



Quarterly Meeting Briefing Book

February 13, 2024
10:00 AM

Josh Shapiro
Governor

Terry Wilttrout
Chair



Quarterly Meeting Briefing Book

Table of Contents

February 13, 2024

| | |
|------------------------------------------------------------------------------------------------|----|
| Agenda | 3 |
| November 15, 2023 Minutes | 4 |
| Department of Labor & Industry Workforce | 17 |
| Office of Vocational Rehabilitation | 23 |
| Department of Education | 26 |
| Department of Human Services | 28 |
| Department of Community and Economic Development | 31 |
| Department of Agriculture | 33 |
| Department of Aging | 34 |
| Department of Corrections | 35 |
| Apprenticeship and Career & Technical Education Committee Update (<i>and Recommendation</i>) | 37 |
| Youth Committee Update (<i>and Recommendation</i>) | 39 |
| Education Workforce Committee Update | 40 |
| Industry Partnership and Employer Engagement Committee Update | 41 |
| Barrier Remediation Committee Update | 42 |
| Continuous Improvement of the PA CareerLink® System Committee Update | 43 |
| Reentry Committee Update (<i>and Recommendation x2</i>) | 44 |
| Healthcare Workforce Committee Update | 47 |
| Agriculture Committee Update (<i>and Recommendation</i>) | 48 |
| Manufacturing Committee Update | 50 |
| Construction Workforce Committee Update | 51 |
| Pennsylvania Profile – Labor Market Update | 52 |
| WIOA Titles I & III Performance Update | 54 |
| PA CareerLink® Update | 57 |
| Reentry Survey Summary Findings | 66 |

Quarterly Meeting
Tuesday February 13, 2024
Agenda (subject to change)

- 10:00 AM Call to Order – Chair’s Updates, Terry Wilttrout
- Roll Call
 - Approve November 15, 2023, Quarterly Meeting Minutes – **VOTE**
- 10:15 AM Agency Updates
- Nancy Walker – Secretary Labor & Industry
 - Ryan Hyde – Executive Director Office of Vocational Rehabilitation
 - Khalid Mumin – Secretary Education
 - Valerie Arkoosh – Secretary Human Services
 - Rick Siger – Secretary Community and Economic Development
 - Russel Redding – Secretary Agriculture
 - Jason Kavulich – Secretary Aging
 - Laurel Harry – Secretary Corrections
- 11:00 AM PA WDB Committee Updates
- Apprenticeship & CTE, Chair Angela Ferritto
 - Recommendation on Third Party Research Proposal - **VOTE**
 - Youth, Chair Chekemma J. Fulmore-Townsend
 - PA LDS Research Proposal - **VOTE**
 - Education Workforce, Chair Timothy James
 - Industry Partnership & Employer Engagement, Chair John “Ski” Sygielski
 - Barriers, Chair Shea Zwerver
 - Continuous Improvement of the PA CareerLink® System, Chair Brian Funkhouser
 - Reentry, Chair Debra Caplan
 - Recommendation on IDs – **VOTE**
 - Recommendation on Pardon Events - **VOTE**
 - Healthcare Workforce, Chair Matt Yarnell
 - Agriculture Workforce, Chair Brian Campbell
 - HC & AG Joint Recommendation on Language Accessibility - **VOTE**
 - Manufacturing Workforce, Chair Mike Wojewodka
 - Construction Workforce, Chair Karen Masino
- 12:00 10 Minute-Break
- 12:10 PM Review of Public Comments on WIOA Combined State Plan
- James Martini – Executive Director PA WDB
- 12:45 PM Public Comment
- 12:50 PM Submission of PA WIOA Combined State Plan to Federal Government - **VOTE**
- 1:00 PM Adjourn – **VOTE**

Next Meeting: May 7, 2024 (Pittsburgh – Details TBD)

PA WDB Quarterly Board Meeting

Wednesday, November 15th, 2023

10am-2pm

Meeting Minutes

Attendance

Members:

- Chair Terry Wiltrout
- Thomas Foley for Secretary Akbar Hossain and Governor Shapiro
- Philip Jaurigue
- Andrea MacArthur
- Darrin Kelly
- Dennis Pagliotti
- Gregg Riefenstahl
- Karen Masino
- Secretary Dr. Khalid Mumin
- Mark Pasquerilla
- Eric Kratz for Senator Camera Bartolotta
- David Miles for Secretary Jason Kavulich
- Malik Majeed
- Roy Rosin
- Mark Thaler
- Secretary Nancy Walker
- Dorenda Hamarlund for Secretary Laurel Harry
- Joseph Welsh
- Marguerite Kline
- Jennifer Wakeman
- Mike Shirk
- Representative Ryan Mackenzie
- Zachary Zobrist for Matt Yarnell
- Sara Gligora for Secretary Russell Redding
- Shea Zwerver
- Carniesha Kwashie
- Representative Morgan Cephas
- Chekemma Fulmore-Townsend
- Nicholas Gilson
- Brian Funkhouser
- Angela Ferritto
- Tim James
- Robert Bair
- Executive Director Ryan Hyde
- Deputy Secretary Dan Kuba
- Gwen Ross for Secretary Rick Siger
- Brianna Ludwig for Secretary Valerie Arkoosh
- John "Ski" Sygielski

Committee Chairs:

- Chair John "Ski" Sygielski, Industry Partnership & Employer Engagement Committee
- Chair Chekemma Fulmore-Townsend, Youth Committee
- Chair Angela Ferritto, Apprenticeship & CTE Committee
- Chair Brian Funkhouser, Continuous Improvement Committee
- Zachary Zobrist for Chair Matt Yarnell, Healthcare Committee
- Kristina Gonzalez for Chair Brian Campbell, Agriculture Committee
- Chair Tim James, Education Workforce Committee
- James Martini for Chair Mike Wojewodka, Manufacturing Committee
- Chair Karen Masino, Construction Committee
- James Martini for Chair Debra Caplan, Reentry Committee
- Chair Shae Zwerver, Barriers Committee

Staff: Executive Director James Martini, Deputy Director Michelle Lengel, Dan De Lellis, Belinda Nester, Erin Donohoe, Shannon Austin, Kristina Gonzalez

Chair's Updates

Chair Terry Wilttrout began the meeting and sought a motion to approve the October 10th meeting minutes.

MOTION: Brian Funkhouser made the motion. Angela Ferritto seconded the motion. The motion passed unanimously.

Chair Wilttrout highlighted that James Martini and his team will be setting the 2024 meeting dates shortly. He also noted that they will be asking for volunteers from the board to help with strategic planning related to workforce development in Pennsylvania.

Pennsylvania Early Learning Investment Commission Presentation

Executive Director Andrea Heberlein gave the presentation on the Early Learning Investment Commission. She began by highlighting that the commission was started in 2008 and they now have around 50 business leaders charged with advancing quality early learning and quality childcare. She noted that there are many benefits in longitudinal outcomes for kids when they have quality early learning and emphasized the need that working families have for childcare. In 2021, the commission partnered with the Pennsylvania Chamber of Business and Industry to conduct a statewide survey on employer experiences with childcare. 70 percent of employers who responded stated they wanted to do more with childcare but did not know the resources available. From that, the commission created the Investments in Caring PA website as a resource for both employers and employees. Executive Director Heberlein highlighted their employer toolkit and employee toolkit that helps navigate state benefits and referrals. She also highlighted that they have sample surveys for employers, pages on HR benefits/policies and tax credits, and that they provide technical assistance. She ended her presentation by highlighting one of their successes with the Housing Authority of Pittsburgh. The Housing Authority was able to open a 24-hour childcare center in their apartment building that is operated by a previous home-based provider. Residents are able to receive workforce development training while their children receive quality childcare and the center is staffed by students from Duquesne University who are able to get real-life professional experience in early childcare. Executive Director Heberlein thanked the board for allowing her the time to come speak to them.

Chair Terry Wilttrout asked Executive Director Heberlein if there was an age limit for childcare. She explained that when referring to childcare, it is typically birth to age five. She highlighted that a lot of providers also provide before and after school care because that care is also critical. That is often offered up to age 12.

Agency Official Updates

- **Dr. Khalid Mumin, Secretary of the PA Department of Education (PDE)**
Secretary Mumin began by noting that he and his team have had visits around the Commonwealth focused on planning and strategizing around workforce. He highlighted a visit they did to McDowell Career and Tech Center in Erie, PA where they got to see the students engage with manufacturing and noted that some were even working as paid interns with jobs lined up after

graduation. He noted that about 50 percent of the students in this program are planning to work in manufacturing within their local area after graduation. He expressed his excitement with this and noted that they are engaging in similar discussions around the state. He also highlighted that he was able to meet most of the Commonwealth's career and technical education professionals at their annual conference at Penn State. He emphasized that it was exciting to see that the professionals knew they were critical figures in resolving workforce issues. He noted that ultimately it is their goal to create a blueprint for school districts to promote access to different career pathways. He noted that education is just one piece of workforce but that with all the pieces together they have the capability to really address these issues. He ended by noting that the workforce issue is also a competitive issue and as a state, we are tired of losing workers to neighboring states. He highlighted that it is his goal that Pennsylvania could be a blueprint nationally for addressing these workforce issues.

- **Nancy A. Walker, Secretary of the PA Department of Labor & Industry (L&I)**

Secretary Walker began by apologizing for joining the meeting remotely due to the annual stuffed toy donation day. She thanked the board and L&I's partner agencies for their help and support with their workforce initiatives. She also noted that the department is close to publicly posting guidelines for the Governor's Workforce Transformation Program (CWTP). That program uses federal dollars to incentivize contractors to hire new employees. Contractors are able to receive \$40,000 per employee for up to 10 employees. Secretary Walker also thanked James Martini and his team for their work in preparing the state plan. She also highlighted that at her first meeting with the board she noted that they had about 40,000 backlog claims in Unemployment Compensation (UC). She noted that at the end of August, they had no backlog claims and were answering calls under 11 minutes. She ended by thanking Deputy Secretary Maria Macus and her team for their work in making that happen as well as stakeholders who have given feedback and support.

- **Dan Kuba, Deputy Secretary of Workforce Development for L&I**

Deputy Secretary Dan Kuba began by noting that issues like childcare and transportation, are issues across workforce development. He also noted that adaptability is a key issue when it comes to the workforce. Particularly, when it comes to the younger generations (millennials and Gen-Y), he highlighted that there is a difference in the way they receive information and that they want to know what the value is towards specific projects. He emphasized that for employers, it is important to not speak to all of your employees the same way. Deputy Secretary Kuba also noted that there has been a lot of questions around where is the workforce? He explained that they fall into four different buckets: reentry, recovery, immigration, and those who just disappeared. He emphasized that the last bucket, those who disappeared, only make up about 25 percent of the workforce and if employers refuse to work with those other groups, they don't have much to work with. Deputy Secretary Kuba also noted that UC has partnered with Workforce Development on a couple initiatives. Working with UC and data from 2020-2022 as well as wage and record and new hire data, they were able to come up initially with around 280,000 individuals who are no longer showing up in the workforce system. Since then, that number has grown to around 420,000. Their project focuses on looking at how they can get those individuals to respond and figuring out what is happening with those individuals through a survey and outreach programs. They have hired a consultant to compile the data from that survey and Deputy Secretary Kuba noted that the board will be given a copy of that report.

He also highlighted that another major partner of the Deputate is JobCorps. He noted that he and Secretary Walker were able to go up to the Keystone Campus and take a tour of the facility as well as see the graduation. He noted that half of the individuals that went through the program were scooped up and had employment opportunities as soon as they graduated. He emphasized that as a partner, their goal is to make sure PA CareerLink® staff are registering those individuals so that when they leave the program, their journey doesn't stop there. Lastly, he highlighted some of the grants the Workforce Deputate currently has out. They are putting an additional \$800,000 towards veteran services and this year they received a new line item in the state budget for the School to Work Grant. He ended by emphasizing that right now, there are more job openings than individuals ready to work so employers are in a critical position.

- **Ryan Hyde, Executive Director for the Office of Vocational Rehabilitation (OVR)**

Executive Director Ryan Hyde began by emphasizing Deputy Secretary Kuba's statement about talking differently to employees from different generations and noted that that could also be said for some people with disabilities. He also noted that people with disabilities could be added to the buckets that Deputy Secretary Kuba mentioned with the untapped workforce. He emphasized that OVR is always looking for more ways to partner and they will pay for internships, wages, and on the job training reimbursements. He highlighted that this fall, OVR offered \$13 million in post-secondary education support for over 2,000 individuals. He noted that fall is a busy time for OVR and they are currently in a big planning phase for summer 2024. For their MY Work program, he noted that they are expecting to serve a thousand students next summer and that they hope to be in all 67 counties. He also highlighted that they plan to be back in Penn State for their summer academies for students who are blind or visually impaired, or deaf or hard of hearing. He also highlighted that they are expanding their partnership with the Department of Conservation & Natural Resources (DCNR) on Outdoor Corps. Executive Director Hyde also highlighted that they just authorized \$13 million for their Commonwealth Internship program. Last year they had about 30 students in various agencies across the Commonwealth and they are looking to expand that for this year. He noted with that, that they don't just pay for interns within Commonwealth entities and that if anyone is interested in having an intern, OVR will pay their wages.

Executive Director Hyde also mentioned that OVR has a large portion of the combined state plan and that their public comment period is coming up soon and they will be holding their meetings for that soon. He lastly, spoke about the two large Disability Innovation Fund (DIF) grants that they received. The first one they received last year for competitive integrated employment and the first year of that was focused on writing agreements and contracting. They are now at the point where they are starting to onboard customers and employers and they already have an employer designated for one of their first sites. The second DIF grant they received is the \$9.9 million Pathways to Partnership grant. That grant was just received in late September and is a collaboration between OVR, the Bureau of Special Education, the Office of Development Programs, the Center for Independent Living, the Pennsylvania Training and Technical Assistance Network (PaTTAN), and others. Since it is in the first year, they are working on writing agreements and contracting but will then move on to implementing training and created work-based learning opportunities for students.

- **Valerie Arkoosh, Secretary of the PA Department of Human Services (DHS)**

Brianna Ludwig spoke on behalf of Secretary Arkoosh and began by highlighting that since the last board meeting, Pennsylvania's State System of Higher Education (PASSHE) hosted their 2023

Diversity, Equity, and Inclusion Summit at Shippensburg University. The theme of the summit was power of the community united to amplify voices and foster well-being. The DEI summit was aimed at highlighting the importance of collective work to improve campus experiences and promote well-being for all. Ms. Ludwig also highlighted that the Office of Child Development and Early Learning (OCDEL) has been utilizing funds from the pre-school development grant for rapid response teams. These teams assist early childhood education programs with children who are at immediate risk of expulsion. She noted that 82 grant applications were submitted and are currently being reviewed. For the Office of Children, Youth, and Families (OCYF), Ms. Ludwig noted that they have recently teamed up with partners with the Public Financial Management to develop a three-phase county children and youth agency recruitment and retention project. This project began in July 2023 and is anticipated to be completed in January 2024. For this project, OCYF has partnered with 10 county children and youth agencies. Ms. Ludwig also noted that the Office of Income Maintenance has given American Rescue Plan Act (ARPA) funds for tuition assistance. She highlighted that this funding will help people stay enrolled in community colleges and has also helped increase GPAs and the likelihood of graduation. Lastly, she highlighted that within the Office of Long-Term Living, they are in the process of developing new Managed Care Organization (MCO) performance measures for 2024 agreements. These would require MCOs to reach a supportive employment level of 5 percent for competitive integrated employment. She ended by apologizing for Secretary Arkoosh not being able to attend the meeting.

- **Rick Siger, Secretary of the PA Department of Community and Economic Development (DCED)**
Gwen Ross spoke on behalf of Secretary Siger. She highlighted that they included some updates since the last board meeting in the briefing book and did not have any additional updates to give besides what was presented in the book.
- **Laurel Harry, Secretary of the PA Department of Corrections (DOC)**
Dorenda Hamarlund spoke on behalf of Secretary Harry. She began by highlighting her recent trip to Mercer County in mid-October where she spoke to employers and staff at the Mercer PA CareerLink® about the benefits of hiring reentrants. After that event, she noted that Mercer County has reached back out and asked for her to come back and do a bigger event. She noted that they are looking to do that sometime in 2024. Ms. Hamarlund also noted that DOC has partnered with the Department of Banking & Securities and Cross State Credit Union Association to hold a Reality Fair in Harrisburg on October 20th. She highlighted that they had 72 reentrants attend and the fair was focused on helping reentrants learn budgeting and plan out their bills and what they can do with their extra income. Ms. Hamarlund noted that Philadelphia and Pittsburgh have expressed interest in holding similar fairs in their areas and they plan to move forward with that in 2024. She also highlighted that DOC now has a partnership with Alline Salon Group to hire those coming out of prison with barber and cosmetology licenses. Ms. Hamarlund noted that DOC is handling this partnership in two phases. The first phase is already in effect and is reaching out to their reentrants currently on parole to let them know that they can apply to Alline Salon Group. She noted that right now they have one person going through this process and she is waiting to hear if they have started or not. The second phase is going to be building a prison to work pipeline with the idea of getting people hired pre-release. Ms. Hamarlund noted that she hopes by the next quarterly meeting she will be able to report that this phase is moving forward and they have people hired.
- **Russell Redding, Secretary of the PA Department of Agriculture (PDA)**

Sara Gligora spoke on behalf of Secretary Redding. She began by highlighting that PDA has been continuing to work to connect the industry and workforce system and they have been doing a lot of great work with the Department of Labor & Industry, the local workforce development boards, and PA CareerLink®. She thanked everyone who has been involved with that. Ms. Gligora also noted that the department currently has a total of eight agriculture related apprenticeship programs and two pre-apprenticeship programs. She noted that they are currently working on a third pre-apprenticeship program which is the dairy herd manager program. She also highlighted that the Pennsylvania Commission for Ag. Education will be releasing their annual report sometime in December and their next meeting is December 6th. Ms. Gligora also noted that the department also just recently announced the opening of their Veterans in Ag grant which will award up to \$200,000 to veteran organizations to support individuals veteran farmers and noted that they will be accepting applications until December 15th for that program. Lastly, Ms. Gligora highlighted the upcoming PA Farm Show which is set to take place January 6th to January 15th in 2024. She expressed their excitement at working with a number of people at L&I who will be setting up tables and exhibits at the farm show and she emphasized that anyone interested should attend the Farm Show.

- **Jason Kavulich, Secretary of the PA Department of Aging**

David Miles spoke on behalf of Secretary Kavulich. Mr. Miles did not have any additional agency updates other than what was presented in the briefing book.

Third Sector WIOA State Plan Presentation

Angelica Garcia, Naudia Porter and Chelsea Haley began their presentation by introducing themselves and their company, Third Sector. They began by highlighting that in October, they partnered with the PA Workforce Development Board staff to facilitate listening sessions across the state and emphasized that the point of their presentation was to share out the insights collected through those public listening sessions. They highlighted that over the three in-person sessions and the one virtual session, they had over 200 participants from a variety of organizations. They noted that in these sessions, participants were in small groups that each focused on one of the strategic goals within the WIOA state plan. They highlighted that these small groups allowed them to dive deeper into the goals and discuss actionable strategies. They began their review of the insights with the Barrier Remediation group. They noted that the discussion held in this group elaborated how the inaccessibility and lack of flexibility of supportive services poses a critical challenge to training program completion and employment. The barriers highlighted included child-care, transportation, housing (access and affordability), and digital literacy. A common theme also highlighted in this group was the lack of awareness and understanding of the existing resources. The group discussed the role the workforce development system has in helping employers understand the barriers that jobseekers face and getting employers to empathize with employees through trauma-informed training & management. The group also discussed the need for family friendly policies and hybrid schedules. The group also had some strategy ideas for addressing the barriers noted above like providing on-site childcare centers.

The second group they noted, was Worker Shortages in Critical Industries. This group also emphasized the importance of improving access to supportive services and encouraging employers to pay a living wage. Chelsea Haley highlighted that there were two main things that emerged from this group. First, was that these industries are having trouble finding entry-level people with basic job readiness. It was noted that there is a misalignment of social value and pay with some of the jobs needed the most also being some

of the lowest paying jobs. Second, for some of the harder to fill positions, participants had some degree and credentialing requirement concerns. This included concerns around staff availability for shadowing requirements and less frequent credential testing windows. Some of the strategies suggested by the group was to align job responsibilities and job quality so that there are higher wages for work that provides a benefit to society, to adopt childcare like they do in Kentucky, adjust qualification and licensure requirements, and more.

For the Apprenticeship & Career and Technical Education (CTE) group, there were three main themes. First, the lack of student awareness about registered apprenticeship (RA) opportunities and registered pre-apprenticeships (Pre-RA). It was also noted that there is a stigma around apprenticeships and CTE that they are for lower achieving students. Second, was that the application process for RAs and Pre-RAs can be confusing and frustrating for employers. Lastly, it was noted that there is a misalignment between education and employers in the industry which results in people receiving credentials that don't adequately prepare them for the employer needs. Some of the strategies discussed was to increase awareness of RA and CTE opportunities as early as middle school, provide more support for employers establishing RAs and Pre-RAs, streamlining the application process, and more.

For the Youth group, participants noted that youth's lack of awareness about workforce development programming as well as the types of jobs available to them were the biggest challenging in engaging this population. Participants offered a variety of strategies to improve youth awareness and outreach efforts but highlighted more funding to market to youth and their families as most important. There was also a concern around basic needs for some youth especially those who are justice involved or young parents. One strategy to address this that was noted was to provide funding for follow-up services that allow youth to maintain their progress in whatever program they are participating in.

For the Industry Partnership & Employer Engagement group, participants noted that employers have been less engaged with local workforce development boards because many don't see the value the boards have in connecting them to jobseekers. It was noted that while the state could help in explaining the value, it may take specific incentives to get employers to engage with the workforce system initially. Participants suggested that the state make incentives for employers clear, expand and improve business engagement efforts, and work all of that into a larger industry partnership strategy.

The last group, Continuous Improvement of the PA CareerLink®, identified three main challenges: staff attrition, ongoing perception of PA CareerLink® being the unemployment office, and lack of other on-site providers. Some of the strategies identified by participants in addressing these challenges were increasing efforts to improve staff retention, improving awareness of the PA CareerLink®, and more. For all of these groups, the presenters noted that their report provides a more detailed breakdown of the challenges and recommendations that came out of the sessions.

Executive Director James Martini noted that public engagement is required for the WIOA State plan but the Governor's Office and Governor Shapiro have also requested that the information found here be used to build out an actionable strategic plan for workforce development across the Commonwealth beyond the four-year requirement for WIOA. He noted that they will be asking for volunteers from the board to be a part of those discussions.

Shea Zwerver asked the Third Sector presenters how the workforce development action plan will connect with the economic strategy being made by DCED. Executive Director James Martini responded and noted

that the Shapiro administration has been a lot more intentional about connecting workforce development and economic development. He also noted that Deputy Secretary Dan Kuba, himself and others from Labor & Industry have been meeting with DCED's Office of Transformation and Opportunity to make sure those strategies are informed by each other and aligned.

Commonwealth Workforce Transformation Program (CWTP) Presentation

Deputy Director Autumn Anderson of the Office of Critical Investments gave the presentation on the CWTP. She began by noting that the program was signed via executive order by Governor Shapiro on July 31, 2023 and signifies when this program is officially open for applications. The CWTP will allocate up to \$400 million in funding over the next five years to create 10,000 new jobs. Deputy Director Anderson highlighted that PA currently has an unemployment rate around 3.4 percent and that the industries that the IJIA and IRA work within, like clean energy, land remediation, etc., are emerging industries that are dealing with skills gaps between what skills currently exist and the skills that will be needed to get these projects done. The CWTP was designed to address these challenges for these industries as well as create employment pathways for those who have experienced barriers and not had as accessible access into some of these industries. Deputy Director Anderson highlighted that eligible organizations for this program are entities that have received an Infrastructure Investments and Job Act (IJIA) or Inflation Reduction Act (IRA) contract, subcontract, grant, or subgrant from a Commonwealth agency. She emphasized that CWTP funds can only be used on IJIA or IRA projects that are funded through the Commonwealth not projects directly funded by the federal government. Entities that receive federal tax credits on a project where they put in a capital investment of at least \$10 million are also be eligible under CWTP. She also noted that each eligible organization can apply for up to \$40,000 total per new employee with a total of up to \$400,000 per project. She highlighted that while the amount per project is capped, there is not a cap on the number of projects that an eligible organization can apply for. These funds can be used to pay for wages and supportive services such as transportation. She highlighted that there are three criteria that new employees must meet under CWTP; they must live in Pennsylvania, must be hired full-time and eligible for full benefits on an IRA or IJIA project for at least 6 months, and must have completed or be enrolled in on-the-job training (OJT) for at least 6 months. She noted that there are five more criterion but employees only need to meet one of those on top of the other three. She also emphasized that CWTP is a reimbursement program and the funds will only be given once the OJT is completed and the reimbursement application has been approved.

Chair Terry Wilttrout asked Deputy Director Anderson when this program will start. She explained that as of July 31st, 2023, the program was open and they are currently working on program guidelines that should be released to the public by the end of the year. Organizations that have received IJIA or IRA funds for projects since July 31st and are interested in this program can reach out to Deputy Director Autumn Anderson.

Joseph Welsh asked how employers can apply for IJIA or IRA funding since that is separate from CWTP. Deputy Director Anderson noted that there are lots of different programs across multiple agencies and encouraged those who have a specific project to reach out to her and she can connect people to the right agencies.

Dorenda Hamarlund asked if there was any requirement for organizations to retain the new employees after the 6 months. Deputy Director Anderson explained that there is no requirement for them to retain the employees however that would be preferable. She also noted that the program was meant to act as

an entry point for those not traditionally in these industries. Deputy Secretary Dan Kuba also added that the skill sets that will be gained from the OJT will be transferrable skills.

Shae Zwerver asked if the funds could be retroactively applied. Deputy Director Anderson explained that at this point it cannot be given retroactive because the training would need to be approved and the new employees would need to be verified that they meet the criteria.

Workforce Development Board Committee Updates

- **Apprenticeship & CTE Committee, Chair Angela Ferritto**

Chair Angela Ferritto began by highlighting that the committee has had a lot of collaborative conversation around getting grounded on where Pennsylvania is with apprenticeships. She added that she has gotten to discuss more with the Apprenticeship and Training Office (ATO) Director Tara Lowe as well as Deputy Secretary Kuba to answer some of the questions the committee had and get an idea of the work they can be doing collaboratively. She noted that some of the things the committee is looking at is around the back end work of the data collection and things like what are the success rates, what are the graduation rates, etc. She highlighted that every committee meeting they have had new people join and they have a nice mix of business, board members, CTE educators, and people from Labor & Industry. She noted that the next committee meeting is in January and that they plan to have a recommendation for the board at the next quarterly meeting.

- **Industry Partnership and Employer Engagement Committee, Chair John “Ski” Sygielski**

Chair Ski briefly went over two main points for the committee moving forward. First, he noted that the committee will be looking at the discussion points that came up at the WIOA listening sessions and using those to come up with ways to better serve employers. Secondly, he highlighted that at their next meeting they will have a discussion about how to market and enhance business engagement with PA CareerLink®.

- **Education Committee, Chair Tim James**

Chair Tim James highlighted that this is a new committee that has only met once so far. He noted that they have a big group so far and they are expecting it to grow to around 30-40 people. He highlighted that they want to make sure they have different voices on the committee from teachers, administrators, union members, and more. He noted that at that meeting they spent time identifying some of the problems that exist with the teacher workforce right now and they have categorized them into ten different areas. The first is administrative issues; he noted that some candidates are being filtered and there are some information systems issues that might be contributing to this. The second was barriers to entry and he highlighted that they are currently no community colleges in Pennsylvania that allow students to be certified as a teacher which limits the teaching profession to those that can afford and navigate the process of becoming a teacher in the state. He also highlighted that they will be looking at information and data specifically what is out there and the speed of collection. Job competition was also an area of focus and he noted that they are losing potential teaching candidates when jobs at Sheetz pay approximately the same amount of money as teaching. He further emphasized that the qualification process for teaching is extensive and difficult to navigate. Chair James also noted that the quality of the job has become difficult and is a bit cyclical because when there are fewer teachers, the current teachers are overburdened. He also noted that regional disparity was another area of focus since Pennsylvania is a geographically diverse state. Diversity, incentives for

teaching, and the perception of teaching as a profession were also listed as areas of focus. Chair James highlighted that they will be forming subcommittees around these different areas and those subcommittees will most likely be meeting more frequently than the committee. He ended by noting that their next committee meeting will be held on December 8th.

John “Ski” Sygielski thanked Tim James for his committee report and noted that the community college system is working on teaching certifications and hope to have some type of proposal by the early part of the year that will help them certify instructors. He did note that they do currently have a degree for early elementary up to K4.

Deputy Secretary Kuba noted that the workforce deputate has put out a statement of work around teacher apprenticeship and they are bringing on an institution that will help write the template for the creation of a teacher certification apprenticeship.

- **Continuous Improvement Committee, Chair Brian Funkhouser**

Chair Brian Funkhouser briefly noted that the committee met last on October 30th and highlighted that their primary goal moving forward is to establish goals for 2024 and look at how they can improve the use of PA CareerLink® and how to better market it. He highlighted that they had about 20 people participate on that call and that he was the only board member of that call. He noted that he is working to recruit board members to join this committee and anyone interested should reach out to Executive Director James Martini. He ended by noting that their next meeting will be held on December 20th.

- **Youth Committee, Chair Chekemma Fulmore-Townsend**

Chair Chekemma Fulmore-Townsend began her report by emphasizing Secretary Mumin and Deputy Secretary Kuba’s comments earlier in the meeting and noted that their comments and the comments from the listening session reinforce the direction that the youth committee is going. She noted that the committee had not met since the last board meeting but would be meeting at the end of November. She then briefly summarized the three areas that the committee will be focusing on. First, the committee will be exploring and defining high quality programming for youth. Second, they will focus on closing the gap between youth preparation activities and workforce needs, and lastly, working to ensure that education and workforce readiness are aligned. She ended by highlighting that they plan to have a more formal recommendation within the next two months or so around defining and endorsing a single definition of quality so that all of the state’s programs can begin to work towards the same standard of excellence.

- **Barriers Committee, Chair Shae Zwerver**

Chair Shae Zwerver began by highlighting that the barriers committee is a new committee and they are still adding and recruiting members. She highlighted that there are 16 sub-goals listed under the barriers remediation goal in the WIOA state plan so the committee has endless opportunities to make an impact. She ended by noting that they are looking to establish a meeting within the next month and they will probably determine which of those 16 sub-goals should be prioritized.

- **Construction Committee, Chair Karen Masino**

Chair Karen Masino began by noting that they are still currently recruiting people for this committee and she thanked Dan De Lellis for his help. She noted that they are looking to hold their kickoff meeting in the first week of December and they expect the committee to be made up of educators, construction, building trades, and apprenticeship training directors throughout the state. She emphasized the need to get the message out to young people especially in middle

school but also elementary school and high school about careers in construction. She highlighted that it is not the lack of information but rather the ability to access the information about sustaining careers in construction. She also noted that there are misconceptions about construction jobs and that people in that field are often looked down upon. She highlighted that it is their goal to look at how they can introduce kids to the industry at a younger level and emphasized that even if kids don't take this career path, they at least know it exists. She ended by noting that they hope by the next board meeting to have more to share.

- **Agriculture Committee, Chair Brian Campbell**

Kristina Gonzalez spoke on behalf of Chair Brian Campbell. She highlighted that the committee met for the second time on November 7th and discussed some of the action items that came out of their first committee meeting. In that meeting, she noted that they identified two main areas of focus to start with the committee: H2A/H2B workers & the language accessibility of state exams, and training & awareness around agricultural careers. She highlighted that they plan to have a list of potential project ideas by the next committee meeting so that they committee can begin prioritizing where they would like to focus their work. She ended by noting that the next committee meeting will be held on December 5th.

- **Healthcare/ Direct Care Workforce Committee, Chair Matt Yarnell**

Zach Zobrist spoke on behalf of Chair Matt Yarnell. He began by shouting out Dan De Lellis for his work on supporting the committee and noted that the committee has met one time and have a second meeting coming up in December. He highlighted that a key theme for the committee is recognizing that the healthcare workforce crisis is still here. He noted that last year the committee spent a lot of time on nursing home work and had a lot of recommendations and outcomes thanks to the Board's support. He highlighted that this year, they are trying to refocus and zoom back out. He noted that this committee is particularly challenging because of the wide range of positions and different care settings and they are trying to think about how they can impact thousands of people while also thinking about the vital smaller roles. He specifically mentioned emergency medical staff in rural areas as well as the emerging field of community health workers. He highlighted that the next move for the committee will be looking at workforce data and figuring out what the barriers are for getting people the credentialing they need. He ended by emphasizing that they want to be data driven moving forward and build a comprehensive plan rather than bringing a lot of recommendations quickly.

- **Reentry Committee, Chair Debra Caplan**

Executive Director James Martini spoke on behalf of Chair Debra Caplan. He began by noting that the committee had been dormant for a little while with the turnover of the Board's chair Jeff Brown who had previously been the chair of this committee. He highlighted that the last meeting was used to get to know everyone on the committee and talk about where the committee had been. Moving forward, the committee is going to put together a poll to rank some priorities for the committee. He noted that there are a ton of things that they can do in the reentry space so figuring out which ones to go after first is important. He ended by highlighting that the committee is also working on developing a mission statement that focuses the work in that committee.

- **Manufacturing Committee, Chair Mike Wojewodka**

Executive Director James Martini spoke on behalf of Chair Mike Wojewodka. He noted that that committee has had a couple meetings so far and had a lot of discussions particularly around barriers to employment. He highlighted that they have talked about many of the barriers

mentioned earlier in the meeting like childcare and transportation but also things like housing insecurity and engaging with refugee and immigrant populations. He ended by highlighting that the committee is going to be scheduling a presentation from Gwen Ross and the team from DCED on WEDnet and work on putting together a list of services available regarding English as a second language, transportation, housing, and tax credit resources for those in the manufacturing industry.

Executive Director James Martini also reminded the Board that committee membership is not limited to Workforce Development Board members and if anyone has people they think might be interested in joining a committee they can reach out to him or any other board staff member.

WIOA Combined State Plan

Executive Director James Martini briefly gave some background on the WIOA state plan and explained that the Board was only being asked to move the plan forward into public comment. He noted that in February, the Board will be asked to vote on approving the plan for submission to the federal government but up until then there will be plenty of opportunities through the public comment process and engagement through the committees to provide input on the plan. He highlighted that the plan has six strategic goals: youth, sector strategies and employer engagement, continuous improvement of the one-stop system, investments in critical industries, apprenticeship and career and technical education, and barriers. He also noted that there have been a few new requests from the Shapiro Administration that will need to be added to the plan. First, is a regional approach and increased focus on regionalism not only in recognizing the differences throughout the Commonwealth but also charging all 22 local workforce development areas to work together and collaborate to impact their regions. The second being the CWTP and alignment between economic development and workforce development through the relevant agencies and departments. He also noted for Board members that new additional guidance was sent out two weeks ago after the plan had already been routed to the Governor's office and L&I leadership for approval to present to the Board. He noted that there will be some technical adjustments made to the plan to meet this guidance and that the Board will be kept informed of those changes. He also noted that the Board would also be notified of any adjustments made after the public comment period.

Chair Terry Wilttrout sought a motion to move the WIOA Combined State Plan to public comment.

MOTION: John "Ski" Sygielski made the motion. Tim James seconded the motion. The motion passed unanimously.

Public Comments

Tim Barker from the York County District Attorney's Office and the Co-chair of the York County Reentry Coalition expressed their honor at having the Board in York County for their meeting. He noted that from the meeting it was clear that the board has identified the critical role of criminal justice involved individuals and how they relate to workforce engagement. He highlighted that in York County they have a collaborative approach around accountability and redemption and emphasized the importance of having both of those to have a functioning criminal justice system. He noted that workforce engagement was important to reduce recidivism and increase public safety. He emphasized that many of the barriers spoken about throughout the meeting apply to reentrants and noted that last year in York County they saw a 26 percent rise in first time homelessness. He highlighted that two things that the Board should

look at. First, was to look at and experiment with best practices and look at how counties are doing their initiatives and engage with the traditional barrier agencies (prosecutors, prisons, and probation). Second, he highlighted that they encourage as a recommendation for the Board to encourage fast tracking with early district attorney's reviews and work with counties to have that be accomplished. He noted that district attorneys are typically the ones responsible for public safety and take care of victim communication, and going through the different requirements. If they are willing to sign off on an agreement and they get the front-loaded ability to review and are able to send that up for a fast track, he recommended that those applications should receive extra consideration. He noted that they are not looking to supplant the Board of Pardon's independent determination but emphasized that the key threshold ends up being the vetted review from the local individuals. He ended by thanking the Board for being in York and welcomed them to the area.

Final Remarks & Adjournment

Chair Terry Wiltrout noted that his goal moving forward is to try to narrow the time down for the board meetings. He noted that he will work with Executive James Martini and his team to try to get the meetings down to two hours for the future. He ended by wishing everyone happy holidays. He then sought a motion to adjourn the meeting.

MOTION: John "Ski" Sygielski made the motion. Gwen Ross seconded the motion. The motion passed unanimously.

Quarterly Meeting Agency Update

February 13, 2024

Agency: Pennsylvania Department of Labor and Industry

The Pennsylvania Department of Labor and Industry offers the following program and policy updates pertaining to our state workforce development system. We offer this in collaboration with our Apprenticeship and Training Office (ATO), Bureau of Workforce Development Administration (BWDA), Bureau of Workforce Programs and Operations (BWPO), as well as our Center for Workforce Information and Analysis (CWIA). The updates are organized into categories highlighting apprenticeships and pre-apprenticeships, outreach engagement, programs and operations, administrative and grant updates, and data.

Apprenticeships and Pre-Apprenticeships

- Pre-apprenticeship Program Growth** - The ATO's Pre-Apprenticeship Division expanded its work in 2023, and will expand its staff in early 2024. Some interesting data gathered from a year-end report on pre-apprenticeships includes the following:
 - Of the 117 registered pre apprenticeship programs, 60 programs are affiliated with career and technology education (CTE) and 81 programs serve High School Youth
 - Pre-apprenticeship program sectors also report a majority manufacturing at 47 programs and 40 building trades programs out of the 117 in total.
 - 253 pre-apprentices completed since July 2023
 - Beginning the 2024 school year, the Pre-Apprenticeship Division was included in the Career Ready PA REBoot Camp – a statewide series of trainings designed by the Career Ready PA Coalition for educators across the Commonwealth to learn about career readiness for their students while gaining Act 48 credits. The following number of districts and attendees were reached through these efforts:

| Career Ready Region | Number of Districts | Number of Attendees |
|-----------------------------------------------------------------------------------------------------------------|---------------------|---------------------|
| Region 1 (Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango, Warren) | 5 | 12 |
| Region 2 (Allegheny, Armstrong, Beaver, Butler, Fayette, Greene, Indiana, Washington, Westmoreland) | 34 | 39 |
| Region 3 (Cameron, Clearfield, Elk, Jefferson, McKean, Potter) | 2 | 4 |
| Region 4 (Bedford, Blair, Cambria, Fulton, Huntingdon, Somerset) | 22 | 40 |
| Region 5 (Tioga, Bradford, Susquehanna, Sullivan, Wyoming) | 9 | 5 |
| Region 6 (Centre, Clinton, Columbia, Juniata, Lycoming, Mifflin, Montour, Northumberland, Snyder, Union) | 11 | 22 |
| Region 7 (Carbon, Lackawanna, Luzerne, Monroe, Pike, Schuylkill, Wayne) | 7 | 9 |
| Region 8 (Lehigh, Northampton) | 14 | 23 |
| Region 9 (Adams, Cumberland, Dauphin, Franklin, Lancaster, Lebanon, Perry, York) | 26 | 59 |
| Region 10 (Berks, Bucks, Chester, Delaware, Montgomery, Philadelphia) | 15 | 22 |
| Total | 130 | 235 |

- Continued Concentration on Apprenticeship Integration into the Workforce System:** The ATO supported efforts to further integrate Registered Apprenticeship and Pre-Apprenticeship into the Workforce System by launching a "Registered Apprenticeship Desk Guide for Workforce Professionals" and rolling out a comprehensive training on Registered Apprenticeship and Pre-apprenticeship to PA CareerLink® Staff, offered through a full one-day, onsite, Professional Development Day (PDD) resulting in reaching some 30 PA CareerLink® Offices by year end.
 - The chart below outlines the number of counties and staff who have attended the PDD training to date, followed by the number of events scheduled in January 2024 which will wrap up the first phase of this initiative.

| Northern Region | | Southeast Region | | Central Region | | Western Region | |
|----------------------------|------------|------------------|------------|----------------|------------|----------------|------------|
| County # | Attendee # | County # | Attendee # | County # | Attendee # | County # | Attendee # |
| 33 | 274 | 1 | 21 | 1 | 45 | 17 | 219 |
| Scheduled for January 2024 | | | | | | | |
| 0 | | 4 | | 11 | | 0 | |

- Teacher Apprenticeship Grant** - The Departments of Labor & Industry (L&I) and Education (PDE) partnered to address Pennsylvania's teacher shortage by expanding the apprenticeship model in the education sector through the creation of the Certified Teacher Registered Apprenticeship Program in Pennsylvania (TAP.PA). A \$379,000 grant was awarded to Central Susquehanna Intermediate Unit to develop an apprenticeship program framework to create multiple pathways (including one specific for paraprofessionals) to become certified educators. Additionally, Central Susquehanna Intermediate Unit will create a sustainable funding plan to support long-term programming, assist in conducting outreach, and create a package for school districts to adopt and utilize the framework. This is a first-of-its-kind effort to address staffing shortages in Pennsylvania schools and create earn-as-you-learn opportunities for individuals interested in careers as certified elementary and secondary teachers.

You can find additional details and resources on the DLI Grants website [here](#).

- Expansion of Registered Apprenticeship into New Sectors:** As a result of year end reporting, it was determined that the majority of new programs the ATO helped register over the past year were in new sectors, further expanding the apprenticeship model beyond the building trades. Some new sector apprenticeships registered in 2023 include: Cosmetologist, Application Developer, Arborist, Wastewater Systems Operator, Peer Specialist, Youth Development Practitioner, Digital Marketer, Dairy Herd Manager, Cybersecurity Support Technician, Prototype Model Maker, Sourcing Recruiter, and IT Generalist.

Outreach Engagement

- UI Claimant Outreach** – The UI Claimant Outreach Campaign aims to support the state and local areas in providing information and awareness from the highest tier in order to reconnect with individuals who have not returned to the PA workforce. Most recent data suggests that as of 1st quarter 2023, there were 426,010 individuals not showing up as employed in PA. This is an increase from the 390,000 individuals the UI Claimant outreach campaign was originally targeted to. Preliminary data presents childcare, transportation, and vital records as major barriers that are preventing them from reengaging in the workforce. Individual follow ups are being conducted to properly refer these individuals for services and to reinforce the Department's commitment to minimize the impact of these barriers to employment statewide.
- HUD Collaboration:** The PA CareerLink® Cambria County, Johnstown Area Regional Industries (JARI), Penn Highlands Community College and the Johnstown Housing Authority (JHA) are collaborating to provide the residents of the public housing units month-long work-readiness

training programs at the community rooms of the housing units which will assist in removing the barriers of childcare and transportation. The Training & Employment Program will provide customized courses based on the needs of the participants and in demand occupations. The individual needs will be determined by surveys and the NorthStar Digital Literacy Assessment. The basic program level will help those people who need basic digital literacy skills. The intermediate level will allow participants to branch out and provides customized skill development based on areas of need and interest. The participants at all levels will register online with the PA CareerLink® and can utilize the SkillUp™ PA Program. PA CareerLink® job seekers can explore career pathways, view local job postings, register for free online learning, and receive workforce services. The intermediate level participants will also have access to Penn Highlands Community College Courses and be able to obtain continuing education units (CEU's) through the college to apply towards a certificate or associate degree program. The PA CareerLink® staff will provide on-site resume / cover letter building assistance and mock interview workshops. We will also be hosting mini job fairs and industry tours for the residents. In addition, the Johnstown Housing Authority (JHA) was able to apply for a grant from the US Department of Housing & Urban Development to obtain funding for a Family Self-Sufficiency Coordinator through the JHA Family Self – Sufficiency – On the Rise Program. This program is designed to give families the ability to be free from housing assistance while building an escrow account towards the participants future that will be accessible upon the completion of the program. The length of the program is set to last five years. Participants are eligible to graduate sooner if they complete their Individual Training and Service Plan goals. Services/resources through this program can include GED, Subsidized Childcare, Transportation, Job Skill Training, Credit Repair, Financial budgeting, Employment services, Emotional Support, Building a stronger family and individual independency.

- **PA CareerLink(r) Digital Intake**

Last year the Commonwealth prioritized using technology to streamline intake and service delivery to WIOA program participants. Since then, the Commonwealth workforce partners (Workforce, Office of Vocational Rehabilitation, and Department of Human Services), the Commonwealth's Office of Equal Opportunity, and local boards have worked diligently in the development and implementation of the PA CareerLink® Digital Intake Form.

In addition to streamlining processes, the PA CareerLink® Digital Intake Form aims to provide a consistent, targeted way to gather pertinent customer demographic and employment barrier information for PA CareerLink® staff to utilize so that customers across the Commonwealth can have a more practical, productive, and uniform high-quality experience. This initiative rolled out to pilot offices on June 12, 2023, with a phased rollout approach for subsequent offices that started on August 28 and concluded on December 22, 2023. The following are highlights from the implementation phase of the project:

Change Management

- Meetings Facilitated: 3 OCM meetings and 6 Post Implementation Sessions per Phase = 45 Total
- Twenty-six Training Sessions
 - Pilot Phase: 4 virtual trainings, and 1 onsite training (few offices had 2 days).
 - Statewide rollout, per phase: 4 trainings and 6 Post-Implementation Sessions
 - Over 700 staff and providers attended training sessions on the digital intake form
- Communications

- 60 total sent across the entire initiative (11 unique emails were replicated across each phase, plus a few one-offs for specific communications to all phases)
- **Support Materials:**
 - Training Materials: 17
 - Supplemental Materials: 6
 - Readiness Materials: 5
 - 10 total communication toolkits (2 per phase; Staff and Job Seeker) including email templates, posters, social media posts, brochures and infographics

Implementation Over 70 PA CareerLink® Offices and affiliates implemented the digital intake form in 2023 across a 5 Phase roll-out, including a pilot.

Digital Intake Forms Completed From the Pilot stage through completion of Phase 5 (Dec 31,2023), over 23,000 digital intake forms have been completed and captured in to CWDS.

Job Seeker Satisfaction 71% of job seekers who completed the job seeker satisfaction survey selected a rating of “Easy” (4) or “Very Easy” (5).

The Commonwealth is committed to the continuous improvement of our systems and services and as such, we will continue to collect information on potential enhancements to the form functionalities and workflow to ensure customer satisfaction and high-value services.

Programs and Operations

- **SkillUp™ PA** – As of 12.31.23 there were 61,057 total PA Learners funded through SkillUp™ PA. School Districts and Correctional Facilities are in conversations with Metrix Learning to provide the courses to students and individuals behind the walls.

Administrative and Grant Updates

- **Direct Care Worker Job Quality Notice of Grant Availability** – The Pennsylvania Department of Labor & Industry (L&I) announced the availability of \$2.8 million in grant funding to boost the ranks of Pennsylvania’s direct care workforce through improved wages and better career advancement opportunities. This grant focuses on job quality as a way of exploring the potential for systemic changes to this industry.
- **Building and Supporting a Certified Teacher Registered Apprenticeship Program** – The Shapiro Administration announced a \$379,000 grant to Central Susquehanna Intermediate Unit to develop an apprenticeship program for teachers -- a first-of-its-kind effort to address staffing shortages in Pennsylvania schools and create earn-as-you-learn opportunities for individuals interested in careers as certified elementary and secondary teachers.

The departments of Labor & Industry (L&I) and Education (PDE) partnered to address Pennsylvania’s teacher shortage in early 2023 by expanding the apprenticeship model in the education sector through the creation of the Certified Teacher Registered Apprenticeship Program in Pennsylvania (TAP.PA). TAP.PA aims to provide training for individuals like paraprofessionals and teachers’ aides who want to become certified elementary and secondary teachers.

- **CWDS Online Monitoring** – Our monitoring process is going electronic! Over the last few years, BWDA has worked on designing and developing a web-based tool to collect and monitor requirements under WIOA. The tool is now LIVE in CWDS. In December 2023, Oversight worked to get CWDS access for the pilot group of LWDBs who will help us test out the new system. We are also working diligently on the communications plan to rollout our new system.
- **FMS 2.0 Migration** – We are upgrading and migrating our Workforce Financial Management System to 2.0. The new functionality:
 - Enhances current functionality to improve user experience and preserve a secure and modern site
 - Implements new functionality for specific roles in an on-going effort to respond to operational needs
 - Continues to prioritize improvements in CWDS for financial management staff in compliance of WIOA.

Numerous communications and meeting/training invitations were sent to various user groups who access our Workforce Financial Management System. This new system goes live February 9, 2024.

- **NDWG to Address the Opioid Crisis** – L&I submitted a National Dislocated Worker grant application to impact the Opioid Crisis on December 19, 2024 to USDOL. This grant focuses on having dedicated Title I staff to support those in recover, supplementing current training caps for those who are enrolling trainings that lead to occupations that combat the opioid crisis, connects local recovery providers with the PA CareerLink® system, and connects employers to training to reduce stigma that may be impacting hiring or retention.
- **Digital Intake Form Initiative** – Roll-out of this initiative concluded with full implementation and post-implementation support of all offices on 12/22. The December Change Champion Network meeting was held on 12/21 and a final wrap-up newsletter communication to all change champions is slated for January. This newsletter will provide a recap of the DIF initiative, provide information for continuance and support, and serve as a handoff for internal management.
- **First Step Act Grant:** Update! All low-security facilities and camps have met with the FSA Program Manager and local Goodwill serving each facility to develop the enrollment procedures for each facility. Three facilities; Allenwood, Lewisburg, and Schuylkill have begun services. Twenty-five individuals have completed intakes. Currently working on beginning services for three other facilities (McKean, Loretto, Cannan) during the month of January 2024. We have also met with all of the RRCs in PA to coordinate post-release activities. This grant supports individuals incarcerated in federal prisons located in Pennsylvania by preparing them for reentry to the community through pre-release planning, training for employment, and other supportive services.

Center for Workforce Information and Analysis (CWIA)

- **Workforce Information Forum** - Building on the success of past events, CWIA is partnering with the Westmoreland-Fayette Workforce Development Board to showcase labor market information (LMI) and highlight available tools/services. The Spring 2024 Forum will be held April 3rd and 4th

at the Westmorland County Community College and will be targeted to workforce staff, economic developers, and educators.

- **PA Career Guide** – Development of the 27th edition of the PA Career Guide, one of CWIA’s flagship products, is underway. In collaboration with L&I and state agency partners, this publication provides information that allows individuals to make informed career decisions. The Career Guide is scheduled to be released in June.
- **2024 Minimum Wage Report** – Demographics and other characteristics of Pennsylvania workers who earned at, near or below the minimum wage in 2023 are detailed in this report. As required by the Minimum wage Act, this report will be released by March 1.

Quarterly Meeting Agency Update

February 2024

Agency: PA Office of Vocational Rehabilitation (OVR)

EMPLOYMENT OUTCOME STATISTICS

The following employment outcomes were achieved as of February 2024 for the Vocational Rehabilitation Program:

| Program | Goal for the Program Year (PY 2023-24) | # of Successful Closures to Date | % of Goal Achieved for the PY |
|-----------------|----------------------------------------|----------------------------------|-------------------------------|
| BVRS | 5,455 | 3,294 | 60% |
| BBVS VR Program | 263 | 126 | 48% |

OVR continues to engage with people with disabilities throughout the Commonwealth. At any given time OVR is working with around 40,000 adults with disabilities as well as another 15,000 students with disabilities. OVR also offers individualized services to the business community through our On-The-Job Training (OJT) wage reimbursement program which is currently offering 100% wage reimbursement for 180 days, targeted recruitment and pre-screened applicants, as well as disability awareness trainings and ADA assessments free of charge.

Employer Partnerships

The Precision Institute and The Precisionist

OVR has partnered with The Precision Institute for a unique training for neurodiverse OVR customers. They offer a three-week training program geared toward Workforce Development Assessment & Training to match individual's to careers in IT, cybersecurity, and business services positions. After completing the assessment and training, OVR customers are matched to open positions at The Precisionist.

Neurodiversity Employment Network

OVR recently obtained membership with Neurodiversity Employment Network, which seeks to increase employment opportunities for neurodiverse individuals. This network is based in the Greater Philadelphia region to connect job seekers with employers, educators, and service providers. In addition to quarterly networking events, this network also provides learning opportunities for support professionals and employers to increase collaboration and an inclusive employment environment.

Essendant

OVR is partnering with Essendant on hiring initiatives for persons with disabilities. Essendant is actively hiring in Oaks, PA, and OVR has recently connected customers for On-the-Job Training (OJT). Through our connection, every OVR customer is guaranteed an interview. Essendant provides their in-house disability sensitivity training to all staff and promotes an inclusive working facility geared toward supporting individuals in employment and providing accommodations to support on the job.

SUMMER PROGRAMS

Commonwealth Summer Internship Program

OVR, in collaboration with the Office of Administration (OA), will continue our 10-week Commonwealth Employment Summer Internship Program for college students with disabilities this summer. New for 2024 are expanded opportunities statewide vs. just in the larger metropolitan areas, and we also look to offer internships to over 30 students across a variety of disciplines. If your agency is interested in taking a paid intern (with OVR providing the wage reimbursement) please reach out to danmckinne@pa.gov.

MY Work (MY = Municipalities + Youth)

MY Work is an OVR-funded summer jobs program in which OVR partners with local municipalities, non-profits, and Community Rehabilitation Providers (CRP) to help connect students with disabilities to jobs within their local communities. This summer, OVR plans to have over 1,000 students participate in the MY Work program. We are also looking to expand to all counties for summer of 2024, in addition to developing MY Work programs specific to students with blindness and visual impairments. If you are interested in becoming a Work Based Learning Experience site, please reach out to Dana McKinney at danmckinne@pa.gov.

Summer Academies

OVR, in collaboration with The Pennsylvania State University, University Park campus will be hosting two summer academies this summer. The first academy will focus on students who are blind or visually impaired. The second will focus on students who are deaf and hard of hearing. Both academies will include training on asking for accommodations, working with professors and school personnel, using technology, note taking and study skills, living with a roommate, navigating a campus, and self-advocacy.

Department of Conservation and Natural Resources (DCNR) Outdoor Corps

OVR, in collaboration with DCNR, is working to expand our partnership for the Outdoor Corps for summer 2024 as well as continue our partnership for the adult program. This collaboration offers paid work-based learning experiences in conservation activities across Pennsylvania in our state park system. Students learn about conservation and learn real world skills in working as a team, carpentry, landscaping, and forest management.

INVEST PROJECT

Progress with the development of PA OVR's SWTCIE (Subminimum Wage to Competitive Integrated Employment) Grant, InVEST (Integrated Vocational Engagement & Support Team) Project, has been steady. The goal of this \$13.9M model demonstration grant is to assist individuals who are engaged in, or may be considering, subminimum wage employment to move into competitive integrated employment (CIE). PA statistics represent approximately 10% of the national total of individuals participating in subminimum wage employment.

Using two nationally recognized models, Charting the LifeCourse™ Framework and Integrated Resource Teams, throughout the project, it is anticipated that individuals with disabilities and their families will be supported to develop a trajectory toward CIE that will include natural supports as well as the formal services they may need to achieve their employment goals. The InVEST Project will include services such as community-based work assessments, benefits planning, and transportation. In addition, the project will deliver wrap around services that are unique to the individual's and their family's needs.

Potential business partners have been identified and a strategic plan for outreach has been developed. OVR expects to be able to announce our strategic business partners later this spring once all agreements have been signed.

PATHWAY TO PARTNERSHIP GRANT

OVR recently received a \$9.9 million grant award to fund the Pennsylvania Transition Partners: Pathways to Partnership Demonstration Grant Model, used to develop professional training, enable Transition Discoveries between partners, and produce work-based opportunities for students. The outcome of the grant is to assist students with disabilities transitioning from high school to independent living and community integration and obtain competitive integrated employment. Subsidized by the U.S. Department of Education's Rehabilitative Services Administration Disability Innovation Fund, the Pathways to Partnership model is a collaborative effort between L&I and the Pennsylvania Department of Education's Bureau of Special Education and Pennsylvania Training and Technical Assistance Network (PaTTAN); Intermediate Units (IUs); Local Education Agencies (LEAs); the Office of Developmental Program (ODP); and Federally Funded Centers for Independent Living for program implementation. The demonstration model grant period is from October 1, 2023, to September 30, 2028.

COMMONWEALTH TECHNICAL INSTITUTE at the HIRAM G. ANDREWS CENTER

The Commonwealth Technical Institute (CTI) at the Hiram G. Andrews Center (HGAC) continues to increase customer satisfaction and placement rates for graduates, reaching 79% overall employment rate in 2023. Ninety-five percent of students indicated that they felt good about their training program, and ninety-four percent of students said they would recommend CTI to a friend.

Through the Graduate Externship Program procedure, 9 graduates participated in paid work experiences in 2023. CTI Business Services Team continues to expand participating employers through on-site tours and presentations, averaging one per week for 2023. CTI at HGAC also developed a partnership with the Office of Administration to provide graduates with Commonwealth externship and employment opportunities. The first recruitment event is scheduled for March 2024.

A new articulation agreement provides graduates from CTI's Networking Technology program an opportunity to transfer 60 credits toward a Bachelor of Science degree. In the first year, five CTI graduates opted to further their CTI education at Mount Aloysius College. For more information about training, externship, and employment opportunities with CTI at HGAC, please contact Career Services Supervisor Samantha Poraczky at sporaczky@pa.gov.

If you are interested in learning more about OVR services or would like to offer students with disabilities a work-based learning experience or internship, please contact Dana McKinney, OVR Business Services & Outreach Division Chief , at danmckinne@pa.gov.

Quarterly Meeting Agency Update

February 2024

Agency Pennsylvania Department of Education

Teacher Workforce – Special Education Attract-Prepare-Retain Summary

PDE's Bureau of Special Education Attract-Prepare-Retain (APR) efforts are designed to strengthen PA's special education personnel pipeline. Implementation of targeted projects to attract, prepare, and retain special education personnel began in the Spring of 2022. Five grants are currently being offered to attract individuals to the varied career options within the field of special education. The grants include:

- [Accelerated Program for PK-12 Special Education Teacher Certification](#) (May 2023 – December 2024): Over 200 individuals with bachelor's degrees are enrolled in programs at 15 Educator Preparation Programs (EPP) to obtain PK-12 special education certification within 18 months.
- [Developing Future Special Educators](#) (July 2022 – June 2024): 42 grantees are offering learning opportunities for secondary/post-secondary students to engage with students with disabilities.
- [Paraeducator Preparation Pathways](#) (September 2023 – December 2025): Over 100 paraeducators will obtain their associate degree at no cost. 10 Intermediate Units are collaborating with community colleges to offer flexible course delivery, networking, and mentoring.
- [Promoting American Sign Language](#) (ASL) (September 2023 – June 2024) World of Learning Institute is providing virtual courses to 150+ secondary students.
- [School Psychology Paid Internships for Out-of-State Graduate Students](#): 55 LEAs approved to provide \$20,000 to out-of-state graduate students to serve as school psychology interns in Pennsylvania LEAs.

Additionally, several projects designed to retain special education personnel are also underway. [APR Mentoring Project](#) pairs novice special education personnel (special education administrators, special education teachers, school psychologists, teachers of the deaf, and teachers of the visually impaired) with mentors who have same/similar roles as their mentees to meet once monthly on timely topics. Virtual [networking](#) opportunities are provided to over 14 different special education roles by which colleagues can learn together, build connections, and share resources. [Learning Institutes](#) are in-person workshops designed for teachers, paraprofessionals, transition coordinators, and speech-language pathologists to develop tools and strategies for immediate application.

The successes of the first year of implementation can be found in the report issued by the American Institutes for Research/CALDER Center - [The Special Education Teacher Pipeline in Pennsylvania: Year 1 Report](#). Data collected by American Institutes of Research, PA Association of Intermediate Units and the PA Department of Education along with input from our [APR Steering Committee](#) inform the projects that we prioritize to ensure our work is impacting the field and addressing the shortages that exist within special education. In 2024 we are planning to focus retention efforts on speech language pathologists, school psychologists, and related service providers through innovative practices. We plan to expand the Paraeducator Pathways Preparation grants so more paraeducators have the opportunity to obtain their associate's degrees. We will also offer another Developing Future Special Educators grant to inspire the next generation of future special educators. In collaboration with the Bureau of School Leadership and Teacher Quality, we plan to provide clear messaging on pathways to special education certification. More information about the APR efforts can be found on the [APR Repository](#).

Career Ready PA Coalition

The Career Ready PA Coalition will kick off 2024 in February with best practices in pre-apprenticeship/apprenticeship pathways featuring Early Connections early childhood (Erie), as well as Penn State College of Medicine's Area Health Education Center program. The November session featured Rock Lititz and creative arts career pathways. Future sessions will feature Tioga County Works, green careers, and more!

Title II Adult Education

PDE and L&I have partnered to develop online training to equip workforce development staff with the knowledge and skills needed to support customer co-enrollment in multiple WIOA programs. The [Workforce Staff Training website](#) features strategies and best practices in how to effectively and efficiently support customers to meet their education and workforce goals by collaborating with other workforce development system partners. This project has strong interagency collaboration for training content development, an on-demand format, and a focus on training content to meet the needs of staff in all six WIOA core programs.

By the end of 2023, 1,051 staff members from PA CareerLink® centers, adult education programs, local workforce development boards, and state agencies had enrolled in the first available course. Seven hundred and forty participants completed the Introduction to the PA CareerLink® System: Best Practices for Referrals and Co-Enrollment course, with 95 percent rating it relevant to their jobs, well organized, and easy to use.

The team developing the modules has completed a second course, which explores strategies for supporting co-enrolled customers; it is now available on the [Workforce Staff Training website](#). *Collaborating for Success: A Shared Customer-Centered Approach* provides workforce development staff with strategies for coordinating services to support co-enrolled customers.

Division of Adult Education funded adult education and family literacy programs are required to have digital literacy specialists, who ensure that students receive the technology instruction and support they need to participate successfully in distance learning opportunities and find or maintain employment. Digital literacy specialists ensure that program staff have the necessary technology skills to support distance learning, teach remotely as needed, and use technology to enhance instruction and promote digital literacy in students. The Digital Literacy and Distance Education Support project, supported by Title II state leadership funds, helps programs onboard digital literacy specialists. In addition, the project developed Adult Education Digital Literacy Competencies and identified resources related to them.

Libraries

Library staff continue to work with L&I to plan cross-training so staff at PA CareerLink® know about library services and staff at public libraries know what services PA CareerLink® offers. Because the organizations refer clients to each other frequently, this will be a great opportunity for collaboration. The library advisor position that focuses on workforce ideas will soon be filled.

Reminder that online resources from [POWER Library](#) support all Pennsylvanians. Resources like Small Engine Repair Reference Center and Auto Repair Resource can be used by workers who are learning and applying work in mechanical repair.

Quarterly Meeting Agency Update

February 13, 2024

Agency: Department of Human Services (DHS)

Office of Child Development and Early Learning (OCDEL)

Preschool Development Grant (PDG)

Professional Development Organization contracts been updated to reflect additional Preschool Development Grant (PDG) funding to support additional Pre-K Counts (PKC) and Head Start Supplemental Assistance Program (HSSAP) teachers and child care staff.

Rapid Response Team (RRT) grantees have been finalized and contracting initiated. Initial grantee meeting occurred on January 24.

Child Care Provider Conference

OCDEL will be hosting a free conference for child care providers March 25-26 in Hershey. The conference, titled Stable and Secure: Supporting Children Through Trauma Sensitive Approaches, will focus on trauma-informed care sessions, well-being workshops, social and emotional supports, and networking opportunities. Registration is currently full at 525 participants.

Office of Income Maintenance (OIM)

Notice for Proposed Rulemaking (NPRM) for Temporary Assistance for Needy Families (TANF) Response

In November 2023, the Administration for Children and Families (ACF) released NPRM Regulatory Information Number 0970-AC99 Document Number 2023-21169 on Strengthening TANF as a Safety Net and Work Program. OIM submitted their official response to the NPRM 12/1/2023. Below please find the seven provisions and OIM's disposition:

1. Establishing a Ceiling on the Term "Needy" So That It May Not Exceed a Family Income of 200 Percent of the Federal Poverty Guidelines – **Support in part:** *While DHS applauds focusing TANF-funded services to needy individuals, Pennsylvania has historically defined needy as 235% FPIG for transitional cash assistance and childcare, nurse-family partnerships, Family Works, and in-home services for children involved with the Office of Children, Youth, and Families (OCYF). OIM asked ACF to consider how states serve high-risk, low-income families transitioning off assistance to ease benefit loss with services and supports.*
2. Determining When an Expenditure is "Reasonably Calculated to Accomplish a TANF Purpose" – **Do not support:** *Current language allows states flexibility to aid needy families so that children may be cared for in their own homes or in the homes of relatives in any manner that is reasonably calculated to accomplish the purpose of this part. ACF would take away states' flexibility to interpret their reasonable calculation. ACF argues that addressing a child's needs does not end the dependence of needy parents on government benefits by promoting job preparation, work, marriage. OIM pointed out the rule change would call into question whether states could operate Workforce Innovation Opportunity Act-inspired TANF Youth Development Programs and shared*

concerns that the rule would halt many Two-Generational (Two-Gen) programs and supportive services designed to serve TANF youth.

3. Exclude Third-Party, Non-Governmental Spending as Allowable Maintenance-Of-Effort (MOE) – **Neutral.**
4. Ensure That Excused Holidays Match the Number of Federal Holidays, Following the Recognition of Juneteenth as a Federal Holiday – **Support.**
5. Develop New Criteria to Allow States to Use Alternative Income and Eligibility Verification System (IEVS) Measures – **Support.**
6. Clarify the “Significant Progress” Criteria Following a Work Participation Rate Corrective Compliance Plan – **Support.**
7. Clarify the Existing Regulatory Text about the Allowability of Costs Associated with Disseminating Program Information – **Support.**

Cuban/Haitian Entrant (CHE) Population in Pennsylvania

In recent months, Pennsylvania has seen an increase in the number of CHEs due to a Biden Administration process that impacts how nationals from Cuba, Haiti, Nicaragua, and Venezuela enter the country. The U.S. Department of Homeland Security (DHS) announced a process through which these individuals (and their immediate family members) may request to enter the United States. Qualified individuals who are outside the United States may be considered, on a case-by-case basis, for advanced authorization to travel and a temporary period of parole for up to two years for urgent humanitarian reasons or significant public benefit. To participate, eligible beneficiaries must:

- Have a supporter in the United States;
- Undergo and clear robust security vetting;
- Meet other eligibility criteria; and
- Warrant a favorable exercise of discretion.

CHEs are individuals who are eligible for Office of Refugee Resettlement (ORR) services and supports and:

- Are nationals of Cuba or Haiti; and
- Have current or expired parole (of any kind); or
- Have a pending application for asylum; or
- Are in pending removal proceedings

While CHEs qualify as a refugee service population, they are not resettled and are not work-eligible upon entry to the U.S.; CHEs must apply for and receive an Employment Authorization Document (EAD). If you have questions about CHEs, are looking to collaborate to best serve these individuals, or looking to connect individuals to refugee contracted programs, supports, and services, please reach out to RA-PWREFUGEEPROGRAM@pa.gov.

Supplemental Nutrition Assistance Program (SNAP) 50/50 Request for Application (RFA)

SNAP 50/50 programs are unique public/private partnerships between non-profit organizations, the United States Department of Agriculture, and DHS. Non-profit organizations use their own non-federal funds to provide career-specific skills training for people receiving SNAP benefits, and in return DHS passes

through 50% federal reimbursement to the organizations. SNAP 50/50 program participants gain skills through program completion that help them get a job and excel in career paths like culinary arts, hospitality, banking, health care, and skilled labor.

In the coming weeks, OIM will post and award SNAP 50/50 grants through a competitive application process statewide. Once posted, the solicitation will be available on [eMarketplace](#). Those awarded grants will be expected to begin (or continue) to serve SNAP Employment and Training volunteers with a grant start date of 10/1/2024.

Office of Long-Term Living (OLTL)

Community HealthChoices Request for Application (RFA)

On January 30, 2024, the Department of Human Services (DHS) posted the Request for Application (RFA) for the Community HealthChoices program. All of the information about the RFA can be found in the RFA announcement link: [PA eMarketplace\(state.pa.us\)](#)

Quarterly Meeting Agency Update

February 13, 2024

Agency: Department of Community and Economic Development (DCED)

DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):**
 - 6,738 employees from October 1, 2023-December 31, 2023
 - 449 unique FEINs trained between October 1, 2023-December 31, 2023
 - \$1,593,709.30 reimbursed between October 1, 2023-December 31, 2023
- **Manufacturing Training to Career:** The Training to Career grant has awarded 13 grants so far in FY23-24, totaling \$2.4 million. Of the 13 awards, 10 projects are short-term training focused and three are awareness focused.
 - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
 - **Training** – Projects resulting in short-term work-readiness training that lead to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Foundations in Industry Training (FIT) Grant Program:** DCED awarded \$1.25 million in apprenticeship grants to support five companies/organizations and train 70 apprentices and 65 pre-apprentices over three years.

Statewide Economic Development Strategy: On January 30th, the economic development strategy was publicly unveiled along with a new website with the state's new brand. The plan is a blueprint to guide the work of DCED and our partners through this Administration and beyond. In the strategy, we've identified five priority industry sectors to help drive investment and policy decisions. And we've laid out concrete strategic initiatives to help us achieve our five core goals:

- Investing in our economic growth to compete;
- Making government work at the speed of business;
- Opening doors of opportunity for all Pennsylvanians;
- Innovating to win; and
- Building vibrant and resilient regions.

The strategy and more about our business attraction efforts can be found on our new business attraction website, PAGetsItDone.com.

Collaborations:

- **Industry Partnerships (IPs):** DCED continues to partner with L&I on IPs through participation on monthly Community of Practice calls with the IPs across the commonwealth and monthly partnership calls.
- **2024 WIOA Goal Setting – Interagency Goals Groups:** DCED is a member of the following Board committee groups:

- **Industry Partnership and Employer Engagement Committee**
 - **Manufacturing Industry Sub-Committee**
- **Manufacturing Competitiveness Collaborative (formerly known as Pennsylvania Manufacturing Advisory Council):** The Collaborative's next meeting is February 28th. Team Pennsylvania received a grant from the Appalachian Regional Commission (ARC) to support the Collaborative, specifically, to accelerate technology adoption. The grant will amplify and strengthen the Collaborative's efforts. The grant will be supplemented by state and private funding that will result in a total investment of \$750,000 in this work.

Quarterly Meeting Agency Update

February 13th, 2024

Agency: PA Department of Agriculture

Agriculture Apprenticeships and Pre-Apprenticeships

- The Center for Dairy Excellence has registered a new Dairy Laborer Pre-apprenticeship program with the ATO.
- The Department has been working closely with other groups interested in apprenticeship and pre-apprenticeship and is exploring ideas for potential programs in organics, conservation and more.

PA Commission for Agricultural Education Excellence

- Agriculture Education Branding Campaign - working to develop ag ed literacy materials that display the different AFNR (Agriculture Food Natural Resources) industry career pathways
- Community College Initiative - Working to identify the community colleges engaged in ag related programming to build student to career pipelines through the ag ed system.
- 2023 Ag Ed Annual Report – is being finalized and will be posted to the PDA website for public viewing.

Workforce Listening Sessions

- The Department in collaboration with the WDB's Ag Committee hosted an Agriculture Workforce Listening Session at the PA Farm Show. The event focused on various workforce needs and challenges across the industry.
- The Department hosted a similar listening session at the Mid-Atlantic Fruit and Vegetable Conference. This session focused on the H-2A program and seasonal farm labor.

PA Farm Bill – Ag and Youth Grants

- The 2023-2024 Ag and Youth grants were awarded last month. Nearly \$500,000 was awarded to 47 grantees from 24 counties across the state.

H-2A Visa Program

- The Office of Foreign Labor Certification published the 2024 H-2A Adverse Effect Wage Rate (AEWR). PA's 2024 AEWR is \$17.20.

Farm City Day Events

- The Department will be hosting two Farm City Day events this May. These events will give students who have little exposure to agriculture a chance to learn about the industry and the various careers and opportunities that exist. For more information on the events and to get involved please contact the Department.

Quarterly Meeting Agency Update

February 13, 2024

Agency: Pennsylvania Department of Aging

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the second quarter of the 2023 program year. Currently we are at 86% capacity, having 383 active participants out of 441 total slots.

In the second quarter we have continued monthly call with all sub-grantees to discuss best business practices and program updates. This process has improved communication between the Department and all the sub-grantees. We are also currently in the process of our data validation review of all sub-grantees and will be training all sub grantees in the new SCSEP grant computer program. The Department has received the Notice of Award from the US Department of Labor to continue the SCSEP for the 2023 program year, and contacts have been executed for all the sub-grantees to operate SCSEP in their designated service areas.

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

Quarterly Meeting Agency Update

February 13, 2024

Agency: Corrections

Partnerships with Other Agencies

At the beginning of July 2023, Philadelphia Works and PA CareerLink initiated services at five Philadelphia area Community Correctional Centers (CCCs), benefiting reentrants by providing essential services and overcoming transportation challenges. The services include a welcome workshop, PA CareerLink registrations, Workforce Innovation and Opportunity Act (WIOA) services, and workshops in the various Bureau of Community Corrections (BCC) centers. Since it's inception, 149 reentrants have participated and were served by PA CareerLink staff. In January, the PA CareerLink visits to the centers doubled due to demand. Therefore, we anticipate the below numbers to increase in the upcoming months.

| Location | Total Engaged July – Dec 2023 | # that attended Welcome to PA CareerLink SM Workshop | # who Completed Questionnaire | # who Enrolled in Labor Exchange | # Enrolled in WIOA | # Referred to Training | # Placed in Employment | # Referred to OJT |
|------------------------------------------------------|-------------------------------|-----------------------------------------------------------------|-------------------------------|----------------------------------|--------------------|------------------------|------------------------|-------------------|
| Gaudenzia DRC | 27 | 20 | 10 | 17 | 0 | 0 | 0 | 0 |
| Community Corrections Center/Gaudenzia Spring Garden | 28 | 19 | 11 | 14 | 0 | 0 | 0 | 0 |
| Kintock-Erie | 66 | 48 | 29 | 45 | 2 | 0 | 1 | 0 |
| Self-Help | 26 | 17 | 0 | 13 | 0 | 0 | 0 | 0 |
| Mobile Unit | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total | 149 | 106 | 52 | 89 | 2 | 0 | 1 | 0 |

Parole staff in Philadelphia have partnered with Beyond Literacy and Philadelphia Works to host the mobile unit bus and utilize services for reentrants. Services kicked off on December 7, 2023 with all 32 spots filled at the Northeast Sub Office and West Division. On January 18, 2024, 25 spots were filled with 17 reentrants showing up. The bus is scheduled every 3rd Thursday from 10am to 2pm, with 32 total spots available (4 per every 30 minutes).

On December 5, 2023, the Workforce Development Specialist provided a webinar presentation, hosted by Diversity Jobs, titled "From Record to Reemployment: A Guide to Job Hunting with a Criminal Record." Webinar participants were from various states. Participants were informed of the programs offered to reentrants while incarcerated in Pennsylvania, which enhance their eligibility for employment, WOTC benefits, and Federal Bonding.

On December 6, 2023, the Workforce Development Specialist spoke at the Cumberland County Reentry Coalition on the benefits of hiring reentrants and preparing inmates for the workforce. From that event, discussions were held about the need to educate more employers in Cumberland County on the benefits of hiring our population. An employer roundtable was offered by the Department of Corrections (DOC) in partnership with the local Chamber and Coalition to be scheduled in 2024.

Alline Salon Group reached out to the DOC to develop a partnership to provide inmates a job pre or post release. Alline Salon Group has over 110 locations in Pennsylvania for applicants with a cosmetology or barber license. This partnership is comprised of two phases. Phase 1 is for those currently released and has already been implemented. Phase 2 created a “prison to work pipeline.” This phase will conclude with inmates securing a job offer pre-release. On January 1, 2024, two SCIs were chosen to pilot this project. However, due to the limited number of inmates due to be released in 2024 from those SCIs, it was decided to expand to all 24 SCIs starting February 1, 2024. The DOC hopes to provide additional updates, and successes, to the Board in future reports.

The Workforce Development Specialist continues to assist employers in filling their workforce needs throughout the quarter, and Corrections/Parole remains actively involved in various Labor & Industry committees on Employment and Reentry.

Reentry Services

Each State Correctional Institution (SCI) provides a school, with counselors, principals, and teachers, along with vocational programs offering nationally accredited certifications. Recently, DOC staff reached an agreement with PennDOT to assist inmates in obtaining their CDL permit and/or license prior to release. The DOC is currently working with PennDOT to train staff on the completion of necessary forms and the implementation of CDL computer testing. The final piece necessary to begin this pilot is the equipment from PennDOT. The DOC is awaiting this equipment and training.

Annually, each SCI coordinates and hosts a reentry job fair for inmates, inviting community partners, including employers, community service providers, BCC contractors, and other agency representatives, to provide information and presentations. The events are vital for successful reentry planning and have been scheduled at all SCIs in 2023.

Apprenticeship and Career & Technical Education Committee
Quarterly Update
February 13, 2024

Work of the Committee

In its first several meetings, the Apprenticeship and CTE Committee discussed how we can understand the current state of registered apprenticeship in Pennsylvania. Members expressed interest in gathering and analyzing data that would give us insight into effectiveness and outcomes, and in the roles that pre-apprenticeship and career & technical education (CTE) play in broadening participation and ensuring successful outcomes in registered apprenticeships.

The committee therefore proposes to the Board a recommendation to commission research on the state of registered apprenticeships and registered pre-apprenticeships in Pennsylvania. *Please see the recommendation on the following page.*

The committee will turn its attention next to a new issue that committee members have prioritized. In January, a majority of committee members completed a survey asking them to prioritize initiatives that had arisen in committee discussions and in the draft WIOA Combined State Plan. Top priorities identified were:

1. Increase non-traditional and under-represented populations' participation in CTE, registered pre-apprenticeships, and registered apprenticeships (such as women, minorities, re-entrants, persons with disabilities, immigrants, and veterans). (WIOA draft plan subgoal 1.2)
2. Strengthen the coordination/alignment between CTE, registered pre-apprenticeship, and registered apprenticeship. (WIOA draft plan subgoal 1.5)
3. Share best practices from employers who have embraced registered apprenticeships to increase use of the model.
4. Increase use of the registered apprenticeship model in non-traditional sectors and occupations. (WIOA draft plan subgoal 1.1)

Angela Ferritto, Chair
Apprenticeship and CTE Committee

Committee Recommendation: Commission Research on the State of Registered Apprenticeship and Registered Pre-Apprenticeship in Pennsylvania

To continuously improve Pennsylvania's efforts to expand opportunities for individuals and companies to benefit from Registered Pre-Apprenticeship and Registered Apprenticeship programs, and to expand those opportunities to a more diverse range of industries, occupations, and individuals, The Pennsylvania Workforce Development Board (Board) recommends that the Department of Labor & Industry (L&I) procure a vendor to evaluate the impact of investments made in Registered Pre-Apprenticeship and Registered Apprenticeship programs in Pennsylvania. Such an evaluation should include, but is not limited to, an analysis of the effectiveness of state dollars on the following:

- Career outcomes (wages, employment retention, etc.) over time for individuals who participate in Registered Pre-Apprenticeship and Registered Apprenticeship
- Representation of historically underserved populations participating in Registered Pre-Apprenticeship and Registered Apprenticeship programs
- Expansion of Industries, Sectors, and Occupations that offer career pathways via Registered Pre-Apprenticeship and Registered Apprenticeship
- Availability of Registered Pre-Apprenticeship and Registered Apprenticeship by geographic area

The selected vendor should work with the Board's Apprenticeship & CTE Committee; the Pennsylvania Apprenticeship & Training Office at L&I; and the Bureau of Career and Technical Education and Office of Postsecondary and Higher Education at the Pennsylvania Department of Education to do the following:

1. Refine the scope of the research and evaluation,
2. Determine the data to use in conducting the evaluation, and
3. Identify gaps in available data that may exist.

In addition to the evaluation, the vendor should make recommendations on how to improve on the topics and areas analyzed in the evaluation.

**Youth Committee
Quarterly Update
February 13, 2024**

Work of the Committee

The PA WDB Youth Committee met two times in the last quarter.

At the November meeting, the committee received a presentation on Pennsylvania's Longitudinal Data System (PALDS) from Colby Clabaugh and Tony Stagliano. The committee also discussed common topics concerning youth that arose at the PA WIOA Listening Sessions in October.

At the January meeting, the group received a presentation on CareerReady PA by Laura Fridirici, Sue Kuhl, and Amy Davis McShane and how that program coordinates with the schools in PA. The committee also voted to move the draft recommendation on PA youth programming PALDS research to the broader PA WDB.

Chekemma Townsend, Chair
Youth Committee

DRAFT PA WDB Youth Committee Recommendation

The Pennsylvania Workforce Development Board urges the Pennsylvania Longitudinal Data System (PALDS) to form a project in their purview on Pennsylvanians that have utilized youth programming in the Commonwealth and the employment and education outcomes for those individuals during K12 and postsecondary.

We encourage the PALDS to work with the Youth Committee to further refine the goals and outcome of this project.

Education Shortage Committee
February 2024
Quarterly Update

Education Shortage Committee Overview

Education Shortage Committee meet on February 9, 2023, continued to explore thoroughly into the many factors that contribute to the current educator shortage. In addition to adding several new members, the committee conducted a comprehensive analysis of numerous significant issue areas, with a focus on administrative difficulties, diversity, employment competition, and regional disparities. Throughout the meetings, the committee continues to reiterate its main goal of eliminating teacher shortages, emphasizing the vital need of creating objectives that are not just ambitious but also realistic, executable, and reasonable. This commitment reflects the committee's dedication to implementing practical solutions to address the complex issues hindering a robust and well-staffed education workforce.

Next Steps and Action Items to pursue:

- Identify committee members to examine specific education challenges.
- Organize and centralize of all pertinent documents such as policies, literature, and legislative documents so committee members have access to relevant materials.
- Initiate ways on how to improve data systems in collaboration with the Pennsylvania Department of Education to gain deeper insights into educator workforce challenges.
- Recognize ways to collaborate on legislative changes addressing school funding inequities and enhance the impact of competitive grants through collaboration.
- Identify ways to promote the teaching profession by leveraging platforms like teach.org and prioritize equity in teacher diversity and STEM education.
- Pinpoint tailored approaches for urban and rural areas to effectively address teacher shortages, with a specific focus on the increasing demand for special education.

Timothy James, Chair
Education Workforce Shortage Committee

Industry Partnership and Employer Engagement Committee
Quarterly Update
Feb. 13, 2024

Work of the Committee

The committee met on Jan. 17, 2024, and ranked the importance of comments that participants made at the Workforce Investment Opportunity Act ‘Listening Sessions’ that were facilitated in October 2023. The committee will address the following topics in the order they were ranked:

1. Businesses need to better understand how to effectively access and utilize the Commonwealth’s workforce development system.
2. Businesses need to better understand how to engage with K-12 educators to determine and/or cultivate the job skills needed by the current and future workforce.
3. Businesses need to better understand how to engage and appeal to today’s younger workforce as well as strengthen the multi-generational workforce.
4. Businesses may need incentives to retain employees.

The committee also provided feedback on how the Department of Labor and Industry’s Workforce Development Deputate may go about conducting employer engagements.

The next committee meeting is scheduled for Feb. 21, 2024, via Zoom.

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

Barrier Remediation Committee
Quarterly Update
February 13, 2024

Work of the Committee

The Barrier Remediation Committee has met twice since forming in January 2024. The first meeting established the role and processes of a Pennsylvania Workforce Development Board committee, and the expectations for members. Members began to share with each other the experience and expertise they bring to addressing and removing barriers to employment. To prepare for the second meeting, members reviewed the 16 sub-goals of the broad goal of Barrier Remediation in the draft WIOA Combined State Plan. At the February meeting, each committee member ranked their top 5 priority sub-goals, and in smaller groups, discussed their thinking behind their prioritization. Next, each committee member shared the specific “offers” they bring to each of these topics, that is, their professional expertise, lived experience, and/or organizational capacity, and again, had a brief opportunity to discuss what they shared in small groups.

As the committee works toward recommending improvements that can remove barriers to employment in Pennsylvania, members have expressed a desire to engage in deeper small-group discussions, and to learn more background information on some topics. The committee co-chairs, Shea Zwerver of Flagger Force and Mohona Siddique of CAEL, are making plans that ensure this can happen.

In its next meetings, the committee will:

- Identify one or more sub-goals of the Barrier Remediation goal in the draft WIOA Combined State Plan on which to focus.
- Determine short-term and long-term actions the committee can take on the priority sub-goals.
- Learn any information needed to make a recommendation.

The committee meets on the first Friday of each month at 11 a.m.

Shea Zwerver, Chair

Mohona Siddique, Co-Chair

Barrier Remediation Committee

Continuous Improvement of the PA CareerLink® System Committee
Quarterly Update
February 13, 2024

The Continuous Improvement of the PA CareerLink® System Committee met to determine priorities for 2024 and beyond. Members ranked all committee priorities in order of each members assessment of that priority's importance to the goals of the committee. While no priority topic that was considered was deemed unimportant, three priorities were rated as most important by committee members:

- Increasing partnerships between Local Workforce Development Boards and PA CareerLink® Offices with local Chambers of Commerce and local Economic Development entities.
- Targeting system outreach to underserved communities, including, but not limited to, refugees, justice involved individuals, persons with disabilities, low-income individuals, and long-term unemployed individuals.
- Improving outreach to better partner with industries that can benefit from PA CareerLink® serves (e.g. agriculture, hospitality, education, etc.).

Additionally, the committee also discussed the possibility of proposing state specific metrics for performance assessment of the system. The federal metrics only focus on percentages of individual served and placed into jobs. The committee members expressed interest in also examining the volume of individuals served by the system. This is especially important given the challenges employers are reporting in finding candidates to fill job openings.

The committee also expressed interest in evaluating what industries those individuals served find jobs in, and how those placements align to the types of training individuals received through the PA CareerLink® System.

The committee is excited to dig into these issues in the coming months.

Brian Funkhouser, Chair

Continuous Improvement of the PA CareerLink® System Committee

Reentry Committee
February 13, 2024
Quarterly Update

Committee Work:

The Reentry Committee has focused on several tasks moving into 2024. First, the Committee set out to establish a mission statement to lead its work:

- The PA Workforce Development Board's Reentry Committee is committed to advising the Governor's Workforce Development Board on the best practices to ensure an inclusive and equitable workforce system that includes those who are or have been justice impacted and highlighting the business and economic benefits.

The Committee also established its top three priorities for 2024 through a survey of Committee members:

- License/IDs for reentrants
- Programming offering education & training for those still in prison
- Local WDB/PA CareerLink® training on reentry

The Committee had identified around ten priorities for the Committee and plans to start with these three and move through the additional priorities throughout the year.

Debra Caplan, Chair
Reentry Committee

Recommendation 1

In order to enter the workforce, it is essential to have a government issued ID or license. Reentrants face significant barriers to employment when they are released from prison without proper identification. In a report done by the Movement Advancement Project, it was found that lacking an ID limits access to housing, medical care, employment, banking, and even enrolling a child in school.¹ Additionally, it was found that acquiring a new driver's license, including the cost of the license and the time to apply for it, equates to about 4.1 hours of work time at minimum wage.² Other identifying documents such as birth certificates and social security cards can be even higher.³ Having the opportunity to receive these documents pre-release gives reentrants a vital key to many basic necessities. In some counties, it only takes about two weeks to receive an ID and most individuals are able to leave county jail with their IDs. The Pennsylvania Workforce Development Board's Reentry Committee would like to acknowledge the following counties that have agreements with the Pennsylvania Department of Transportation (PennDOT) and have worked to ensure reentrants have proper identification pre-release:

- York County
- Montgomery County
- Franklin County
- Lancaster County
- Adams County
- Chester County
- Union County
- Centre County

This Committee strongly encourages other counties to consider similar agreements with PennDOT and recommends that the Reentry Committee along with the Department of Corrections and PennDOT work together to develop a toolkit to assist counties in these efforts.

¹ [MAP-Identity-Documents-report-2022.pdf \(mapresearch.org\)](https://mapresearch.org/wp-content/uploads/2022/03/Map-Identity-Documents-report-2022.pdf)

² [ID-info-formerly-incarcerated-people.pdf \(mapresearch.org\)](https://mapresearch.org/wp-content/uploads/2022/03/ID-info-formerly-incarcerated-people.pdf)

³ Ibid

Recommendation 2

Criminal backgrounds have the ability to negatively impact a person's ability to enter employment long after their involvement with the justice system. Receiving a pardon increases the opportunity for these individuals to find work and sustain themselves. In research done by the Economy League, it was found that pardons granted from 2008-2018 in Pennsylvania allowed individuals to earn roughly \$16 million in additional wages. Since 2019, it also has become even easier to get a hearing; more than 8 out of 10 people who apply, get a hearing.⁴

In an effort to increase the opportunity for individuals to pursue a pardon, the Pennsylvania Workforce Development Board's Reentry Committee strongly recommends Local Workforce Development Boards to conduct one or more pardon-related initiatives over the next year. We recommend that Boards partner with community partners, including, but not limited to, local reentry councils and offices of probation and parole, to ensure these opportunities are available to as many individuals in the community as possible.

Rationale: These pardon-related initiatives have shown to be a useful tool in meeting individuals where they are at in their pardon journey. In Westmoreland County, the Pittsburgh Community Service Inc. held a pardon clinic where they received overwhelmingly positive feedback from event participants.⁵ Their event included expungement review from a legal services rep., a ten-table resource fair, ten-table job fair, and representatives to help those who qualified for a pardon begin writing their application. Berks County held one of the first viewings of "Pardon Me" at Reading Community College and had around 190 attendees⁶. From the event they were able to create their "Pardon Me Handbook" which includes copies of their social media posts, media releases, and Eventbrite page so that people across the state can easily replicate the event. In encouraging these initiatives to happen across the state, this committee is furthering its mission of elevating best practices for an inclusive workforce system.

⁴ [Pardons — Philadelphia Lawyers for Social Equity \(plsephilly.org\)](https://plsephilly.org/pardons)

⁵ [Pennsylvania Association of Pardon Projects - Outreach Events Presentations - April 27, 2023 on Vimeo](#)

⁶ Ibid

Healthcare Workforce Committee

February 13, 2024

Quarterly Update

The Committee most recently met on December 19, 2023. The Committee discussion began with review of our initial Occupational Data file on Direct care and similar level healthcare occupations, prepared by the Center for Workforce Information and Analysis (CWIA) in L&I and based upon the Committee's request at our September 2023 meeting. The file showed comparative data for similar job titles, with baseline and projected numbers of jobs, demand, percent of change, wage information and a range of demographic information. The members questioned and discussed a broad range of points about the data, finding it quite informative and useful in framing out our priorities and additional data requests over time.

Additional discussion focused on several key themes including:

- Acknowledgement that every healthcare occupation seems to have needs, and we must prioritize and choose which to focus on first.
- At the direct care level, workforce initiatives need to be career pathway oriented, and with more focus on pathways that can lead to several different healthcare job options, for example, as (Certified) Nurse Assistants (CNA/NA's) leading to Surgical Technician or Radiology Technician jobs, versus solely to LPN;
- Shortages in teaching practitioners and instructors in nursing schools, impacting ability of these schools to meet training needs, and other issues affecting advanced practice or mid-level practitioners;
- Lack of nursing students going into senior care, at facilities and in the community;
- Availability and use of Community Health Workers (CHW's), and how to promote and expand CHW opportunities;
- Emergency Medical Technicians (EMT/EMS), the growing shortages as volunteer services decrease especially in rural PA, and several Healthcare Industry Partnerships developing projects related to EMT/EMS.

At this point the Committee has hit upon many themes and topics the members view as priorities, and our key next steps are to determine which are most important, actionable and what the Committee wants to see the workforce system and partners do about them. This will be our main topic at the next meeting. Along those lines, at the next meeting we also anticipate proposing a direct care training concept for member discussion and consideration, and as a potential recommendation from the Committee.

The Committee's next bi-monthly meeting is February 20, 2023, at 9am via Zoom.

Matthew Yarnell, Chair

Healthcare Workforce Committee

Agriculture Committee
February 13, 2024
Quarterly Update

Work of the Committee:

The Agriculture Committee has continued to work on its two main areas of focus (H2-A/H2-B & language accessibility of exams and training/awareness in the industry). In January, the committee held its monthly meeting at the Pennsylvania Farm Show and held a listening session for agricultural stakeholders and growers to share their workforce challenges in the industry with state staff from the Department of a Labor and Industry and the Department of Agriculture. The committee is working on developing a full report from that listening session.

The committee also formed a sub-committee around H-2A and H-2B. The group is working to create a survey for H2-A and H2-B users to gather input from their experiences with the programs. The sub-committee has begun drafting the survey.

Next Steps:

- Continue working on developing a survey for H2-A and H2-B users to get a sense of the common challenges and areas of growth with the program.
- Form a sub-committee around training and awareness initiatives for the industry

Brian Campbell, Chair
Agriculture Committee

In relation to the committee's focus on language accessibility, the Agriculture Committee along with the Healthcare Committee has formed the following recommendation:

Recommendation:

As we look to increase workforce participation and opportunities, it is essential that we eliminate barriers at a state level for workers.

The Workforce Development Board's Agriculture Committee and Healthcare Committee recommend that all state agencies work to increase language accessibility in all state exams for licensure and credentialing.

Beginning this work is essential in eliminating the language barrier for all those who's native language is not English and expands the work opportunities that are available to them. It also directly benefits critical industries already dealing with workforce shortages.

Manufacturing Committee
February 13, 2024
Quarterly Update

Work of the Committee

The Manufacturing Committee has been focused on sharing information and learning of services currently provided in the areas of ESL, Transportation, Housing, and Tax Credits. In the December 21st committee meeting, members were given a presentation (available upon request) by the Office of Transformation and Opportunity (“OTO”) by Chief Transformation Officer Benjamin Kirshner which entailed the purpose and process of OTO and how it can assist PA businesses in making our Commonwealth one of the top 10 states for business.

During the January 18th meeting the committee received a presentation of PA WEDnet by Director Tom Venditti. Highlights include but are not limited to WEDnet history, recipient benefits, focus, partnerships, application process and upcoming changes.

In addition, the committee most recently placed emphasis on prioritizing the following areas of concentration:

- Attracting Talent
- Numeracy and Math Skills
- Transportation
- Childcare

Potential action items to pursue in the future:

Item 1 Focus on how the committee can best address the four areas of prioritization i.e. Attracting Talent, Numeracy & Math Skills, Transportation, and Childcare

Item 2 Continue to meet with Departmental stakeholders and possibly other WDB sub-committees to better understand what existing programs and other initiatives are available and how our committee can best leverage those resources.

Item 3 Explore and identify potential downstream opportunities that might exist stemming from the federal hydrogen hub announcement.

Mike Wojewodka, Chair
Manufacturing Committee

Construction Workforce Committee

February 13, 2024

Quarterly Update

The Construction Workforce Committee held our initial “kickoff” meeting on December 1, 2023. As the initial committee meeting, we began with an overview of the Board, Board committees and our role as the Construction Workforce Committee; that being, to identify workforce issues and opportunities for improvement in the construction industry, across all areas of the state, and elevate recommendations as appropriate to the Board for consideration. A large part of the meeting was spent introducing each of the members with some background on who they represent and role in the industry.

Discussion also included initial topics and themes for consideration:

- Expanding career opportunities available in Construction fields, especially for young women,
- Examples of support for young women in the industry and the support of male counterparts in promoting the opportunities, such as from conferences, presentations to school students, and awareness campaigns via grants (e.g., PaSmart grants and video ads),
- How to get the word out about careers in the building trades. While registered pre-apprenticeships and apprenticeships are definitely a priority focus, it is not only on those programs but also includes reaching and engaging younger students at high schools, middle schools, even kids at elementary school level.

At our next meeting we plan to introduce and discuss a potential theme for our first recommendation, related to PDE in collaboration with workforce partners, leading a committed effort to identify and address gaps, inconsistencies, and resource challenges in elementary through high school curricula and CTE programs, that limit opportunities for young students to connect with building trades and construction opportunities as they progress through school and get ready to enter the workforce.

We are also looking to presentations on construction-related industry partnerships conducted at the local WDB levels, and opportunities to promote use of successful models elsewhere in PA, if applicable.

The Committee meets bimonthly, and our next meeting is on February 14, 2024 at 9am, via Zoom. We would very much like to see continued growth in our committee membership, so for any Board members or others with interests in construction workforce development, we encourage you to please join our committee, you are most welcome.

Karen Masino, Chair

Construction Workforce Committee

Pennsylvania Profile

January 2024

| 2022 Population | | |
|-------------------------------------------|------------|--------|
| Total Population | 12,989,208 | 100.0% |
| Female | 6,578,442 | 50.6% |
| Male | 6,410,766 | 49.4% |
| Population by Race | | |
| White | 10,010,379 | 77.1% |
| Black | 1,407,814 | 10.8% |
| Other | 1,571,015 | 12.1% |
| Hispanic Ethnicity (All Races) | 1,055,108 | 8.1% |
| Population by Age | | |
| Ages 0 to 17 | 2,664,562 | 20.5% |
| Ages 18 to 24 | 1,196,563 | 9.2% |
| Ages 25 to 34 | 1,697,433 | 13.1% |
| Ages 35 to 44 | 1,573,905 | 12.1% |
| Ages 45 to 54 | 1,606,942 | 12.4% |
| Ages 55 to 64 | 1,815,398 | 14.0% |
| Ages 65 to 74 | 1,404,780 | 10.8% |
| Ages 75 and Older | 1,029,625 | 7.9% |
| Median Age | 40.8 | . |
| Educational Attainment, Ages 18 and Older | | |
| High School Diploma or Less | 4,385,485 | 42.5% |
| Some College or Associate Degree | 2,694,345 | 26.1% |
| Bachelor's Degree | 1,995,520 | 19.3% |
| Graduate or Professional Degree | 1,249,296 | 12.1% |

Source: U.S. Census ACS 2018-2022 - DP05, B01001, and B15001

| Help Wanted OnLine Job Postings | | | |
|---------------------------------|----------|---------------|----------------|
| Dec 2023 | Dec 2022 | Volume Change | Percent Change |
| 188,345 | 99,875 | 88,470 | 88.6% |

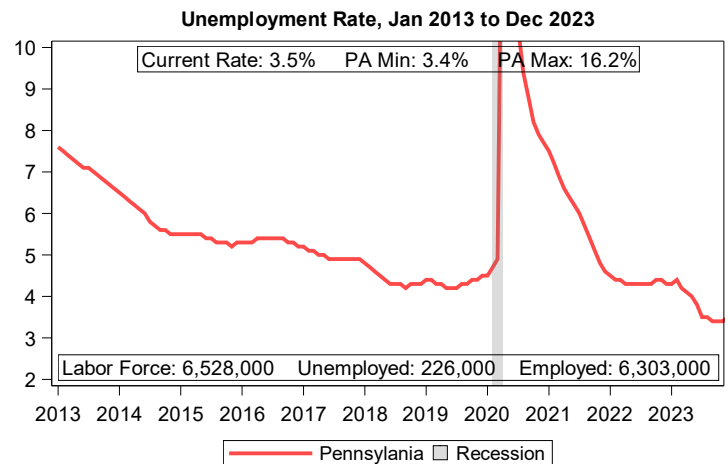
Source: The Conference Board - LightCast - Help Wanted OnLine™

| Veterans | | | Non-Veterans | |
|----------|-------------------|---------------|-------------------|---------------|
| Total | Unemployment Rate | Median Income | Unemployment Rate | Median Income |
| 680,824 | 4.2% | \$46,106 | 5.3% | \$37,475 |

Source: U.S. Census ACS 2018-2022 (Table: S2101)

| Resident Income | | | | |
|-----------------|---------------|---------------|-------------------------|-------------------|
| Per Capita | Total Income | Earnings | Dividends-Interest-Rent | Transfer Payments |
| \$64,506 | \$836,778,334 | \$511,019,899 | \$151,238,652 | \$174,519,783 |

Note: Income (excluding Per Capita) is displayed in thousands.
Source: Bureau of Economic Analysis (BEA) - 2022



Top 25 Employers by Employment in Q2 of 2023

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

Source: Quarterly Census of Employment and Wages

| Unemployment Compensation (UC) by Pre-UC Industry | Jan 2023 to Dec 2023 | | Dec 2023 Initial (IC) and Continued (CC) UC Claims | | | |
|------------------------------------------------------|----------------------|---------|----------------------------------------------------|------------|----------|------------|
| | Exhaustees | Percent | IC Total | IC Percent | CC Total | CC Percent |
| Natural Resources & Mining | 320 | 0.7% | 1,294 | 1.8% | 6,928 | 1.6% |
| Construction | 6,290 | 14.3% | 15,786 | 22.2% | 74,188 | 17.4% |
| Manufacturing | 4,730 | 10.8% | 8,567 | 12.0% | 49,601 | 11.6% |
| Trade, Transportation & Utilities | 8,250 | 18.8% | 13,364 | 18.8% | 74,303 | 17.4% |
| Information | 1,050 | 2.4% | 534 | 0.8% | 6,819 | 1.6% |
| Financial Activities | 2,610 | 5.9% | 1,527 | 2.1% | 19,191 | 4.5% |
| Professional & Business Services | 9,030 | 20.5% | 11,724 | 16.5% | 80,926 | 19.0% |
| Education & Health Services | 6,720 | 15.3% | 5,311 | 7.5% | 55,170 | 13.0% |
| Leisure & Hospitality | 2,990 | 6.8% | 8,349 | 11.7% | 37,829 | 8.9% |
| Other Services | 1,030 | 2.3% | 1,035 | 1.5% | 9,216 | 2.2% |
| Government | 880 | 2.0% | 652 | 0.9% | 6,189 | 1.5% |
| Info Not Available | 80 | 0.2% | 0 | 0.0% | 0 | 0.0% |
| Total | 43,980 | 100% | 71,162 | 100% | 425,900 | 100% |

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

Source: Pennsylvania Unemployment Compensation System

| Quarterly Census of Employment and Wages, 2022 Annual Averages | | | | | |
|----------------------------------------------------------------|-----------------------------------------------|----------------|------------|--------------|--------------|
| NAICS | NAICS Description | Establishments | Employment | Employment % | Average Wage |
| | Total, All Industries | 384,203 | 5,863,297 | 100.0% | \$67,279 |
| 11 | Agriculture, Forestry, Fishing and Hunting | 2,577 | 27,150 | 0.5% | \$42,543 |
| 21 | Mining, Quarrying, and Oil & Gas | 1,186 | 21,631 | 0.4% | \$102,977 |
| 22 | Utilities | 1,431 | 33,477 | 0.6% | \$106,982 |
| 23 | Construction | 30,789 | 267,291 | 4.6% | \$75,093 |
| 31-33 | Manufacturing | 14,537 | 564,391 | 9.6% | \$72,172 |
| 42 | Wholesale Trade | 23,243 | 213,153 | 3.6% | \$95,505 |
| 44-45 | Retail Trade | 40,237 | 603,195 | 10.3% | \$36,323 |
| 48-49 | Transportation and Warehousing | 13,156 | 344,384 | 5.9% | \$56,878 |
| 51 | Information | 8,554 | 96,291 | 1.6% | \$114,641 |
| 52 | Finance and Insurance | 20,070 | 269,171 | 4.6% | \$114,792 |
| 53 | Real Estate and Rental and Leasing | 12,245 | 67,208 | 1.1% | \$73,430 |
| 54 | Professional and Technical Services | 51,420 | 395,104 | 6.7% | \$113,475 |
| 55 | Management of Companies and Enterprises | 6,697 | 145,205 | 2.5% | \$145,955 |
| 56 | Administrative and Waste Services | 19,553 | 311,279 | 5.3% | \$49,964 |
| 61 | Educational Services | 9,843 | 474,147 | 8.1% | \$65,366 |
| 62 | Health Care and Social Assistance | 54,049 | 1,063,096 | 18.1% | \$62,217 |
| 71 | Arts, Entertainment, and Recreation | 5,831 | 96,469 | 1.6% | \$41,986 |
| 72 | Accommodation and Food Services | 28,466 | 443,283 | 7.6% | \$23,614 |
| 81 | Other Services (Except Public Administration) | 35,275 | 197,858 | 3.4% | \$42,746 |
| 92 | Public Administration | 5,047 | 229,515 | 3.9% | \$70,964 |

| Company Ownership | | | | | |
|----------------------|--|---------|-----------|--------|----------|
| Total, All Ownership | | 384,203 | 5,863,297 | 100.0% | \$67,279 |
| Private Ownership | | 371,215 | 5,210,523 | 88.9% | \$67,336 |
| Federal Ownership | | 2,631 | 99,050 | 1.7% | \$85,530 |
| State Ownership | | 1,474 | 124,829 | 2.1% | \$71,477 |
| Local Ownership | | 8,883 | 428,895 | 7.3% | \$61,144 |

| Occupational Employment (2020) and Wages (2022) | | | | | |
|-------------------------------------------------|---------------------------------------------|------------|------------|--------------|------------------|
| SOC Code | Major Occupational Group | Employment | Entry Wage | Average Wage | Experienced Wage |
| | Total, All Occupations | 5,923,090 | \$27,980 | \$58,470 | \$73,490 |
| 11-0000 | Management | 329,650 | \$61,570 | \$126,450 | \$158,410 |
| 13-0000 | Business & Financial Operations | 307,330 | \$46,220 | \$80,280 | \$97,060 |
| 15-0000 | Computer & Mathematical | 168,390 | \$52,800 | \$94,730 | \$115,390 |
| 17-0000 | Architecture & Engineering | 102,710 | \$53,320 | \$89,330 | \$107,060 |
| 19-0000 | Life, Physical & Social Science | 56,570 | \$44,240 | \$75,920 | \$91,520 |
| 21-0000 | Community & Social Services | 129,510 | \$33,860 | \$51,980 | \$60,900 |
| 23-0000 | Legal | 48,600 | \$48,780 | \$109,460 | \$139,340 |
| 25-0000 | Education, Training & Library | 322,980 | \$32,650 | \$66,040 | \$82,480 |
| 27-0000 | Arts, Design, Entertainment, Sports & Media | 76,840 | \$30,610 | \$59,420 | \$73,610 |
| 29-0000 | Healthcare Practitioners & Technical | 410,120 | \$45,120 | \$89,820 | \$111,830 |
| 31-0000 | Healthcare Support | 323,520 | \$25,040 | \$33,120 | \$37,100 |
| 33-0000 | Protective Service | 123,720 | \$27,470 | \$52,870 | \$65,370 |
| 35-0000 | Food Preparation & Serving Related | 403,000 | \$20,130 | \$29,460 | \$34,060 |
| 37-0000 | Building & Grounds Cleaning & Maintenance | 185,730 | \$25,020 | \$34,860 | \$39,700 |
| 39-0000 | Personal Care & Service | 159,270 | \$20,700 | \$33,020 | \$39,080 |
| 41-0000 | Sales & Related | 525,290 | \$23,000 | \$47,010 | \$58,840 |
| 43-0000 | Office & Administrative Support | 811,460 | \$29,710 | \$44,850 | \$52,300 |
| 45-0000 | Farming, Fishing & Forestry | 42,050 | \$25,180 | \$39,290 | \$46,240 |
| 47-0000 | Construction & Extraction | 244,620 | \$38,120 | \$59,770 | \$70,440 |
| 49-0000 | Installation, Maintenance & Repair | 232,680 | \$35,130 | \$55,080 | \$64,910 |
| 51-0000 | Production | 361,760 | \$31,100 | \$45,620 | \$52,780 |
| 53-0000 | Transportation & Material Moving | 557,300 | \$28,010 | \$42,490 | \$49,630 |

Note: 'ND' represents Non-Disclosable information.

WIOA Title I and Title III Workforce Performance Outcome Progress

Program Year 2023 (Through 2nd Quarter)

Statewide

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

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

The information below evaluates Pennsylvania's current scores, rather than raw performance, and is based on Program Year 2023 Second Quarter performance results compared to our unadjusted negotiated level of performance for the Title I and Title III programs only. Adjusted negotiated levels will be available in January 2024.

Overall Program Scores

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

Overall Indicator Scores

| | | | |
|---------------|---------------------------|---------------|-------------------------|
| 113.1% | 114.9% | 100.9% | 110.6% |
| Title I Adult | Title I Dislocated Worker | Title I Youth | Title III Wagner-Peyser |

| | | | | |
|----------------------------------|----------------------------------|-----------------|-----------------------|-----------------------|
| 105.7% | 106.0% | 121.7% | 106.0% | 108.4% |
| Employed 2 nd Quarter | Employed 4 th Quarter | Median Earnings | Credential Attainment | Measurable Skill Gain |

Individual Indicator Scores

(actual performance/negotiated level)

| | Employed 2 nd Quarter | Employed 4 th Quarter | Median Earnings 2 nd Quarter | Credential Attainment | Measurable Skill Gain |
|---------------------------|----------------------------------|----------------------------------|-----------------------------------------|----------------------------------|----------------------------------|
| Title I Adult | 102.3% (76.7% / 75.0%) | 106.5% (76.7% / 72.0%) | 123.7% (\$8039 / \$6500) | 107.9% (73.9% / 68.5%) | 125.3% (63.3% / 50.5%) |
| Title I Dislocated Worker | 104.3% (81.9% / 78.5%) | 103.4% (79.6% / 77.0%) | 121.2% (\$10608 / \$8750) | 107.8% (77.6% / 72.0%) | 137.8% (63.4% / 46.0%) |
| Title I Youth | 109.1% (73.1% / 67.0%) | 107.5% (68.8% / 64.0%) | 123.7% (\$4331 / \$3500) | 102.3% (67.5% / 66.0%) | 62.0% (37.2% / 60.0%) |
| Title III Wagner-Peyser | 107.0% (68.5% / 64.0%) | 106.6% (68.2% / 64.0%) | 118.2% (\$7680 / \$6500) | | |

WIOA Title I and Title III Workforce Performance Outcome Progress Through 2nd Quarter Program Year 2023 Local Workforce Development Areas

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

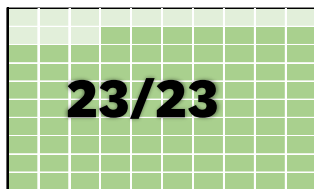
Local performance is evaluated only on outcomes for the Title I programs. States, under authority from WIOA, establish their own methods by which to assess performance outcomes of each local workforce development area. The Department of Labor & Industry has chosen to mirror the WIOA methodology, which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

Graphics below indicate the number of local areas currently exceeding, meeting, or not meeting unadjusted negotiated levels of performance. Adjusted negotiated levels will be available in January 2024.

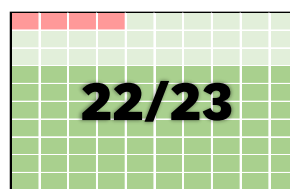
Overall Program Scores

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

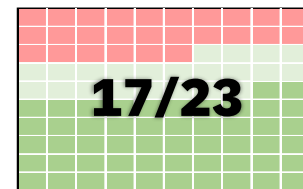
Title I Adult



Title I Dislocated Workers

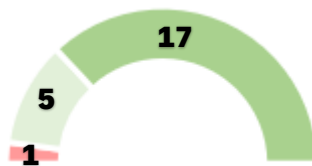


Title I Youth

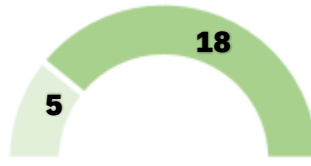


Overall Indicator Scores

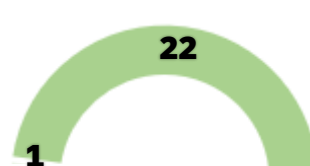
Employment Rate 2nd Quarter



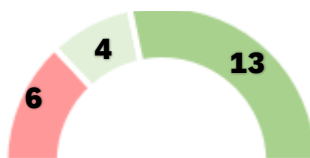
Employment Rate 4th Quarter



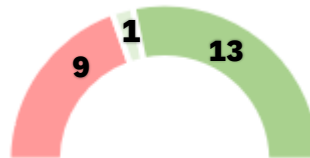
Median Earnings 2nd Quarter



Credential Attainment



Measurable Skill Gain



Individual Indicator Scores

| | Title I Adult | | | Title I Dislocated Workers | | | Title I Youth | | |
|-----------------------------------------|---------------|---|----|----------------------------|----|----|---------------|----|----|
| Employment Rate 2 nd Quarter | 0 | 6 | 17 | 0 | 11 | 12 | 0 | 7 | 16 |
| Employment Rate 4th Quarter | 0 | 4 | 19 | 0 | 11 | 12 | 0 | 7 | 16 |
| Median Earnings 2 nd Quarter | 0 | 2 | 21 | 0 | 3 | 20 | 0 | 6 | 17 |
| Credential Attainment | 0 | 8 | 15 | 1 | 6 | 16 | 2 | 11 | 10 |
| Measurable Skill Gain | 1 | 7 | 15 | 1 | 7 | 15 | 7 | 9 | 7 |

WIOA Title I and Title III Workforce Performance Outcome Progress Through 2nd Quarter Program Year 2023

Definitions

Performance Measures

Employment Rate (2nd Quarter) - % of program participants in unsubsidized employment in the 2nd quarter after exit

Note: Outcomes for the Youth program also include those who were in education or training during the 2nd quarter after exit.

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

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

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

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

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

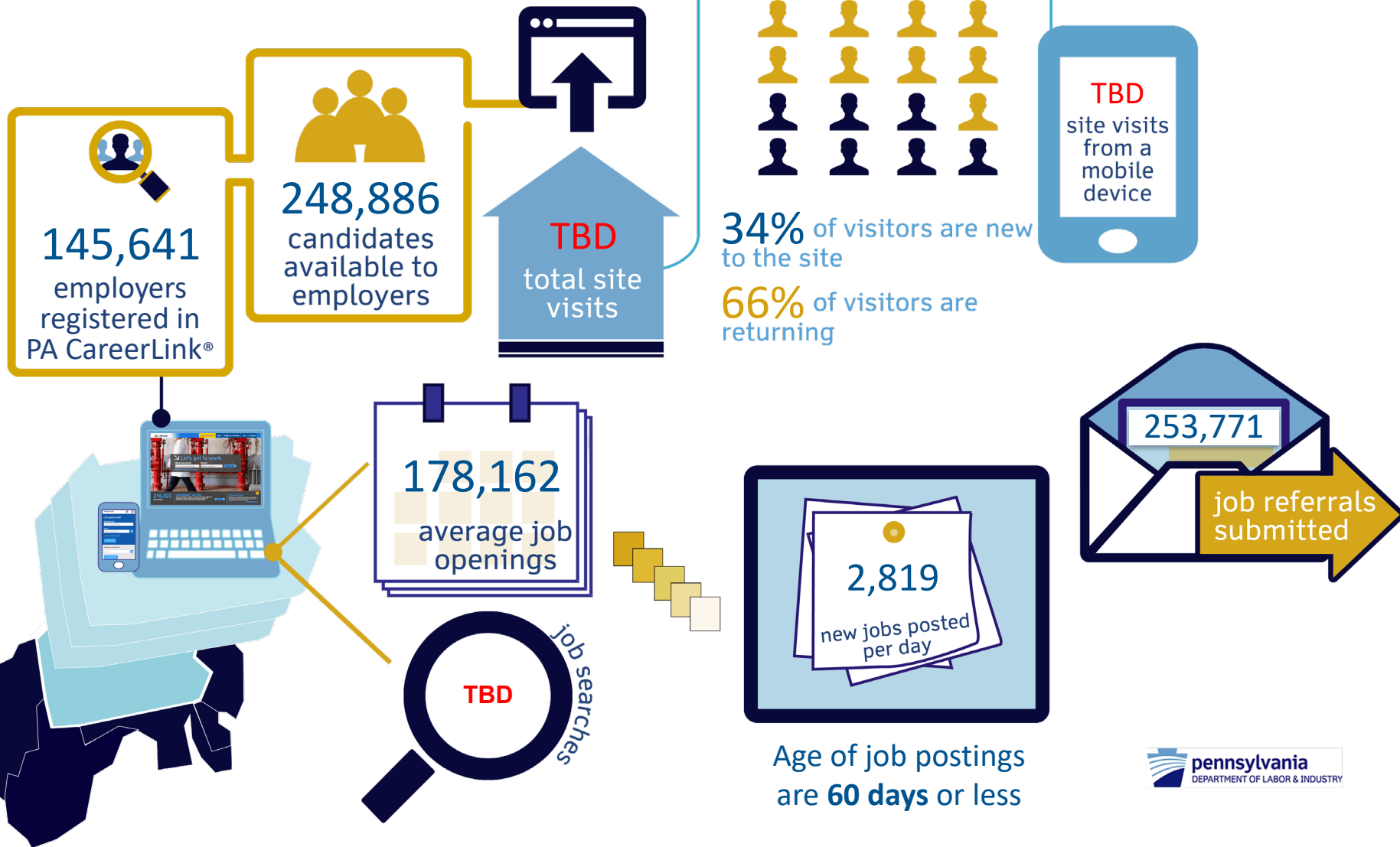
Reporting Cohorts

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

| Performance Measure | Reporting Cohort |
|-----------------------------------------|----------------------------------------|
| Employment Rate 2 nd Quarter | July 1, 2022 through December 31, 2022 |
| Employment Rate 4 th Quarter | January 1, 2022 through June 30, 2022 |
| Median Earnings 2 nd Quarter | July 1, 2022 through December 31, 2022 |
| Credential Attainment | January 1, 2022 through June 30, 2022 |
| Measurable Skill Gain | July 1, 2023 through December 30, 2023 |

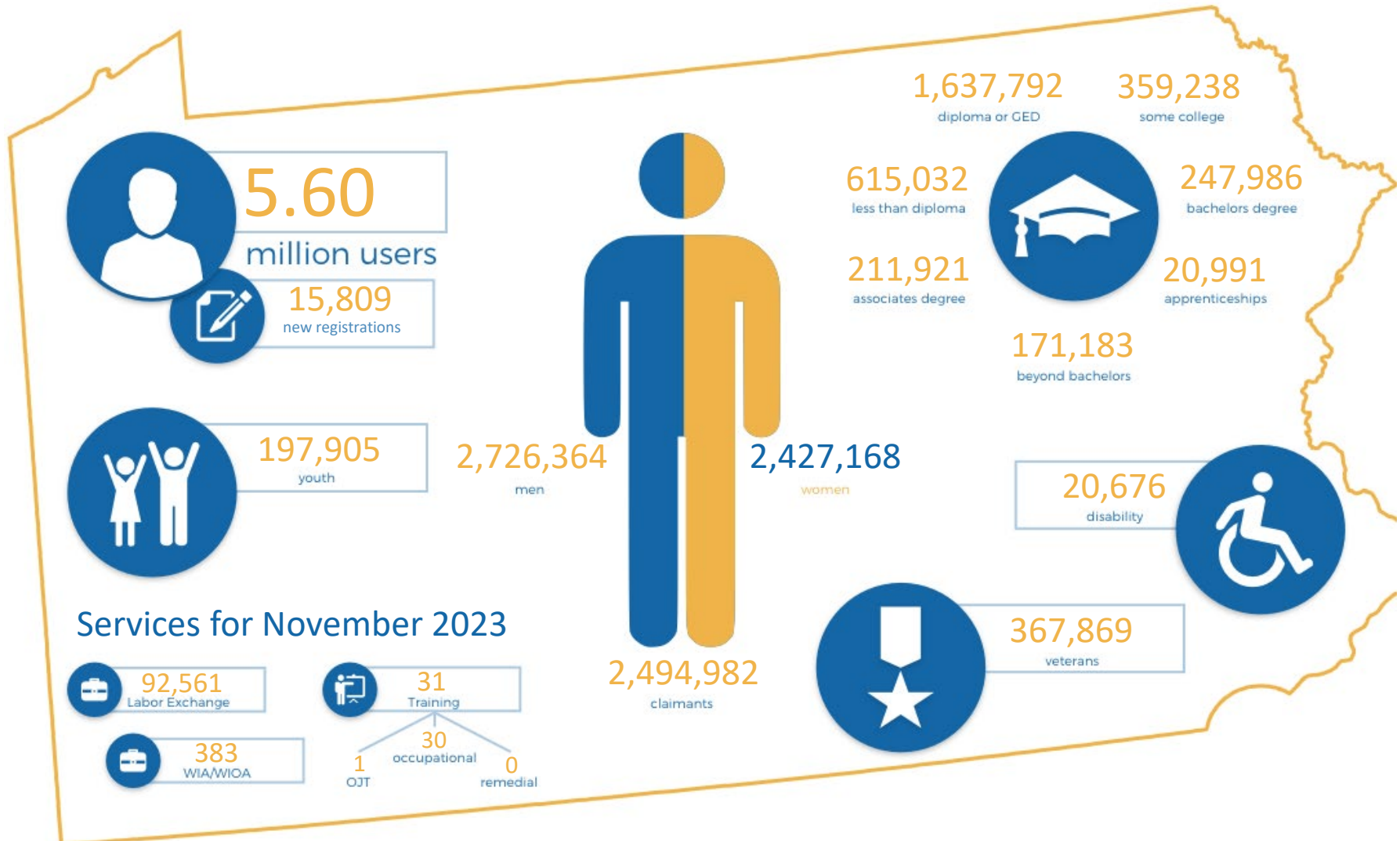
Footnotes

Performance results based on partial year results can fluctuate dramatically due to the cyclical nature of both program enrollments and availability of outcome documentation. This is especially relevant to the Youth program, where some local areas may enroll participants in cohorts at specific times of the year rather than individually throughout the year. The credential attainment and measurable skill gain outcomes see increases that align to the natural breaks in educational cycles.



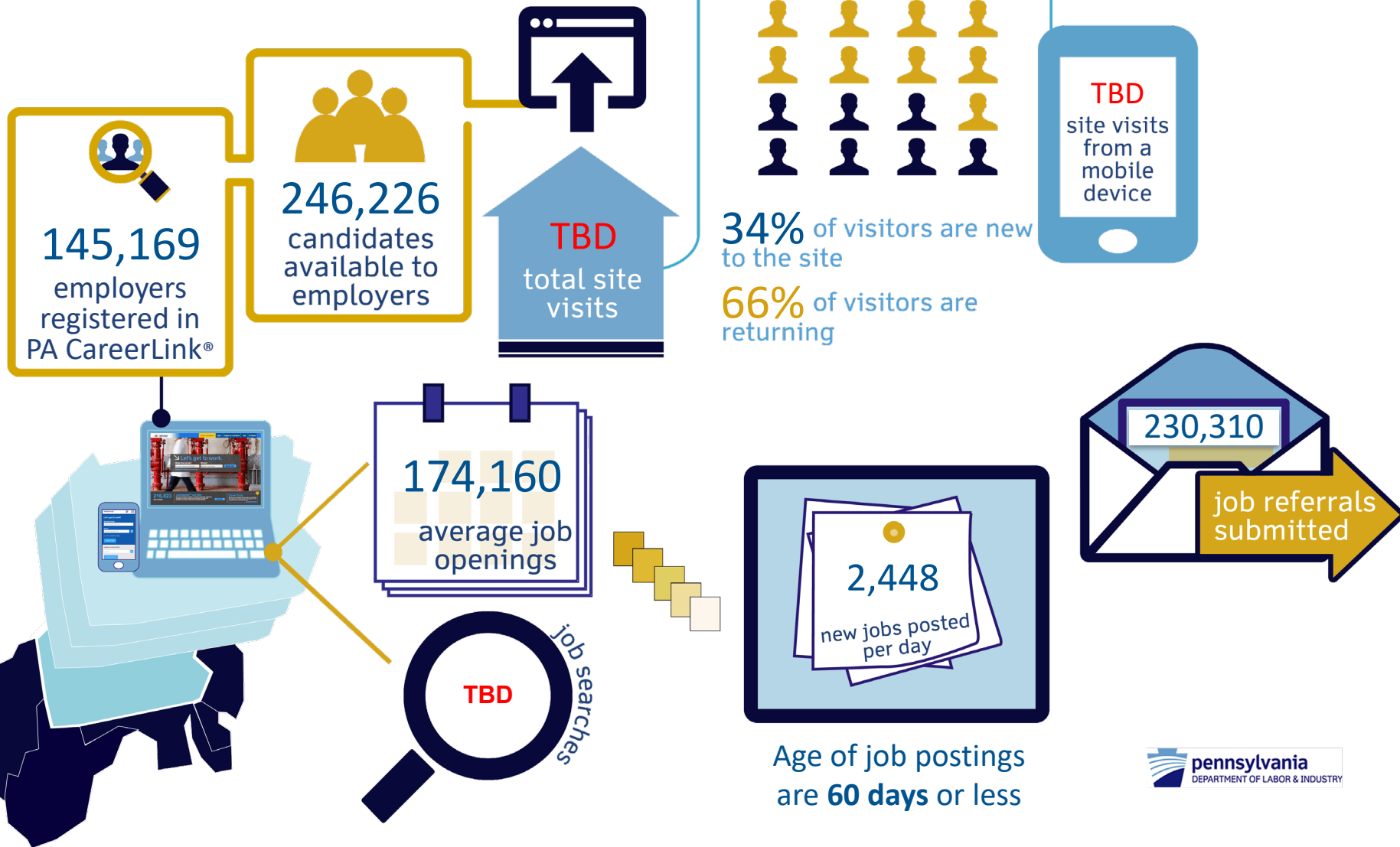


CWDS/PA CareerLink® User Demographics & Services



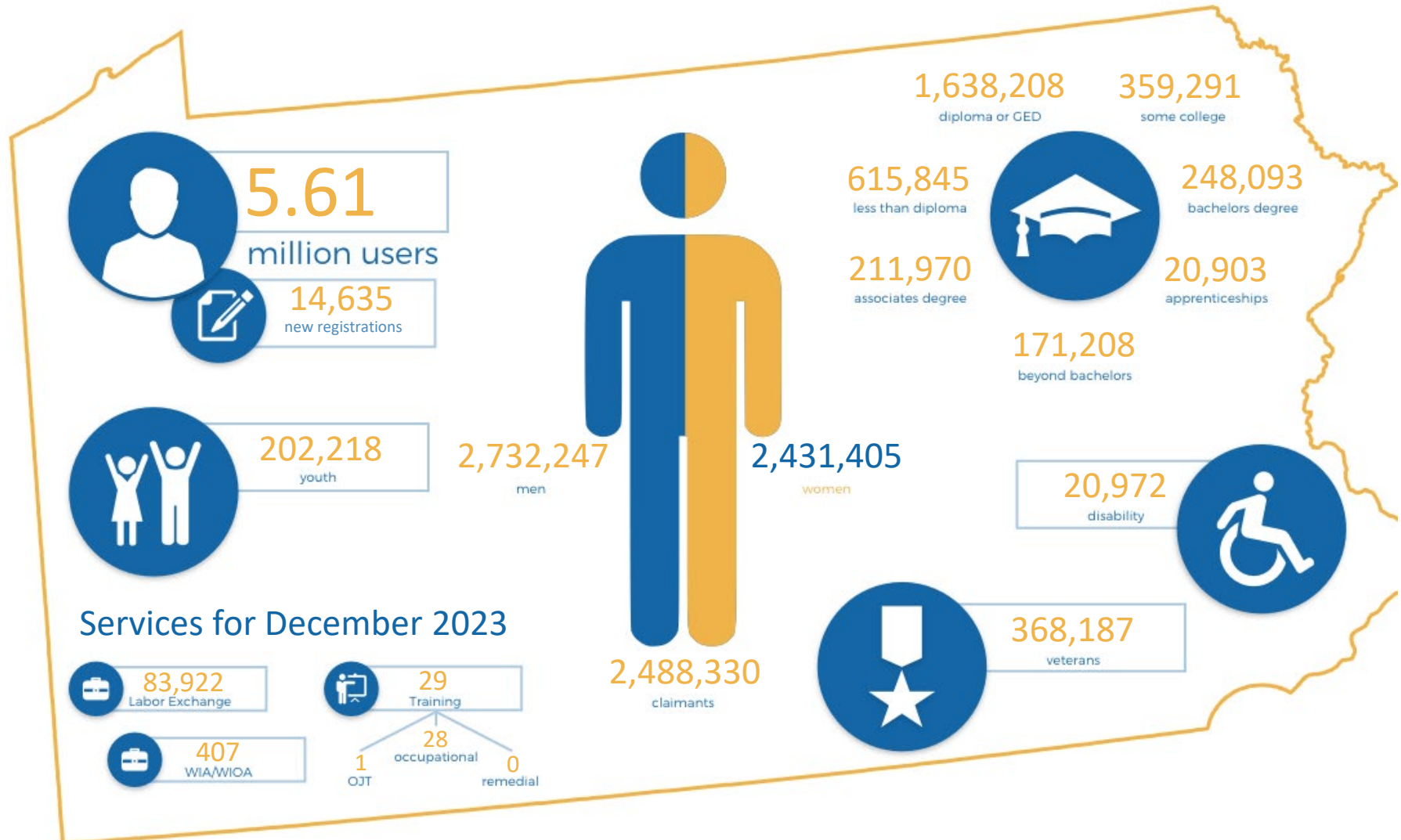
Infographic Description

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



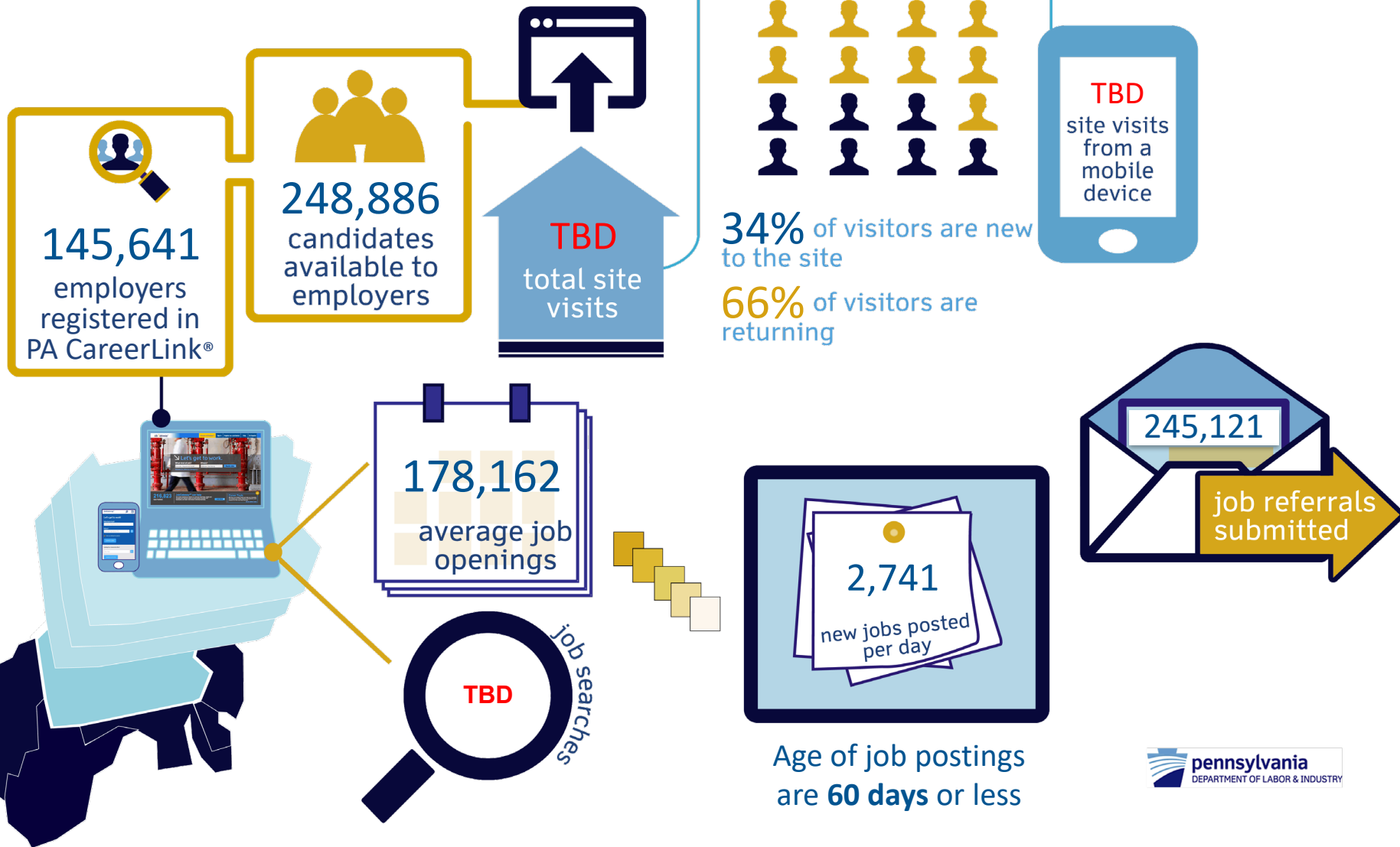


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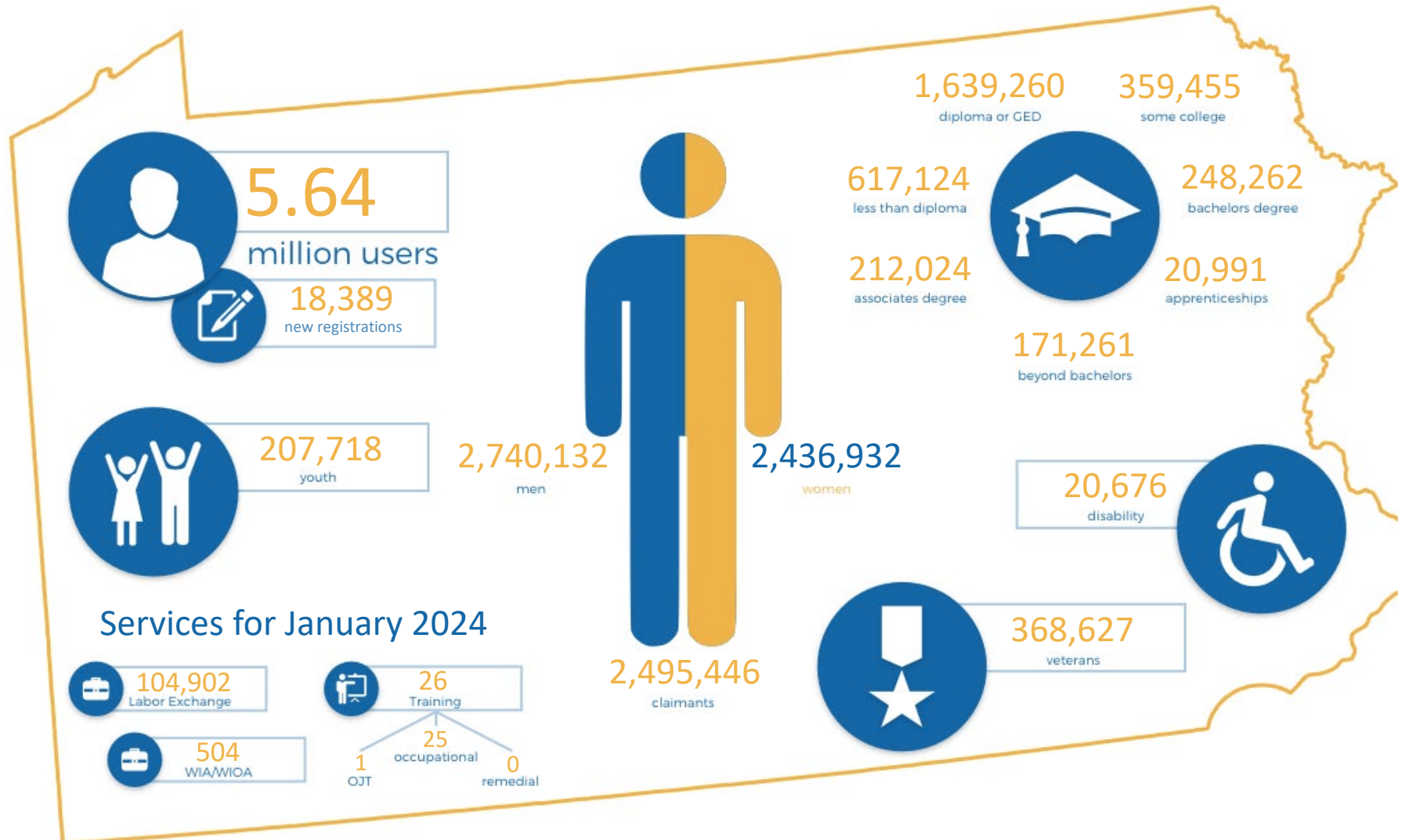
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Reentry Survey Summary

In an effort to see how the bureau could best support local areas, the Bureau of Workforce Partnership & Operations (BWPO) sent a survey to local Workforce Development Areas to get an idea of the work being done in the reentry space and to determine how local workforce development areas may want to collaborate with the bureau on shared work. We received 36 responses and all Local Workforce Development Areas were represented.

The survey revealed that work was being done across the state with State and county Correctional Facilities, Halfway houses, Parole, Juvenile Detention Centers, Probation, reentry Advisory Boards, Veterans Court, Domestic Relations and more. Local areas are targeting this population and providing services in a variety of ways.

When asked how BWPO could support their work, the four choices were ranked in the following order:

1. Train my local teams about reentry workforce development models and practices.
2. Bring SkillUp™ PA behind the walls of my area's correctional facilities.
3. Create a verified fair chance employer index.
4. Develop resources for targeted outreach to my employer community.

When asked which trainings would be most beneficial, of the training topics provided, local areas selected the following topics:

1. Offender Workforce Development Specialist training;
2. how convictions impact opportunity; and
3. resources with the referral process were most requested.

PA CareerLink® teams across Pennsylvania have already been having conversations with state and county correctional facilities to see if we are able to provide SkillUp™ PA course to individuals behind the walls and assisting those facilities to upload the secured platform to place on their technology.

Based on this information, the bureau will be providing a training to PA CareerLink® staff on the Pardon Process during the March Interval Training Series.

BWPO looks forward to continuing conversations about how we can best serve this demographic and ensure they are able to transition successfully to the workforce.