivity across workforce development programs. To do this, L&I drafted a plan to institute the following CWDS/PA CareerLink® improvements:

- *IEP Enhancements*. Improvements related to the development of a standardized, customer-centric Individual Employment Plan to help job seekers set and achieve education, training and employment goals.
- *Referral Process Enhancements*. Improvements related to the development of system-generated program referrals for users and staff that includes ability to send, receive and track referrals and outcomes of such referrals among state and local organizations to emphasize strategic partnerships and strengthen data sharing.
- *Dislocation Activities Dashboard*. Creation of a “dashboard” that will house all WARN’s/Trade certifications/Rapid Response related events to map activity related to dislocations and the workforce development activity provided in response to dislocations.
- *Reemployment Services and Eligibility Assessment (RESEA)*. The enhancements to RESEA within CWDS/PA CareerLink® supporting UC claimants include the capability for claimants to self-schedule RESEA orientations online, improvements related to program monitoring and the integration of new reporting tools.

SARA Virtual Assistant

L&I and DHS are procuring and implementing SARA, a virtual counselor’s assistant that uses artificial intelligence and two-way communications to handle a portion of the required tracking, case follow-up, documentation and data entry typically done by case managers. With this technology, L&I anticipates improving capacity to manage large caseloads more efficiently and cost effectively. With SARA, for every 1,000 users this technology helps manage, equals the work of 2.2 full-time employees.

PAWDB Recommendations

L&I is implementing a series of PA WDB subcommittee recommendations for improving PA CareerLink®. These recommendations are to use technology to improve job seeker engagement, to provide training for employers on accessing the workforce system’s resources, to streamline the job application process and to increase the visibility and clarify messaging related to PA CareerLink®

CWDS/PA CareerLink® Systems Integration & Data Sharing

L&I and workforce partners continue pursuing opportunities to better coordinate service delivery through information sharing. L&I has established, or is in the process of establishing, data-sharing and system integration among CWDS/PA CareerLink® and other state agencies, including but not limited to:

- Pennsylvania Department of Human Services (DHS) Client Information System (CIS)
- DHS Pennsylvania Child Support Enforcement System (PACSES)
- Pennsylvania Department of Community and Economic Development (DCED) ExecutivePulse Customer Relationship Management (CRM) System
- Pennsylvania Department of Education (PDE) Division of Adult Education e-Data V2 System
- Pennsylvania Department of Corrections (PADOC); and other L&I partners (e.g., UI and OVR)



The Pennsylvania Apprenticeship & Training Office

Established in 2016, The Pennsylvania Apprenticeship & Training Office, or ATO, has registered 129 new sponsors and 180 new apprenticeship programs or occupations, bringing the total number of registered programs to 776 and the total number of registered apprentices to 16,788 across Pennsylvania.

Among ATO's responsibilities are helping employers, schools, organized labor, community-based organizations and associations develop talent pipelines, or pre-apprenticeship programs. The department, with the Pennsylvania Apprenticeship and Training Council's approval, has developed pre-apprenticeship program standards ensuring alignment with registered apprenticeship programs in the state. This allows for a more focused use of resources, and better outcomes for participants. Pennsylvania has been one of the first states in the country to register their pre-apprenticeship programs.

In addition to increasing apprentices and registered apprenticeship programs' capacity, among ATO's main goals is increasing registered apprenticeship programs in non-traditional industries and reach a larger audience. To that end, the PA Apprenticeship and Training Council has approved a number of non-traditional apprenticeship programs, including those in mental health services, human services, early childhood education and information technology.

Additionally, group – or collaborative – apprenticeship models are on the rise. These programs allow for small businesses to participate in apprenticeship programs by sharing the administrative tasks of running a program. Examples of these programs include chambers of commerce, career and technical schools and professional or industry associations. One program in particular, the Hanover Chamber, originally involved four employers and has expanded to six. The program has registered machinist, mechatronics and welding technician occupations and operates with a direct connection to two area school districts. Pre-Apprenticeship programming has been at the forefront of the program's recruitment efforts to provide students with direct pathways into industry. The program continues to grow and partner with other school districts and employers.

The group model of apprenticeship has also proved successful for Pennsylvania College of Technology Consortium and their apprenticeship and pre-apprenticeship programs. The Penn College program supports 14 employers and is constantly growing. Local agencies and organizations have aligned their resources to support the program. This support has allowed the program to create and maintain robust apprenticeship and

pre-apprenticeship programs, and has made it possible for the program to work with local high schools and focus on creating opportunities for students in the industry.

Spread Awareness About the Benefits of Registered Apprenticeships

Before February 2016, Pennsylvania's apprenticeship efforts were focused mostly on compliance and serving the Pennsylvania Apprenticeship and Training Council in an administrative capacity. Today, the ATO has met with high schools, community colleges, CTCs, PA CareerLink®, WDBs, manufacturing associations, Emergency Medical Technicians (EMT) associations, and chambers of commerce about the benefits of registered apprenticeship. We have dramatically increased the registered apprenticeship footprint in Pennsylvania.

In 2018, the ATO launched content on Pennsylvania's one-stop network's website, JobGateway (now, PA CareerLink®) to help educate and promote the registered apprenticeship systems. Users can gain access to RA statistics, ATO Council members, important dates and access to ATO grant information. Soon users will also be able to access registration documents, resources and other informative items on the site.

Expand Registered Apprenticeships into Nontraditional Areas (Occupations and Participants)

In 2016 and 2017, ATO registered numerous non-traditional program sponsors: CTCs, community colleges, an EMT council, a chamber of commerce, and a manufacturing association. ATO recently added a number of new, nontraditional apprenticeship programs (including scientific research and information technology) and added two occupations to help job seekers establish a career path and employers train the skilled workers they need. Some of the nontraditional occupations added to the ATO program include direct-support professional, bio-medical research technician and early childhood/pre-K teacher. We are increasing our relationship with the vocational rehabilitation community and community-based organizations in an effort to further expand apprenticeship programs.

Two successful, non-traditional programs recently registered with ATO include JEVS Human Services and the Urban Technology Project. These programs provide apprentices with a pathway to information technology careers, and have served at-risk youth throughout Philadelphia. Additionally, ATO awarded its first Outstanding Non-traditional Program award to District 1199c at the Apprenticeship Summit in September. District 1199C offers apprenticeship programs in early childhood education, behavioral health/direct support professional, advanced home health aide, community health worker, and medical assistant. District 1199c has partnered and collaborated with numerous employers and education providers in their community and has worked with its local community college to create a pathway to an associate's degree for a number of their programs.

Pennsylvania was awarded a \$1.8 million federal apprenticeship grant to expand our program and increase the number of participants.



Center for Workforce Information & Analysis

L&I's Center for Workforce Information and Analysis, or CWIA, provides timely, objective and credible workforce and economic information. Core labor market information is produced through a cooperative agreement with the federal Bureau of Labor Statistics and is supported by an annual Workforce Information Grant from the U.S. DOL's Employment and Training Administration.

Included among CWIA's many products are monthly employment data (statewide and local), the Quarterly Census of Employment and Wages (establishment data that includes location, industry, employment and wages), local area unemployment statistics (estimates of the number of employed and the number of unemployed by residency as well as the unemployment rate for various geographies), and more.

Through data-sharing agreements, CWIA works closely with other agency's in support of workforce development initiatives, economic development initiatives and program evaluation. While data-sharing agreements can take many forms, the information most often requested are wage records and employer details. Both data are protected under federal and state unemployment compensation laws as confidential information.

Notable among current agreements are:

- **PA Department of Education:** Adult Basic & Literacy Education participants' employment status and wages to evaluate program performance; Future Ready PA Index to allow for understanding of employment status of recent public school graduates.
- **PA Department of Community and Economic Development:** Sharing employers' employment and wages to support the Governor's Action Team initiatives; ensuring effective strategies to engage Pennsylvania employers as a single voice.
- **PA Department of Human Services:** Identifying opportunities to maximize the positive impacts of public assistance and public workforce programs.

- **PA Department of Corrections:** Supporting initiatives in the transition from incarceration to sustained and gainful employment.
- **Steel Valley Authority's Strategic Early Warning Network (SEWN):** Supporting outreach to Pennsylvania's at-risk manufacturing businesses.

At CWIA's website, www.paworkstats.pa.gov, visitors can access a wide array of data products and publications. County profiles, statewide average weekly wage information, monthly and quarterly PA WorkStats brochures and longer-term studies and reports on the economy and other issues Pennsylvanians, policy makers, state and local governments encounter daily.



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