



# Quarterly Meeting Briefing Book

Wednesday, February 5, 2020  
10:00 AM to 2:00 PM

Pennsylvania School Boards Association  
Mechanicsburg, Pennsylvania

**Tom Wolf**  
Governor

**Jeff Brown**  
Chair



**pennsylvania**  
WORKFORCE DEVELOPMENT BOARD

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**Quarterly Meeting**  
Wednesday, February 5, 2020  
10:00 AM to 2:00 PM

Pennsylvania School Boards  
Association  
400 Bent Creek Boulevard, Mechanicsburg, Pennsylvania

**Agenda**

- 10:00 AM Welcome, Introductions, and Roll Call, Chair Jeff Brown
- 10:05 AM Chair's Updates, Jeff Brown
- Approve November 6, 2019 Quarterly Meeting Minutes – **VOTE**
  - Governor's Proposed Budget Update
- 10:10 AM PA WDB Agency Updates
- Aging
  - Agriculture
  - Community and Economic Development
  - Corrections
  - Education
  - Human Services
  - Labor & Industry
  - Office of Vocational Rehabilitation
- 10:40 AM PA WDB Committee Updates
- Industry Partnership and Employer Engagement, Chair John "Ski" Sygielski
  - Youth, Chair Chekemma J. Fulmore-Townsend
  - Reentry Ad Hoc, Chair Jeff Brown
  - Career Pathways and Apprenticeship, Chair Julene Campion
  - Continuous Improvement, Chair Brian Funkhouser
  - Healthcare Workforce Ad Hoc, Chair Matt Yarnell
    - Draft Direct Care Worker Crisis Statement – **DISCUSSION**
- 11:10 AM DHS Workforce Development Initiatives
- Secretary Teresa Miller – Benefits Cliff in Pennsylvania
  - Deputy Secretary Lisa Watson – Employment & Training Redesign Update
- 11:40 AM United Way Asset Limited, Income Constrained, Employed (ALICE) Initiative
- Kristen Rotz, President, United Way of Pennsylvania
  - Maggie Livelsberger, Public Policy Director, United Way of Pennsylvania
- 12:15 PM Working Lunch
- 12:30 PM 2020 WIOA Combined State Plan Submission
- Overview of State Plan Changes, Public Comments, and Commonwealth – **DISCUSSION**

1:15 PM Public Comment Period

1:45 PM 2020 WIOA Combined State Plan Submission – **VOTE**

2:00 PM Adjourn – **VOTE**

**Next Meeting:** May 5, 2020 at the Pennsylvania School Boards Association

## **Quarterly Board Meeting**

Wednesday, November 6, 2019

10:00AM to 1:50PM

Pennsylvania School Boards Association

400 Bent Creek Boulevard, Mechanicsburg, Pennsylvania

### **Meeting Minutes**

#### **Attendance**

**Members:** Jeffrey Brown, Chair; Secretary Gerard “Jerry” Oleksiak; Secretary Teresa Miller; Secretary Pedro Rivera; Idayat Adewunmi; Denise Andahazy; Tim Bean; Julene Campion; Wendie DiMatteo-Holsinger; Christopher Hackett; Timothy James; Marguerite Kline; Jodi Pace; Gregg Riefenstahl; Robert Scaer; Commissioner Michael Pipe; Senator Lindsey Williams; Rep. Morgan Cephas; Chekemma Fulmore-Townsend; Sarah Hollister; Peter Klein; Henry Nicholas; John “Ski” Sygielski; Matt Yarnell; Deputy Secretary Allison Jones, for Governor Tom Wolf; Executive Deputy Secretary Michael Hanna, Jr., for Secretary Russel Redding; Deputy Secretary Carol Kilko, for Secretary Dennis Davin; David Miles, for Secretary Robert Torres; Dorenda Hamarlund, for Secretary John Wetzel; Ralph Roach, for Executive Director Shannon Austin; Dillon Moore, for Jessica Trybus; Patrick Cawley, for Senator Camera Bartolotta; Jonas Ricci, for Representative Ryan Mackenzie; George Piasecki, for Bob McAuliffe

**Presenters:** Executive Deputy Secretary Michael Hanna Jr., PA Department of Agriculture; David Miles, PA Department of Aging; Deputy Secretary Carol Kilko, PA Department of Community and Economic Development; Dorenda Hamarlund, Department of Corrections; Secretary Pedro Rivera, PA Department of Education; Secretary Teresa Miller, PA Department of Human Services; Secretary Jerry Oleksiak, PA Department of Labor and Industry; Deputy Secretary Eileen Cipriani, PA Department of Labor and Industry; Ralph Roach; Office of Vocational Rehabilitation; Executive Director James Martini, PA Workforce Development Board; Chair John “Ski” Sygielski, Industry Partnership and Employer Engagement Committee; Chair Chekemma Fulmore-Townsend, Youth Committee; Chair Brown, Reentry Ad Hoc Committee; Chair Julene Campion, Career Pathways and Apprenticeship Committee; Denise Andahazy, Continuous Improvement Committee; Chair Matt Yarnell, Healthcare Ad Hoc Committee; Bradley Burger, Goodwill Southern Alleghenies; Jeff Dick; Site Administrator of Somerset and Cambria Counties; Gwen Fisher, Site Administrator of Bedford and Blair Counties; Director Susan Whisler, Southern Alleghenies Workforce Development Board; Abby Smith, Team Pennsylvania Foundation; Sarah Bauder, Pennsylvania State System of Higher Education

**Staff:** Executive Director James Martini, Mary Hoskins, Michelle Lengel

## **Welcome and Introductions**

Chair Jeff Brown called the Quarterly Meeting to order at 10:05AM.

## **Chair's Updates**

Chair Brown sought a motion to approve the minutes from August 13<sup>th</sup>, 2019.

**MOTION:** Mr. Nicholas moved to approve the August 13, 2019 minutes. Mr. Scaer seconded the motion. The motion passed unanimously.

Chair Brown then introduced the new board members, starting with Chekemma Fulmore-Townsend and asked her to say a few words as she became the Youth Committee chair.

Ms. Fulmore-Townsend commented that she was happy to join the Board and serve on the Youth Committee as she had been a member of the committee for quite some time. She remarked that she was looking forward to partnering with the other Board members to explore increasing opportunity across Pennsylvania for young people and to make sure that they have a career pathway.

Chair Brown then introduced Senator Lindsey Williams.

Senator Williams commented that she was glad to be there . She noted that as a the daughter of an operating engineer and working with the Pittsburgh Teachers Union, education and the job force is very important to her. Chair Brown asked if she was from the Pittsburgh area and Senator Williams responded that yes, she represents District 38 in Allegheny County.

Chair Brown then announced that they would also be joined by the new Executive Director for the Office of Vocational Rehabilitation, Shannon Austin, who was being represented by Ralph Roach.

Mr. Roach then commented that Ms. Austin was looking forward to joining the PA Workforce Development Board as an active partner and incorporating their talent and expertise in serving those with disabilities.

Chair Brown then noted that Brad Hollabaugh would not be in attendance at the meeting but that he is a fruit farmer and it would be good for the PA WDB to have a farmer to advise them on opportunities for that.

## **Agency Reports- Agriculture**

Executive Deputy Secretary Michael Hanna, Jr. commented that the Department of Agriculture had been working with the Pennsylvania Department of Education and the Pennsylvania Commission for Agriculture Excellence on programs, certifications, licensures, and alignments. Executive Deputy Secretary Hanna also noted that the Department of Agriculture had a Farm City Day that was part of the Keystone International Livestock Exposition where they had about 2,500 young people show up to learn about agriculture. He noted that they were continuing to work on apprenticeships for agriculture equipment service technicians and the horticulture technician apprenticeship.

## **Agency Reports- Aging**

Mr. David Miles noted that he did not have anything to add to the report in the briefing book beyond the fact that he went and visited all of their SCSEP field offices and stressed with the staff the importance of getting involved in the local Workforce Development Boards.

#### **Agency Reports- Community and Economic Development**

Department of Community and Economic Development Deputy Secretary Carol Kilko was not in attendance at the time of the report.

#### **Agency Reports- Corrections**

Ms. Dorenda Hamarlund commented that she did not have much to add beyond what was already in the briefing book. She noted that she wanted to highlight their Career Pathways Grant. She stated that they had a three-year grant through the Department of Education and that Kelly Martini helped develop and create it for Corrections. They extended it for one year and it ended on September 26<sup>th</sup>. They fully expended the full \$1 million for the grant. Ms. Hamarlund mentioned that Caitlin Nelson helped create a new curriculum for their inmates inside prisons. The program is called Pathways to Success and they had almost 6,200 inmates enrolled and almost 4,000 completed the program for a 64 percent completion rate over nine semesters.

#### **Agency Reports- Education**

PA Department of Education Secretary Pedro Rivera started by re-introducing Laura Fridirici. He noted that she had been working with the Department of Education on all things career readiness. Secretary Rivera noted that Ms. Fridirici would be his representative to the PA Workforce Development Board and would keep informing him of everything regarding the work. Secretary Rivera then noted that he wanted to highlight two areas in the PA Department of Education report. Secretary Rivera noted that their Career Ready PA Coalition has been working across the state and Laura Fridirici and her team were traveling across their ten regions and engaged with over 900 participants. He noted that about two-thirds of those were educators and one-third of the individuals were stakeholders. They also had local chambers and economic development partners engaged. Secretary Rivera commented that they learned through the meetings what their top priorities should be and it included communicating with stakeholders. He commented that they needed to saturate the geographic areas with the knowledge of how they are engaging workforce readiness and funding. Secretary Rivera then mentioned that Ms. Fridirici would be championing their projects around the region.

#### **Agency Reports- Human Services**

Secretary Teresa Miller highlighted that they were continuing to work on the TANF redesign and that they are really focused on the 2020 contracts and changes to get better long-term outcomes. She commented that they were looking at changing performance metrics so that they could get to a more individualized approach. Secretary Miller also noted that the Department of Human Services along with the Department of Education was getting ready to put out the procurement around parent pathways that would give communities an opportunity at pairing housing with post-secondary education to help single parents get education and get out of the cycle of poverty. She noted that they were going to award technical assistance and start-up funding for selected entities. Secretary Miller then commented that they were putting more money into some SNAP 50/50 programs in Philadelphia to expand training opportunities.

Chair Brown then asked if she would like to be on the next agenda to go over the changes that the Department would be making in the contracts. Secretary Miller asked when the next meeting was. Chair Brown responded that it would be in February and Secretary Miller responded that they should be able to comment on it.

### **Agency Reports- Labor and Industry**

Secretary Oleksiak remarked that the Keystone Command Center had been busy, and that it its purpose was to be a cross organizational group that had been looking at what workforce is and that the PA Workforce Development Board had presented at one of the meetings. Secretary Oleksiak noted that the Keystone Command Center was also having regional meetings across the state to hear what the Pennsylvanians in those areas had to say. He remarked that he and Secretary Miller visited St. Luke's Hospital in Allentown which opened a satellite office of the PA CareerLink® and that it was the first of its kind.

He then continued by saying that the Apprenticeship Summit also occurred shortly before the November Board meeting and that there was about 600 participants, including people from other states and countries. Secretary Oleksiak then invited Deputy Secretary Eileen Cipriani to add any updates that she might have.

Deputy Secretary Cipriani noted that Workforce Development had just completed their second rebranding campaign. She commented that she was surprised but happy that they saw higher usage on their social media for individuals 55 and older so they will use that information to inform on their efforts next year. Deputy Secretary Cipriani also noted that the Department has a trade program and it is underutilized by people that are eligible for it. She noted that they are going to use the media campaign to increase knowledge around that. She commented that they could use things like geo-phasing to go after certain areas where there are big layoffs. Deputy Secretary Cipriani also noted that the Apprenticeship Summit was really successful and that Eric Ramsey did a phenomenal job and that it is a credit to him that there was a diverse crowd. She noted that there was going to be a vegetable grower program as the first of its kind, a robotics apprenticeship program, and a management trainee program which also solves problems within the Commonwealth of getting employees to the level of supervision management.

Deputy Secretary Cipriani mentioned that they also released the applications for the Business Education Partnerships and Teacher in the Workplace. Teacher in the Workplace is in partnership with the Department of Education and the grant totals \$5 million with \$2.5 million contributed from each agency involved. In its first year of inception, over 1,200 teachers participated. She mentioned that Laura Fridirici from the Department of Education and Department of Labor and Industry people worked very hard to put it together. She then noted that her last thing to mention was that there was an opiate grant and part of the grant was to engage businesses around the idea of taking a chance on individuals that are recovering from opiate use disorder. From that, they developed a partnership with the PA Department of Drug and Alcohol Programs and Penn State Dickinson to develop policy to help business figure out ways to adapt their practices to hire people.

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

Mr. Ralph Roach noted that they are requesting public comment on their portion of the combined state plan. He commented that it would be reviewed in December and then folded into the general WIOA Plan, 2020 to 2024. Mr. Roach then continued that Pennsylvania OVR staff was successful in helping approximately 7,500 individuals enter employment and start their careers and average wages were about \$13 an hour and maintaining the employment beyond the fifth quarter. Mr. Roach remarked that OVR was working with PDE and DHS to tap into their talent pipelines and introduce OVR staff to individuals that don't necessarily go to OVR. With PDE, that were still working to fully implement Act 26 which requires attendance at all IEP meetings, and Mr. Roach mentioned that they are having good success with that and the Act 26 outcome measures are posted on a quarterly basis. Under Act 36, they were working very closely with other state agencies and have always been committed to the idea of competitive, integrated employment. They were currently working with the Office of Administration to look at how Pennsylvania Civil Service and state employment is open to many individuals.

### **WIOA Combined State Plan Update**

Chair Brown then asked James Martini to talk through the Workforce Innovation and Opportunity Act State Plan.

Mr. Martini first mentioned that the Teacher in the Workplace grants were live and the Summer Local Internship Program would hopefully be live by the end of the week.

Mr. Martini remarked that one of the primary functions of the PA State Workforce Board is to put together a combined state plan. There is the option to do either a unified plan, which only requires the core partners, or the combined plan which requires including additional partner programs in the process and outline how their programs integrate with the overall workforce system. Mr. Martini commented that the last program in PA was seen as the national leader in the integration of the number of programs it chose to include in the combined state plan. In addition to the core programs, which include Titles I, II, III, and IV. Title I has the adult program, the dislocated worker program and the youth program. He then noted that Title II contains the Adult Education and Literacy Act programs and Title III has Wagner-Peyser programs which allow for career readiness. Vocational Rehabilitation is also provided for in Title IV. In addition to that, Pennsylvania has elected to include the career technical education programs in the plan under the Perkins Act. They also include the Temporary Assistance for Needy Family programs under the Department of Human Services and Trade Adjustment Assistance program. There is also the Jobs for Veterans State Grant, the Senior Community Service Employment Program and the Community Services block grant which comes from the Department of Community and Economic Development and the reintegration of ex-offenders program from the Department of Corrections.

Mr. Martini noted that the work on the WIOA Combined State Plan began when Deputy Secretary Allison Jones was still Executive Director of the Workforce Development Board. Interagency workgroups started meeting in April 2019. There was also a working group for each of the Governor's five proposed goals for workforce development and each group met bi-weekly to ensure the incorporation of workforce into all the programs and agencies. Mr. Martini then continued that it was decided that the group wanted to gather input from stakeholders across the state so four listening sessions were set up in Philadelphia, Allentown, near State College, and in Canonsburg, Washington County. Mr. Martini then commented that because of an overwhelming response from people that wanted to participate in the process that an additional fifth session was added in Reading. He continued that the reports would be available for anyone that wanted to read them. Mr. Martini also flagged that they would be asked for

comments about the plan whether people liked the content or if there was other things that people wanted to see in the plan. Mr. Martini commented that the plan would go out for public comment around the middle of December.

Mr. Martini then said that the Vocational Rehabilitation Plan was going through at the same time and because they were a core partner, their plan would be going out at the same time but it couldn't go out until their board voted on it.

Mr. Martini also remarked that a lot of work had been in partnership with the Department of State surrounding occupational licensing reform and they had been great partners.

Mr. Martini then said that he wanted to get into the five goals set out from the governor and his team, and that a lot of them are interrelated. Mr. Martini commented that accompanying the goals was the infrastructure that the state has in place to measure the achievement and monitor progress. He then continued into explaining the five board goals. They elaborate into building out strong career pathways in the apprenticeship program and developing good sector strategies and engaging the employer community in an effective way. He mentioned that youth is a large priority within the Workforce Innovation and Opportunity Act so they wanted to make sure that it had its own specific focus within the plan. Another goal is specifically dedicated to the continuous improvement of the workforce development system in the commonwealth as the system should always be improving. Mr. Martini then commented that the fifth goal focuses on strengthening the one-stop delivery system, and for Pennsylvania it is the PA CareerLink<sup>®</sup>. He noted that the system is the touch point for everyone, whether it be employers or individuals and job seekers. The goal of enhancing service delivery is where all the partners would come together and work collaboratively to ensure that the best services are being provided.

Mr. Martini then commented that he wanted to bring up a few of the sub-goals under the five broad goals. He then mentioned that at the end of October, the Department had a huge conference around apprenticeship and pre-apprenticeship. He noted that it is a big goal of the governor and that it is a recognition that the apprenticeship model provides a great opportunity for people to earn while they learn and develop the skills that would move them into family sustaining, self-sustaining jobs. He commented that it is a model that the state wants to expand into other opportunities like reaching out to populations that haven't typically been afforded opportunities within the apprenticeship system. He then commented that they were looking to build on the Industry Partnership program through the PAsmart grant program as there was an additional \$4.8 million allocated to help build Pennsylvania's Industry Partnerships. There were also goals around more business engagement in a way that makes more sense in coordinating across agencies. One of the things that workforce development heard about throughout the years was employer fatigue where an employer got contacted by many state entities. From that, a goal is for the state to be more conscious of coordinating as to not overburden business. Mr. Martini then noted the biggest goal surrounding youth was opportunity youth. He commented that in the past they would have been called disadvantaged youth or unschooled youth and that the younger they are, it is easier to reintegrated them into the workforce system and back on a strong career pathway. Within continuous improvement, he wanted to flag the concept of joint guidance. He remarked that it is something the state often asks of the federal government so they wanted to put out guidance to programs or partners on how they should operate and they want it to come in a coordinated manner from the state so that local partners have an understanding of what expectations

are being asked of them. Finally, within the one-stop service delivery system the goal is coordination and collaboration. The goal is for all of the partners to work together and that if an individual went to a one stop and needed services from multiple places, that they would be taken care of in a thoughtful and intentional way.

Mr. Martini then stated that part of the WIOA Combined State Plan was to move the PA Workforce Development Board from four committees to five committees and that the new one would focus around one-stop service delivery. He noted that it would be an opportunity for Board members to give feedback within the process and a more intentional inclusion of all the different partner agencies that participate in the one-stop system.

Chair Brown then announced that the only person that signed up for public comment was Dan Fogarty.

Mr. Fogarty noted that he was looking forward to working with the state on the new plan. He noted that on the fourth page, section two in emerging demand industry sectors and occupations and that his comments would be pertinent to the second paragraph specifically regarding the manufacturing sector in Pennsylvania. Mr. Fogarty then asked if any board members represented PA manufacturing and three did. He stated that he thought that the Board was accurate in the statement about how manufacturing is projected to decline more than the past projections but significantly less than the US. He thought it was a true statement but that it missed the point. Mr. Fogarty then used the analogy of a iceberg to expand on his thought that the output of the sector will grow dramatically, but manufacturing will just need fewer and more highly skilled people than what is needed right now. He noted that probably half of the workforce in manufacturing in Pennsylvania is already over the age of 45 and a quarter of them are over 55. He estimated that they are going to need 150,000 to 200,000 workers statewide with 10,000 alone needed in Berks County and states that there is no pipeline to support it. He then remarked that many manufacturers are already turning jobs down because they don't have the people they need. From that Mr. Fogarty urged the Board to look underneath the water of the iceberg because that was probably the largest single threat to the future prosperity for the Commonwealth to him. He continued that if Pennsylvania could not attract the workers then they would be attractive to recruit away to other states.

Chair Brown said that the Board appreciated the feedback and that it seemed common sense but also asked the manufacturing representatives on the Board if there was more to be added.

Ms. Jodi Pace remarked that their average age for manufacturing was 50 and that they struggle to find qualified employees.

Ms. Wendie DiMatteo-Holsinger stated that she concurred and thought that workforce will be the issue and that they are automating but it will never take all of the numbers from manufacturing.

Ms. Pace then stated that they have not been struggling to fill positions in other states and for every automation they use, they need a higher skilled employee to operate and repair it. Because of that, they have chosen not to automate because it is harder to find some of those positions.

Chair Brown then mentioned that as a retailer, the logistics industry is having the same problem of an aging workforce with not a clear vision towards their replacement when they retire and asked if Mr. Martini could take that into consideration. Mr. Martini stated absolutely.

## **Southern Alleghenies Presentation**

Chair Brown then introduced the presenters from Southern Alleghenies who were Bradley Burger (president/CEO of Goodwill Southern Alleghenies), Jeff Dick (site administrator of Somerset and Cambria Counties), Gwen Fisher (site administrator of Bedford and Blair counties), and Susan Whisler (Director of the Southern Alleghenies Workforce Development Board).

Ms. Whisler remarked that she was excited to share some of the things happening in the Southern Alleghenies division. Ms. Whisler then went on to comment that the Southern Alleghenies region encompasses over 340,000 square miles of territory in PA and much of it is very rural. She noted that only three counties, Bedford, Blair, and Cambria, had public transportation and many of the 450,000 residents have no access to internet at home. Given those barriers, the Southern Alleghenies Workforce Development Board has placed significant emphasis and resources on supporting physical one-stops so that there would be a physical place for residents to receive services.

Ms. Whisler noted that they were currently supporting five comprehensive sites, four affiliate sites, and scores of other locations located throughout their six counties in libraries, in senior, and public housing areas where staff travels to provide services. She also noted that they are seeing an increasing demand for services so they think strategically about where to locate one-stops.

Mr. Burger then joined in and noted that Goodwill of Southern Alleghenies took on the role as lead operator with a consortium of operators in July of 2017. The Board staff had asked how to support them and the Goodwill of Southern Alleghenies asked for the permission to break things and to fail and because of the license that they were afforded because of that, they got to innovation. From the innovation they formed a consortium of operators and decided to go through the cycles of understanding where their customers were and how they could best serve them. The two rules that the operators group has is to leave egos at the door and focus on the customer.

Mr. Burger commented that they put together a short survey customized to each county and put together a gift certificate for a drawing. The survey ran for about a month and they got good participation. Mr. Burger then referenced their presentation and noted that from the survey 67 percent of people in Cambria County said that if they wanted services they would go to a PA CareerLink® but 14 percent said that they would go to a library and there was similar results for Blair County. Mr. Burger then noted that they discovered from the process how much people were utilizing digital gateways into job search so they also sought to innovate how they deal with the digital aspect.

Mr. Dick then noted that he is the site administrator for framework in Cambria and Somerset Counties and then noted that in the city of Johnstown, they are well known for the three floods with the last one being in 1977 which basically shut down their steel industry. He noted that they had just under 21,000 people at the last census and with the next census they are expecting it to be even lower at around 18,000. He noted that most of their customers have been lower-skilled, harder to serve populations and that is partly what triggered their innovative work. They had realized that about 48 percent of their customers were within a three-mile radius of the City of Johnstown and when they started looking at the city they looked at the public library and the library had an average of 160,000 people going through it a year. They had three floors and a total of 43,000 square feet. They also had observed that during the holiday seasons and into January, a lot of people were coming into use the UC phone. From seeing people wait, they came up with the idea of using restaurant style pagers and were sending people into

the library to flip through a magazine or a book while they waited. Mr. Dick also noted that from the savings of moving into the library they were able to expand into two more areas and were still saving \$20,000 a year. He also noted that they had an 18 percent increase average in traffic.

Mr. Dick then commented that they had a back-to-school community resource fair and they had close to 150 participants with children going to the library and the PA CareerLink®. They also have their local state senator offering their resources there one day a month to the customers.

Ms. Fisher then noted that the Blair County PA CareerLink® is located in the middle of Altoona, Pennsylvania and mentioned some of their biggest companies. She then remarked that their prior site was not on a public transportation route and that they had more square footage than they needed. They went down to about 60 percent of the previous square footage and were able to open up an affiliate site about seven miles south of the city center with the money saved. Ms. Fisher noted that they were not without their challenges. They eventually relocated to the public library on their mezzanine hall. They did note that the reduced square footage did give them a few challenges. Ms. Fisher then mentioned that they were meeting with library staff and they were cross pollinating their websites and were sharing social media activities. She noted that one of their biggest successes was that the Altoona Area High School brought in about 500 students between 8<sup>th</sup> and 12<sup>th</sup> grade for tours of the library and the PA CareerLink® got a chance to talk to them about the learn and earn program. She then remarked that the move has generated a lot of publicity for them and they recently hosted the largest job fair that their community had seen in a while and Senator Judy Ward and Deputy Secretary Eileen Cipriani were there. The Altoona School District also sent seniors to the job fair by bus to explore careers or employers.

Ms. DiMatteo-Holsinger asked how many people they had attend. Ms. Fisher noted that it was almost 100 people and 100 employers which was significant for their area.

Ms. Whisler then chimed back in and remarked that they had never envisioned gaining national recognition but it turns out that they were the first and second comprehensive one-stop to be located in public libraries. She remarked that they have been keeping the customer in the center and involving the staff at all levels from day one.

Chair Brown then asked if anyone had questions.

Ms. DiMatteo-Holsinger then asked if they had an opinion on how to duplicate the process that they had across the state with the lessons learned.

One of the presenters commented that agility over stability is important as they want to make sure that they are in the right spot to serve people. They also noted that innovation is the key factor.

Ms. Whisler then remarked that the Southern Alleghenies Board listened to staff and thought outside the box.

Ms. Holsinger then asked about how to take it to other locations.

Chair Brown commented that the Southern Alleghenies example should be shared with other local workforce boards. He then thanked them for the presentation and said that they did an impressive job.

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

Dr. John “Ski” Sygielski noted that there was a few things that he wanted to note on from the summary in the briefing book. One of them was about how the committee had talked about ways that they could engage partners and ways to engage individuals who are in frontline positions and how to incorporate that into the committee’s work. There was a survey done but they are exploring many different ways to bring people together and share best practices. Dr. Sygielski also mentioned that they really wanted to work with IOA goal 2.1 and promote partnerships throughout the state.

### **Committee Updates- Youth**

Ms. Chekemma Fulmore-Townsend noted that the committee left off in August at looking at a common definition and that the committee planned to pick up in the middle of November and look at the capacity of programs across the Commonwealth and how it fit into the definition. She noted that with the opportunity to contribute to the plan, they were going to be thoughtful and intentional about how different groups’ needs vary.

Chair Brown thanked Ms. Fulmore-Townsend and noted about the budget cycle for recommendations.

### **Committee Updates- Reentry Ad Hoc**

Chair Brown noted that there was a roundtable listening session on October 22<sup>nd</sup> at Triple Bottom Brewery. Chair Brown then asked Ms. Denise Andahazy her impression about the event and what was learned.

Ms. Andahazy noted that she participated as an employer and it was a very robust discussion around the benefits of hiring reentrants and what the barriers to hiring reentrants were. She also noted that it was great to network with the associations and other employers to understand what the local partners were doing. She remarked that she also participated in the debrief after the event so there was a lot of great conversation about how to improve the session and grow it across the state to engage with local employers on the topic.

Ms. DiMatteo-Holsinger asked what Ms. Andahazy thought could be improved in the session for other areas. Ms. Andahazy responded that there was discussion around maybe limiting some of the speakers or simply shortening the session so that more employers might invest the time. They had also talked about in future sessions to leverage the Next Generation Industry partnerships, the local chambers and to overall get more local employer involvement. Representative Morgan Cephas then added a thank you for having the conversation. She remarked that elected officials always look at the tax credits and she learned early on that tax credits aren’t always incentives for businesses because of the amount of paperwork. She was wondering if there were any other policy recommendations that would help businesses to improve their work with ex-offenders?

Chair Brown stated that he would address Representative Cephas’ questions. He noted that they wanted to hold the roundtables to get statewide feedback from the employers. He noted that the paperwork had been an issue and that more thought has to go into how the state handles the process. He noted that the plan is to go around the state and come up with a comprehensive list of things the committee can look at. Chair Brown also remarked that he would like to take all of the feedback and come up with some policy recommendations to consider.

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

Ms. Julene Campion remarked that beyond the report in the briefing book, that she wanted to expand on the research that the committee had partnered with a vendor on. Ms. Campion then noted that she would like to work with the Youth Committee about their work as they evaluate the definition that the Career Pathways Committee came up with. She noted that about 13 interviews had been conducted and that more people were welcome to participate as they would like to have participation from other PA WDB committees. Some highlights of the conversations thus far had been realizing how different everyone's understand of career pathways was. With the 13 people that had been interviewed so far, there had been about 3 common themes working together. The broader interpretation of Career Pathways was making career awareness for K through 12 and that is the broad description that people had been giving. A narrower definition was thought of as job sequencing for adults and an even narrower focus was for adults with barriers to employment. She also noted that there had been broad support for strengthening the connection between education, training and business. Another highlight was that there is recognition that a lot of positive work going on in Pennsylvania but that it was not being shared broadly enough to connect with the bigger picture for Pennsylvania. The fourth highlight from Ms. Campion is that the committee needs the strong support for businesses and for deeper engagement. Ms. Campion then stated that as the committee starts to collate the research and connect it back to goal one from the plan, the next approach would be to start creating the calendar year 2020 milestones and decide where to go next.

#### **Committee Updates- Continuous Improvement**

Chair Brown noted that since committee chair Brain Funkhouser was available to be in attendance that Ms. Denise Andahazy would present. Ms. Andahazy noted that under the continuous improvement goal, that there was a sub-goal tied to publishing data on the state workforce development system. The sub-goal is meant to help with transparency and credibility in the workforce development system. They decided that the best approach would be to use metrics that were already available versus attempting to engage new ones. She noted that the briefing book had the recommendations that were approved by the Continuous Improvement Committee for recommendations to the whole Board. Ms. Andahazy remarked that the recommendation included supportive data that was already reported to the government on state and local workforce development areas; information on discretionary grants awarded by Pennsylvania, and any other state development performance data. She also noted that the metrics were a great starting point that they can build off in the future. She stated that once the Board approved it, Mr. Martini would take it top the Governor and once it was approved there, work would begin on publishing the dashboard and was hopeful that the dashboard would be up in running in 2020.

Chair Brown then asked Ms. Andahazy to reiterate the recommendation and she remarked that the board was voting on a recommendation for metrics to include on the dashboard. Chair Brown asked if the metrics had been determined. Ms. Andahazy remarked that they were in the briefing book and Chair Brown asked for a motion. Dr. Sygielski moved to approved with Mr. Nicholas echoing his support. Representative Morgan Cephas asked if it would include tracking the number of individuals in a Career Pathway and if it would be embedded in the employment rate or would it appear as a state performance indicator. Mr. Martini responded that one of the options in the guidance that was received from the federal government on states that develop their own performance metrics that Pennsylvania identifies as important. He remarked that the recommendation was the initial thing that would be going on the dashboard but that the dashboard could continue to expand as new metrics would be identified. Representative Cephas commented that she took Mr. Martini's remarks to mean that the metrics will be

continually developed and she noted that if that is the case, she supports it whole heartedly. Mr. Martini then commented that they were very intentional about the goals created so that they can track progress.

Representative Cephas then asked if the committee engaged the local Workforce Board on the recommendation. Ms. Andahazy remarked that the committee didn't specifically. Mr. Martini chimed in that the committee did not but all of the metrics in the recommendation were currently being collected and reported to the state and then the federal government. Representative Cephas then asked if it was being made public. Mr. Martini responded that that is where the gap is. Representative Cephas asked if there was a reason the committee didn't engage them. Mr. Martini said that the information was already being collected and was just a matter of making it public. Representative Cephas then commented that when information is made public, people can pick at it without actually having a conversation with the entity. Mr. Martini said that that was a fair point. Representative Cephas then asked if a benchmark goal was going to be reported as well. Mr. Martini responded that that is where the actual performance and negotiated levels factor in. The local boards negotiate with the state government to come up with targeted measures. The negotiated level is the target and the actual performance is how it aligns to the negotiated level. Representative Cephas asked if the target would be reported. Mr. Martini responded that both of those would be reported under how the recommendation was written up. Representative Cephas asked that if they were going to be reporting on the discretionary grant awards, if they would then also be reporting on their metrics as well as recipients. Mr. Martini responded that that is the goal as any time the state is giving out discretionary money, they want to be able to show what the money did. Representative Cephas asked if there was a plan for engaging current recipients and past recipients to learn if that is something they do or don't want to do. Mr. Martini responded that it is one of the things that they are doing and one of the things that they want to do. He remarked that it might involve more intentionally moving forward with awards to be more thoughtful about what the state is trying to accomplish with that money. Representative Cephas asked if there had been any conversations with the local Workforce Boards or if it was going to be a surprise. Mr. Martini commented that several of them were in attendance at the Board meeting and that if the chair was interested in hearing from them, it would be of value. Chair Brown remarked that he would like to hear from the local partners and that the Board only has the power to recommend to the Governor.

Ms. Erica Mulberger, the Executive Director of the Central Workforce Development Board, said that she would speak. She remarked that she had just assumed it was already public and they operated under that assumption so they were not concerned about that. She then stated that with the information of the discretionary grant recipient award announced, that it went out in a public press release. She stated that the only thing that she would have potential concerns about would be the grant outcome if they weren't meeting expectations as to add a note of serious lagging in the metrics. She stated that everything they report to the state, they consider it public.

Chair Brown thanked her for speaking and asked if there was any other comments. Ms. Andahazy asked to make a further comment and noted that they had talked about including many more metrics but they decided to start with the metrics that the state already has and in the future they can add new metrics where there is an opportunity to do so. Ms. DiMatteo- Holsinger asked if there were comparisons done because of the variability across the state. She stated that she was curious as to what was being looked at currently and in the future. Mr. Martini remarked that there was a great amount of variability across

local areas simply because of economic conditions varied and the individuals varied. Mr. Martini then stated that his understanding of the metrics is that the local Workforce Board metrics are sewn together to get the state committee performance. The state then works with the local areas to make sure that the levels are studied in a way that makes sense due to the economic conditions and the individuals that they are attempting to serve. Ms. DiMatteo-Holsinger then state that Mr. Martini did not answer her question. She then asked how they are sharing targets in a way that is encouraging yet challenging. Mr. Martini responded that they are doing this because they want to be able to understand how the numbers are interpreted. He noted that the statewide workforce recently went through an audit and he thinks that there was potential for the data to be interpreted better. He noted that in his own personal opinion is looking at how different areas have differences. He stated that the actual performance relative to that benchmark is a lot more important for the state than to just see a plain comparison if one is higher than another. Chair Brown then summarized the remarks and said that it was recommended to add a comments section.

**MOTION:** Chair Brown asked Dr. Sygielski and Mr. Nicholas if they were okay with the modification and they responded in the affirmative. The motion passed unanimously.

Chair Brown then asked Mr. Martini that for subsequent meetings, if he could give an update on approved recommendations and Mr. Martini said he would.

Ms. Andahazy commented that they haven't even started on the design of the dashboard and she believes that James will keep the Board updated. Chair Brown commented that if it gets approved that the committee should share their ideas with the whole PA WDB.

Ms. Campion then asked if they would choose to add more performance data that the Board would review and approve it before it went on the dashboard. Mr. Martini responded that that is the intention and that if anyone is welcome to help design the dashboard and/ or join the committee.

Chair Brown noted that he would like to sit down with local Workforce Boards for their feedback.

#### **Committee Report- Healthcare Ad Hoc**

Mr. Matt Yarnell commented that they expanded the scope of the committee. He noted that as a committee they were trying to collect data and create a recommendation that declares that there is a crisis. He noted that the jobs they are looking at are poverty jobs and have a huge turnover in a workforce that is a workforce of women, mostly women of color. He noted that Pennsylvania's care giving economy is facing significant challenges including the fact that there is a growing crisis among the Commonwealth's workforce of professional caregivers. He noted that wages for those workers are really low and that employers provided benefits are not often offered. Part of what they are looking at is what it actually costs to live in Pennsylvania and what can provide a living wage. Another challenge that they are looking at is that the work is often considered entry level. He noted that their next planned step was take a deeper dive on the data. Mr. Martini noted they tried to capture similarities in jobs for the list in wages, work activities, and the manner of the jobs.

Dr. Sygielski commented when working with healthcare systems in central Pennsylvania, the number one job that they are seeking is medical assistants and HACC will be working on an apprenticeship for medical assistants. They are also doing a lot of online training for healthcare staff. Ms. DiMatteo-Holsinger commented that from personal experience that they are paying a good wage and that she is

curious about how the low unemployment rate has affected it. She also commented that she serves on a retirement board and the aide wages there have gone up. She commented that she believed that healthcare facilities were finding that they were not keeping people unless they were competitive with the wages. Mr. Yarnell commented that they wanted to pull apart the data to be able to give the Board a closer look. He continued that for homecare there was about eight people living in a community who need services to every one caregiver and that it is a quickly growing sector in Pennsylvania. Mr. Nicholas commented that he would love to be on the committee and Mr. Yarnell welcomed him. Representative Cephas commented that there is a national conversation happening around maternal mortality and mothers are passing away due to complications with their pregnancy. One of the possible solutions would be to certify and reimburse doula care as well as bolstering midwifery. She noted that there was investment from the federal government and that Pennsylvania received \$2.5 million to address maternal mortality and that Temple University is also working on a pilot career pathway. Chair Brown then brought up the Domestic Workers' Bill of Rights from Philadelphia and noted that it might be trying to address some of the issues. Mr. Yarnell then noted that he also serves on the Better Health and Care Council where they published a blueprint on how to deal with the direct care worker workforce and thinks that the Healthcare Ad Hoc committee is trying to build a crisis statement that is a bit broader, and not just long term care. Mr. Yarnell also commented that he would like the committee to explore some solutions and recommendations. He also mentioned that the work is also largely funded so thinking about how he believes that government money should not be subsidizing low wage jobs versus a living wage. Secretary Jerry Oleksiak then mentioned that MIT has a living wage calculator on the Internet and it can be broken down by state, regional, and county levels. Ms. Allison Jones then added that the Office of Childhood Development and Early Learning which is from both Department of Human Services and the Department of Education has a lot of data around the early childcare workforce so they would be able to contribute data for the committee.

Mr. Yarnell then added they put a one page summary in the briefing book but they actually had a six page document in the works. Ms. Julene Campion then noted that she is from Geisinger and she wanted to echo Dr. Sygielski's comment about medical assistants. She noted that they are expanding their practices over the next five years and do not have nearly enough medical assistants or certified medical assistants. She also said there is also an emerging role for Community Health Assistant or CHA which are embedded in the community. It is not a credentialed job but it is an important aspect of preventative care. She also commented that jobs were identified by an increasing demand for them related to Pennsylvania's growing senior citizen population. She then noted that RN and LPN role was not on the list. She speculated that it is because it makes a living wage but noted that there is a nursing shortage so she was curious as to why RNs and CNAs were not part of the scope. Mr. Yarnell commented that they didn't include licensed caregivers because they largely have programs to support their advancement and they wanted to give the lowest wage people a pathway to a living wage.

Chair Brown then announced that they would be taking a lunch break.

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

Chair Brown then welcomed everyone back from lunch and asked Deputy Secretary Carol Kilko to give her report for the Department of Community and Economic Development. She noted that the Keystone Economic Development and Workforce Command Center was trying to break down silence between the agencies and provided the example of the Department of Corrections, with the help of the PA Chamber

of Business and Industry had numerous private businesses contact the Commonwealth related to reentry webinars on hiring reentrants and Gene Barr, the President and CEO of the Pennsylvania Chamber of Business and Industry, visited a prison. She also noted that the PA Chamber and the Department of Human Services were exploring the business sector for expansion of childcare. The Keystone Command Center also has five working committees on barriers to employment, best practices, government and structure, data jobs, and skills for the future. She noted that committee recommendations would be presented to the Governor in a report. She remarked that DCED also supports a lot of activity at the Department of Labor and Industry as far as workforce development is concerned and that the DCED pre-apprentice and apprenticeship grant program had been really active.

### **Pennsylvania's Educate4Opportunity**

Chair Brown then asked Abby Smith, Director of Education and Workforce Development for Team Pennsylvania Foundation, and Sarah Bauder, Chief Transformation Officer for the Pennsylvania State System of Higher Education to give their presentation on Pennsylvania Educate4Opportunity. Ms. Smith thanked the PA WDB for the opportunity to speak about the grant opportunities. She noted that one of the major overarching goals was to have the work elevate the specific calculation that they were going to talk about in their presentation. She noted that the Team Pennsylvania Foundation is a statewide organization that is a separate Title 501(c) (3) nonprofit in which the Governor serves as the co-chair of the board as well as agency secretaries and members of the legislature representing all four caucuses. The majority of the Board is made of Pennsylvania-based chief executive officers from all across the state, different industries, different geographies, and different kinds of business. Ms. Bauder then introduced herself and remarked that for those not familiar with PASSHE, they are 14 comprehensive universities that have the depth and reach across the Commonwealth and that many of their institutions are the economic engine in the rural counties that they serve. They also educate a little under 100,000 students every year, usually of low to moderate income. In July of 2019, NGA put out a call for proposals and PA submitted their idea to look at the some college, no degree population and was selected. The grant that the state received was for a \$100,000 planning grant for two years and they are looking at some college, no degree students to figure out how to up-skill and re-skill the adult learner. She noted that it takes a lot of people to create an entire pipeline and then they have to think about reverse transfer and reengage with the students and talk to them about credentials.

Ms. Bauder noted that from a statewide view of Pennsylvania, PA has the third highest number of institutions of higher education in the nation but only 46 percent of PA residents have a credentials. It is estimated that in the future, sixty-three percent of jobs in the state are going to require some type of credential and the state was trying to understand what the job market looks like. She noted that PA is very good at educating the traditional 18 year going to college but that that demographic is quickly declining in an expected 20 to 25 percent drop. That decline requires the state to look at adjacent markets. That includes non-traditional students that need to be up-skilled and re-skilled. She also stated that the data shows that there is currently five generations of employees and because of the varied differences, it changes the landscape and narrative on how to address industry and education.

Ms. Smith then remarked that they know that they are not going to be able to achieve everything with the grant they received but that their overarching goal is to reduce the number of near and partial completers and to connect those people with relevant postsecondary educational opportunities in an effort to work to close the existing workforce gap. She also noted that there are 1.4 million adults in PA

with some postsecondary education with no degree or credentials and that is a significant chunk of a six-plus million worker system. She noted that part of the process is trying to understand who the population is and that while the state collects a lot of data, sometimes it is never analyzed on a policy level. She stated that as part of the grant as well that would be to use data from other national partners, including the Strada Education group, and once that picture is complete, they are going to work as a team and develop state level policy around the population. Ms. Smith noted that with the increase needed in people with credentials, that that increase will not just come from high schoolers and training that age group, it will have to come from the near completers as well. She then continued by noting that they wanted to hear from the PA Workforce Development Board members and how this issue fit into their work and companies.

Senator Lindsey Williams remarked that she would be interested in the data that they would be looking and asked if they would be looking into barriers for the population as well. Ms. Smith noted that yes they would look into it but they would not be doing comprehensive focus groups and would be relying on data from other national partners for help in that regard. Ms. Bauder then remarked that from the PASSHE side, they had started looking at the quantitative and they saw the 13 percent of people that left had 90 credits or more and from that they are looking inward at their policies. Ms. Kline noted that her mother was going for her Associate's when she was born and her mother dropped out and when she went back through a federal program she had difficulties because she didn't know what a USB port was. Ms. Bauder noted that Gen Z is the first digital native population so every other generation has to be skilled and re-skilled. Ms. DiMatteo-Holsinger noted that private liberal arts schools are also looking at their retention. Ms. Pace asked if they would be looking at industries people did not complete their degrees in. Ms. Bauder answered that the largest number of students who drop out are undeclared and it is being called the focus factor and institutions are looking at how to help those students recognize a natural skill and get into a major. Ms. Smith noted that they want to get the whole picture of the population and that they will also look at closing workforce gaps. Part of the work will also be acknowledging the work that the past students put in and making sure that they will be in a field where they can have maximal earning potential.

Ms. Pace asked if they were not including students who went to trade school and were receiving on the job training. Ms. Smith remarked that if they had a credential, they were not being included in the numbers. Ms. Pace remarked that she wasn't even talking about credentials, she remarked that she was aware of programs where students could go through phase one and get a great job that doesn't make them do the second part and get a degree or credential. Ms. Smith responded that that based on that, then they would be included in the numbers. She noted that when it actually comes to targeting resources that that wouldn't be a place where they would want to focus. She noted that they would have to figure out all of the different subsets of the population and if an individual would be able to identify good earning opportunities. Mr. Yarnell commented that he knows of a training fund that could provide data about what it is like to be an adult learner. Ms. Smith commented that they would take that information. Secretary Oleksiak asked if there was a plan for data sharing between different state entities because he noted that it is often very difficult. Ms. Smith remarked that they assembled their group based on who was willing to be a collaborator and explore the issue. She also noted that PA is a unique state and does not allow for collected post-secondary data for the majority of institutions, but especially four year institutions. She noted that the Center for Workforce Information and Analysis within the PA Department of Labor and Industry was a valuable partner in the endeavor. She also noted

that the State System for Higher Education could also share the data without restrictions but that there is no such connection with community colleges. Ms. Smith also noted that it would not be possible without all of the leadership from the Governor's office and the different secretaries involved.

Ms. Smith then asked Board members how they see themselves fitting into the work and what it means to them if someone does or does not complete a degree or credential. Chair Brown remarked that he has found that when they promote someone to management, it is useful for them to have completed their degree especially if it is a technical field. Ms. DiMatteo-Holsinger then commented that they struggle in their quality assurance area for that. She remarked that they prefer if they have a degree but they do hire people and have them continue their education while learning on the job. Ms. Bauder remarked that the research has shown that the signaling device for employers has been the degree traditionally but the longitudinal data shows the trend changing and that they are starting to look at credentialing and awards as being the signaling device for the knowledge that one has. Ms. Pace then remarked that her employer more so looks at credentialing and skills and that her senior management team only has two people with degrees. She remarked that they predominantly promote from within and that credentialing is more important for them. Ms. Bauder then asked Ms. Pace what her industry was. Ms. Pace responded that she works for a food manufacturer and that they are very specific and technical in the style that they do so that is why the technical training is important for them. Mr. Riefenstahl then remarked that he works for Penske Transportation and that they are willing to train people with the acumen for the job. He remarked that everyday they realize and feel the lack of technical skilled individuals for jobs. Mr. Riefenstahl also asked if any research had been done around people's willingness to go back and finish up degrees. Ms. Bauder responded that there has been some research around it and that they are exploring options to fit around the adult lifestyle like online classes. Ms. Smith also commented that there is also technical assistance from the national partners that can help with relevancy. She notes that there has been research that the more relevant your post-secondary educational experience, the more likely you are to continue with it or return to it. Ms. Sarah Hollister commented that reengaging the possible students was critical and that tuition reimbursement policies of employers would also been critical. She also commented that she would like to see a state policy strategy that includes any leverage like employer tax credits or on-the-job training. Mr. Yarnell commented that for their training funds, they have been trying to work with community colleges and upfront pay for training for the workers and it takes a barrier off of the worker.

Ms. Smith then commented a few people had mentioned barriers and that they are hoping to highlight what some of the regional differences are in a deep data dive. Mr. Timothy James then commented that if a solid career pathway is identified earlier on for students then they will be more motivated in post high school programs and be going for a degree that they want to go for. Ms. DiMatteo-Holsinger commented that she wanted to clarify her remarks that they still have jobs that do require degrees. Ms. Smith commented that they are working under the premise that 65 percent of jobs in 2025 will require some sort of credential or degree. Deputy Secretary Allison Jones thanked them for presenting and noted that the Strada data can help get a consumer insight about how people think about credentials. Ms. Jones also noted that they could possibly go back to Strada and ask if they could also help them understand the employer perspective.

Chair Brown then asked Ms. Smith and Ms. Bauder if they got what they were looking for. Ms. Smith replied that they did but she still had a question. She then asked what actions the presentation and conversation had triggered for work on the Board and its committees. Ms. Champion remarked that it

made her think about the 30,000 employees and if they fall into that category, how can they help support them to continue their education. She stated that they would think about how they identify that population and separately thinking about how their tuition reimbursement policy only covers degrees. Ms. Fulmore-Townsend then noted one piece that would be useful to consider was how the credential or degree they are going for in terms of their expectations around leadership. She also noted that she is on the Community College of Philadelphia's Board and one of the things they noted was that their structure wasn't set up for momentum. She remarked that they have a developmental education problem that is keeping people from acquiring credentials. Chair Brown said that he wondered if people that dropped out because they are alternative learners and traditional education does not work for them. Ms. Bauder noted that if you look at data, YouTube is the number two educator in the world. She noted that gaining intellectual property has changed and so it has to be incorporated in terms of thinking about assessment.

Chair Brown then thanked them for the presentation and said that the PA WDB was looking forward to keeping up with their progress.

Chair Brown then noted that no one had signed up for public comment. He then asked for a motion to adjourn.

**MOTION:** Mr. Nicholas made the motion to adjourn and Ms. Fulmore-Townsend seconded it. The motion passed unanimously.

The meeting concluded at 1:50pm.

## **PA Department of Aging**

The Department of Aging and the Senior Community Service Program (SCSEP) has reached the mid program year point. We are pleased to report that we are on target to meet or exceed every program goal or target for the 2019 Program Year. We have provided training services to 585 participants this program year which is 137% of SCSEP maximum enrollment. This is accomplished by striving to exit participant into employment in 15 months or less. 174 participants have exited the SCSEP with 68 participants exiting due to employment. The 2nd quarter employment rate of 44%. Furthermore, 41% of the participants that found employment have retained employment through the fourth quarter after exiting the program. Most in need, community service, and median earnings goals and targets are either exceeding or on pace to exceed when all required updates are performed in the SPARQ system

The new Grant Performance Management System (GPMS) was scheduled to be rolled out to the SCSEP program in January 2020, but is has now been pushed back till after March 31, 2020. we have received some direction from US Department of Labor on the functionality of the new management system, and we are preparing to roll out technical training to all the sub-grantees as soon as it is available. This program should be a large upgrade to current SPARQ system as it will include many additional functions that SPARQ lacks.

# PA Department of Agriculture

## **Ag & Youth Grant Awards**

On January 6, 2020, PDA approved \$500,000 to fund 55 projects in 25 counties to improve access to agriculture education in the commonwealth. Part of the Governor's PA Farm Bill, the Ag & Youth Grant Program provides direct and matching grants to help fund eligible projects, programs and equipment purchases conducted or made by organizations composed mainly of youth and organized to promote development in agriculture, community leadership, vocational training, and peer fellowship. The program aims to address the looming 75,000 workforce deficit the industry is expected to face in the next decade. Agriculture and youth organizations are defined as any organization composed mainly of youth and organized to promote development in the areas of agriculture, leadership, vocational training, and fellowship. It includes, but is not limited to, Pennsylvania FFA, 4-H, Ag in the Classroom, Career and Community Leaders of America, and vocational education programs.

## **Preserved Farm Realty Transfer Tax Exemption**

In December, PDA announced that Pennsylvania's more than 5,600 preserved farm owners would now be eligible to apply for a new realty transfer tax exemption through Governor Wolf's PA Farm Bill. Act 13 states that realty transfer tax will not be imposed on transfers of real estate that are part of Pennsylvania's Farmland Preservation Program if the transfer is to a qualified beginning farmer. This will help beginning farmers that have:

- demonstrated experience in the industry or a related field with transferrable skills;
- have not received federal gross income from agriculture production for more than ten years;
- intends to engage in agricultural production in Pennsylvania;
- and has obtained written certification, as a result of an application, from the Department of Agriculture confirmed qualified beginning farmer status.

At this time, four applicants have been approved for the Preserved Farm Realty Tax Exemption Program.

## **Pennsylvania Dairy Investment Program**

On January 22, 2020, the Commonwealth Financing Authority approved \$5 million in funding for 47 dairy projects through the Pennsylvania Dairy Investment Program. Eligible projects included research and development, organic transition, value-added processing, and marketing grants in support of Pennsylvania's Dairy Industry and funds were made available through the PA Farm Bill.

## **Fertilizer Bill (SB 915 – Yaw)**

The Fertilizer Bill would require certification programs and workforce training for fertilizer applicators and users, expanding knowledge and expertise for Pennsylvania's workforce.

## **PA Department of Community and Economic Development**

### **Keystone Economic Development and Workforce Command Center (Command Center)**

The Command Center continues to meet every Tuesday from 9-10:30 AM in the Keystone Building to hear from external stakeholders on the topics of economic development and workforce. Each agency and/or organizations attends to discuss ways they are overcoming identified barriers to workforce development and how addressing these issues are affecting positive change. The Command Center has also provided an opportunity for inter and intra-governmental collaboration and to facilitate committee recommendations for overcoming barriers and enhancing the state's workforce efforts.

Presenters from October through January have included: Lancaster Chamber, Department of State and Saint Francis University, Skillful States Network, National Governor's Association, Department of Human Services – Benefits Cliff Presentation, The United Way of Pennsylvania, and Harrisburg University

Regional meetings were hosted in the Southwest and Southeast, with more regional meetings being planned for 2020.

Per executive order, the Command Center presented the Annual Report to Governor Wolf on January 27, 2020. The report is comprised of recommendations that enhance state collaboration and reduce barriers to employment. Some examples of that collaboration to date include:

- PA Dept. of Education, Dept. of Military and Veterans Affairs and the Dept. of State are working together to review active duty military service, and the skills learned therein, as a crosswalk towards licensure or secondary education obtainment.
- Multi-Agency collaboration is ongoing to reach near-completer student population. With an estimated 1.4 million near completers in PA, reaching this population will greatly increase the commonwealth's skilled labor supply.
- The PA Chamber and the Dept. of Human Services (DHS), along with local partners, are exploring a business-driven expansion of childcare services.
- External partners of the Command Center have provided private business with information related to Department of Corrections (DOC) Re-Entry Webinars on the benefits of hiring a re-entrant. DOC and the PA Chamber are also working together at events to discuss employer benefits of hiring re-entrants
- Dept. of Agriculture and DHS are working together to connect agriculture industry employers and associations with critical needs with SNAP beneficiaries in the Southeast.
- Under the purview of the Command Center, the agencies came together, with the Governor's Office of Performance Through Excellence and the Office of Administration, to create an inventory of relevant workforce and economic development metrics currently collected. This information is evolving into the Workforce Data Dashboard.

### **Next Generation Industry Partnerships**

The partnerships are all hosting quarterly full partnership meetings with work being done by the action teams in-between. DCED hosts peer calls among the six regions they provide technical assistance to help build a peer network across the state to create a place where the regions can share information and best practices amongst partnerships. Between the six regions, there are 13 Next Generation Industry partnerships-both funded and unfunded by the state. DCED also assisted with the review of the PAsmart Next Generation Industry Partnership grant applications.

### **Pre-Apprentice and Apprentice Grant Program**

DCED continues to promote apprenticeship and award grants. The 2019-20 fiscal year began with \$3 million available in funds. Over \$1 million has been awarded to date, which will help nine apprenticeship programs train 118 apprentices.

### **Manufacturing Training to Career**

The Manufacturing PA Training-to-Career Grant program continues to award grants for short-term training programs to help those with barriers to employment gain the skills necessary to obtain employment in the manufacturing industry. DCED began a marketing campaign of success stories to date. Over half of the 2019-20 fiscal year allocation is already contracted.

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

In the fourth quarter (October-December) of 2019, 5,567 employees trained at 284 unique FEINs with 1,141,201.04 in paid invoices.

### **Interagency Collaborations**

- **SSTI:** As reported last quarter Pennsylvania was selected to participate with nine other states in a Policy Academy on Strengthening Your State's Manufacturers. DCED held the first 'home team' meeting which included L&I and representatives from economic development, higher education and the private sector. Four working groups were developed to address the following four goals: (1) Ensure relevancy and alignment of programs, funding, and departments/organizations to create a statewide manufacturing community that makes it easier for people to do business; (2) Support and grow manufacturing base by accelerating opportunities to use Pennsylvania-derived energy and natural resources; (3) Leverage innovation to grow output and productivity of manufacturers; (4) Strengthen the workforce. Each of the working groups participate on bi-weekly calls and are preparing goals and action steps to meet those goals. The next meeting of the entire Home Team will be held April 16, 2020.

## **PA Department of Corrections**

### **Partnerships with Other Agencies**

On November 13, 2019, Secretary Wetzel spoke with local York County leaders at the York County Economic Alliance Club breakfast, to discuss the corrections process in Pennsylvania and how York County businesses and industry can be positively impacted by working with recently released individuals.

On November 15, 2019, Deputy Secretary Evans and Dorenda Hamarlund met with State Representative Dush to discuss reentry in Pennsylvania. It was an informative meeting where staff were able to educate on the advances we are making in reentry.

On December 3, 2019, Secretary Wetzel spoke to employers at a roundtable hosted by the Lebanon Valley Chamber of Commerce about the benefits of hiring reentrants. The event, "Hiring: Second Chances Equal Smart Choices," featured a panel of corrections professionals speaking about the value of hiring individuals who were incarcerated. Guest speakers included the Pennsylvania Chamber of Business and Industry President Gene Barr and Pennsylvania Department of Labor and Industry Secretary W. Gerard Oleksiak. The bulk of the program included a panel featuring: Lebanon County Jail Deputy Warden Tina Litz; Lebanon County Probation Services Director Sally Barry; Murry's Inc. Human Resources Manager Terri Emler; I Am Fit Owner and Reentrant Ernie Groff; DOC Deputy Secretary of Reentry Kelly Evans; and DOC Workforce Development Specialist Dorenda Hamarlund.

On December 17, 2019, Parole and Reentry staff met with the CareerLink in Lancaster to discuss their Reentry Employment Program.

### **Correctional Industries Vehicle Restoration Plant**

In partnership with the Pennsylvania Department of Transportation, On January 30, 2020, the Department dedicated a Vehicle Restoration Plant at the State Correctional Institution at Forest. The 48,672 square foot facility employs 8 full-time staff members and approximately 100 inmates. This plant houses a drive through sand blast booth, a paint and dry booth, a wheel refinishing system, welding and grinding equipment, and a fabrication area to service large vehicles. Inmates working in this area learn vocational skills they can utilize to repair and maintain snowplows, rims, message boards, and other heavy equipment vehicles for state and county governments.

### **Reentry Programs**

The DOC/BCC/PBPP staff have attended various community job and reentry fairs throughout the Commonwealth. Participation at these fairs range; however, the community partners and employers are eager to provide the information. DOC/BCC/PBPP will work in the future to ensure more reentrants attend these free fairs.

DOC/BCC/PBPP staff have increased participation in various reentry coalitions throughout Pennsylvania.

The revised (pilot) Reentry Services Office (RSO) opened on January 15th at SCI Houtzdale. The office will allow inmates to work on their reentry plans beginning 18 months prior to their release. The RSO will offer workshops, a computer lab with internet access, resume assistance, cognitive life skills groups, reentry presentations, and one-on-one assistance for those who wish to participate in these services.

The office will also have statewide resources available to assist them in developing personalized reentry plans for successful integration back into their community.

**Provided Reentry Employment Specialist Training**

The Reentry Employment Specialist (RES) training is designed for those who work with justice-involved individuals in securing and retaining employment. It specifically targets those who work in prisons, jails, probation, parole, career resource centers, government agencies and faith-based and Community Organizations.

The curriculum is designed to improve employment outcomes for persons with criminal histories through strategies of enhanced collaboration, employment assessments, and job development. The registration is free for this event. Participants must attend both days to receive certificate of completion. Participants will receive the RES Manual and other resources at no cost to the participant.

There are currently two (2) RES trainings scheduled for next quarter, Chambersburg in March 2020 and Pittsburgh in April 2020.

# **Pennsylvania Department of Education**

## **Title II Adult Education**

Staff from the PA Department of Education (PDE) Bureau of Postsecondary and Adult Education, Division of Education, together with staff members from two Title II-funded professional development projects, are leading an interagency workgroup to develop a series of online cross-training modules for workforce development system partner programs at the state, regional, and local levels, including PA CareerLink® staff. The Division of Adult Education has invested \$13,500 in Title II state leadership monies to fund the development of the first module, *Introduction to the PA CareerLink® System*, as a proof of concept. This introductory module is intended to be the first in a full series of modules focused on the activities and services provided by the PA CareerLink® partner programs and other workforce development system partners. Development of additional modules is contingent on the availability of other funds to cover the costs.

The workgroup solicited input from staff of various partner programs at the WDB Symposium in September 2019 and has worked with subject matter experts from two local workforce boards and state staff from OVR, L&I, and PDE to develop the instructional design plan for the first module. The module will be ready to present at the Pennsylvania Workforce Development Association's conference in Hershey in May 2020.

## **New Career and Technical Center**

In January, the State Board of Career and Technical Education approved the establishment of an area career and technical center (CTC) in Adams County. The CTC will be overseen by a Joint Operating Committee comprised of representatives of the following school districts: Bermudian Springs School District, Conewago Valley School District, Fairfield Area School District, Gettysburg Area School District and Littlestown Area School District. Currently, students from these districts enroll in approved career and technical education programs through Gettysburg Area School District.

## **Perkins V State Plan**

Pennsylvania has until March 2020 to develop a 4-year plan that outlines how the state will implement regulations required under Perkins V and use federal Perkins funding to support career and technical education (CTE) through June 30, 2025. The draft report was posted online for the required 30-day public comment period from January 3-February 2. Throughout that time, the Bureau of Career and Technical Education continued to work with secondary and postsecondary schools to determine key indicators. The State Board for Career and Technical Education will act on final draft report at the March 2020 meeting. The final State Plan will be submitted as part of the WIOA Combined Plan later that month.

## **2019-20 Teacher in the Workplace Grants**

In January, PDE awarded \$2.2 million in Teacher in the Workplace grants to 92 local education agencies (LEAs) to enable teachers to visit local employers and learn the skills and industry trends to enhance their classroom instruction, student learning, and career readiness. Each LEA received a \$25,000 grant. The Teacher in The Workplace grant program helps connect educators with local business leaders and employers, bridging the gap between the classroom and industry.

## **PAsmart Computer Science & STEM Grants**

In January PDE awarded \$5.7 million in PAsmart Targeted Grants to 163 local education agencies (LEAs), including more than 477 schools, across Pennsylvania to expand computer science classes and teacher training. Targeted Grant recipients include 136 school districts, 5 career and technical centers, 15 charter and cyber charter schools, and 7 intermediate units, each of which will receive \$35,000.

PDE is in the process of reviewing applications for the PAsmart Advancing Grants. Awards will be announced at the beginning of March.

## **Career Ready PA Coalition**

On April 30, 2020, PDE will kick-off the Career Ready PA Coalition at the Dixon University Center and provide opportunities for networking and collaboration to advance career pathways for all learners and work to ensure that all learners have equitable access to effective workforce training and strategies.

The Career champions from the 10 Career Ready PA regions will meet to:

- Finalize a statewide mission and vision for a Career Ready PA Coalition
- Identify a statewide priority for career readiness
- Identify a deliverable by region for career readiness

Participants include regional stakeholders from education, advocacy and non-profit organizations, business and industry, STEM Ecosystems, workforce, military, libraries, and state and local government agencies.

## PA Department of Human Services

### **TANF Employment & Training Redesign – Status Update for July 2020 Implementation**

Using information gathered over the past year, DHS developed revised statements of work for both the EARN program (provided by the Local Workforce Development Boards) and the Work Ready program (provided primarily by local Community Action Agencies) to increase flexibility and services to better meet the needs of TANF recipients. On January 21 and 22, the Bureau of Employment Programs convened over 340 system leaders across the state representing EARN, Work Ready, KEYS and the County Assistance Offices to discuss changes to be implemented in July 2020. This is the first meeting of its kind with a goal to facilitate a collective, system-wide effort. Program changes include:

- Expanded services beyond the Work First approach to promote more access to education and barrier remediation, recognizing education is often required for family-sustaining jobs.
- Incorporation of counseling services and a stronger case management/coaching component to provide consistent, comprehensive support.
- An extended timeframe to provide retention services to help navigate the transition into the workforce and address elements of the “benefits cliff.”
- A new focus on people who have needed TANF the longest and often face significant barriers. The Work Ready programs will now be serving the extended TANF population, and DHS is revising policies to increase flexibility for serving this population.
- Revised program evaluation measures and pay-for-performance items to reflect and incentivize long-term outcomes.

EARN and Work Ready leaders are reviewing the revised *draft* statements of work for initial comments. DHS will continue to work with our legal office to finalize the statements of work in preparation to issue the new agreements for signature in the Spring. New allocation information for each program will be shared after the release of the Governor’s budget in February.

### **Enacted and Proposed Federal SNAP Rules – Work Requirements and Anticipated Economic Impact**

In early December, the United States Department of Agriculture (USDA) published a final rule that restricts states’ ability to determine which counties can be waived from work requirements for able-bodied adults without dependents (ABAWDs) who are receiving SNAP. This rule change will now require most ABAWDs in the state to meet work requirements to be eligible for SNAP and will jeopardize access to food for more than 92,000 people, many of whom struggle with mental health concerns, substance use disorder, and other barriers to employment. DHS met with Philadelphia leaders to discuss the potential impact to over 34,000 people in the city and to begin developing strategies to help people meet work requirements. This rule goes into effect April 1, 2020. Two additional rules are currently proposed that will further jeopardize access to SNAP. These rules will also significantly impact local economies, since SNAP dollars go directly to purchasing food.

### **Medicaid Work Supports - System Launching early February**

DHS, in conjunction with its Managed Care Organizations, the Department of Labor and Industry, and Local Workforce Development Boards, is implementing a system to connect Medicaid recipients to local employment and training resources. Previously, there has not been a targeted effort for ensuring this population is aware of the resources available to support employment which can factor in to a person’s health and stability. Beginning in early February, people choosing a new health plan through Medicaid will be asked if they are interested in learning about employment resources. If they are interested, they will receive outreach through one of three ways: 1) a letter detailing the services available at their local

PA CareerLink® office, 2) outreach from their Medicaid health plan to connect them to local resources, or 3) outreach from their County Assistance Office if they are receiving TANF or SNAP.

### **Employment First**

- The Office of Long-Term Living received federal approval for a waiver renewal that allows better access to employment services for people served in the Community Health Choices program. The renewal included revised service definitions for Job Finding, Job Coaching, Employment Skills Development, Career Assessment and Benefits Counseling. In addition, employment services can now be provided in a timelier manner including: 1) if OVR is unable to make an eligibility determination within 120 days, and 2) if OVR has a closed order of selection resulting in a waitlist.
- Multiple DHS offices met individually with the Employment First Oversight Commission to discuss employment services and goals to increase competitive integrated employment among people with a range of abilities. DHS is working with the program office staff to continue streamlining data collection and reporting.
- To enhance communication efforts around Employment First including supporting employment among people with disabilities and supporting employers in hiring efforts, DHS anticipates launching a campaign in late Spring/early Summer. In addition, DHS participated in the development of a new Employment First website, led by the Department of Labor and Industry.

### **Parent Pathways - RFA Posting Update**

In conjunction with the PA Department of Education, DHS is issuing a Request for Applications this month for Parent Pathways models that include the integration of three core components to support low-income single parents in achieving long term stability for both the parent and the child: 1) postsecondary education and training, 2) housing support, and 3) two-generational programming. Successful applicants will be awarded technical assistance and start-up funding from \$2.5m in the 2019-2020 budget. Additional information and resources can be found on the padlet site:

<https://padlet.com/eita/ParentPathways>

### **Direct Care Worker Training**

The Governor's 2020-21 budget proposal includes a \$1.2m investment - for a combined total of \$2.55m including state and federal funds - in training for the direct care workforce, recognizing the shortage of workers in this field and the need to ensure vulnerable populations have access to the services they need to promote health and well-being. DHS anticipates working with Public Partnerships Limited to implement the training. Goals of the training include:

- Equipping workers with the skills needed to be successful and deliver high-quality care and services to consumers
- Providing portable credentials for those who wish to go on to provide care and services in other parts of the long-term services continuum or provide specialty services within their current occupation through advanced roles
- Reducing the need for providers to retrain workers (and incur training costs) who received the standardized training and credential as a result of previous employment
- Providing employers confidence in knowing that the training a worker receives meets the core functions of the job
- Helping consumers understand the training and credential behind the title of a direct care worker and adding substance to the title by creating "title pride" for workers.

## PA Department of Labor and Industry

### Rebranding and Outreach Efforts

To showcase workforce collaboration and customer service, the department will undertake a third phase of rebranding to highlight PA CareerLink® as a proud partner of the American Job Center. Additional messaging will be provided to job seekers and employers that PA CareerLink® is unique and highlight the services it provides. A mix of digital and traditional media tactics will be used, including paid Social Media, Google Ad words, TV, Outdoor and Radio. The outreach efforts will take place during the 1st and 2nd quarter of 2020.

### USDOL Monitoring

USDOL is currently Conducting a Desk Review at Central Office as well as a few local areas. Multiple Bureaus staff collaborated to provide USDOL with all the materials requested in support of both the desk review and the onsite visit scheduled for January 2020. In addition to the information requested by the regional staff, staff also provided additional documentation in support of the visit by the national office of OFLC in support of a review of the state's Foreign Labor Certification grant activity.

### OVR ADA Compliance Reviews

The Bureau of Workforce Development Administration (BWDA) staff have been engaged with staff from OVR to coordinate an ADA compliance review of every one-stop center in PA during the 2020 calendar year. This initiative will also incorporate two (2) training sessions for local monitors, as well as the purchase of appropriate equipment for each LWDB to conduct ADA compliance reviews.

### JFF Evaluation

BWDA are working with Jobs for the Future, JFF, to perform an evaluation of the Northwest's service delivery model. During December, Oversight worked directly with JFF staff in drafting unbiased interview questions and establishing a list of individuals who should be interviewed along with local area recommendations. Interviews are scheduled to begin in January 2020. This evaluation was requested by the chief local elected official to help understand the entire service delivery model that is currently in place. This effort will serve as the basis for the overall commonwealth service delivery evaluation.

### Monthly Workforce Partner Calls

The Bureau of Workforce Development Administration staff coordinated calls known as the *Monthly Workforce Partner Call*. This call incorporates the executive staff from each of the 22 local workforce development boards, as well as a host of staff from several bureaus within the PA Department of Labor & Industry and the PA Workforce Development Board. During each meeting, staff talk about a myriad of subjects, some of which have been requested by the local board staff in advance of the meeting. Other agenda items have been provided by Central Office staff.

- **January 2019.** Agenda items include comments regarding: The Workforce Innovation and Opportunity Act Combined State Plan public comments; Pennsylvania's Annual Report to the Legislature; MA Work Supports Framework, Grants and Fiscal initiatives and updates; Unemployment Compensation updates; Information provided by L&I's Office of Equal Opportunity, or OEO; and Reviews of Pennsylvania's PA CareerLink® centers collaborated between the Workforce Development, the Office of Vocational Rehabilitation and OEO.
- **December 2019.** The group engaged in a discussion on local board interaction with community action agencies, who receive DCED CSBG grants, collaboration with the Statewide Workforce

System. Other topics of the call included the development of Pennsylvania's Combined State Plan; funding and grant updates; UC strategy for higher than normal volume at the PA CareerLink® centers; operational updates and requests for recruitment support for PA Outdoor Corps.

- **November 2019.** Lynette Praster, Director the PA Department of Community & Economic Development's Center for Community Services led a conversation with the local board executive staff regarding a survey that was conducted of the local boards and the community action agencies. The goal was to highlight some best practices that are occurring across the commonwealth, as well as some areas that may need some support for better collaboration. Other topics for this meeting include: Grants and Fiscal issue updates; and Oversight and Monitoring activities.

**Youth Reentry:** The complete summary and breakdown of grants is provided in the appendix.

**Business Education Partnerships:** The complete summary and breakdown of grants is provided in the appendix.

# PA Department of Labor and Industry: Office of Vocational Rehabilitation

## **OVR Business Services Mission Statement**

The Business Services and Outreach Division (BSOD) was created in the fall of 2013 with the goal of improving OVR's visibility to and consistency of services for employers in both the private and public sectors. This includes sourcing qualified pre-screened talent (PWD), providing on-boarding supports of PWD new hires and retention of PWD in an employer's workforce. In addition, providing upon request no cost consultation on disability related topics that impact an employer's workplace such as accessibility compliance, disability etiquette promising practices, accommodation practices and disability disclosure under the ADA as amended.

## **Commonwealth OVR College Student Internships (L&I, OA, participating state agencies in capital region and Allegheny Co.):**

- Began in Summer 2018 with 15 Commonwealth Agencies providing a 12-week Internship for 23 OVR College Students who earned \$13.23 hr.
- The second year 2019 continued with 17 Commonwealth Agencies participating in a 10-week Internship for 25 OVR College Students who earned \$13.56 hr.
- This year's initiative will focus again on a 10-week paid Internship with expansion to the Pittsburgh region with up to five state agencies interested in participation for up to 8 students, and continuation of the Capital Region with over 40 state employment units expressing interest among 25 State Agencies for up to 25-30 students.
- This initiative between OVR and OA is in direct support of PA Act 36 on Employment First as a career pathway to attract PWD into Commonwealth Civil Services.

## **OVR Collaboration with WF (Workforce Boards, CareerLink's) on talent acquisition and on-boarding with shared business/employer customers per WIOA:**

- Beginning with OVR, Goodwill Ind. of Central PA and the South-Central Workforce Development Board collaborative work from 2017 to date, a joint L&I Apprenticeship Office talent on-boarding model utilizing pre-apprenticeship and ETPL approved curriculum has been piloted in the Supply Chain/Warehousing sector in Cumberland Co.
- This pilot utilizes a 6-week training cohort of 4-8 OVR or CareerLink job seekers helping one Distribution Center, Syncreon, in their goal to have PWD significantly represented in their WF.
- Successful pre-apprenticeship trainees earn over \$15 hr. with potential to increase wages and career advancement upon completion of the warehouse registered apprenticeship.
- Similar models will be explored in other workforce areas such as Pittsburgh, Philadelphia and its surrounding region. (e.g., Starbucks, Fed Ex., CVS).

## **OVR/L&I BWDP plan for 2020 ADA accessibility consultations with all CareerLink's and joint ADA compliance training with BWDP, Workforce Board and CL staff in April and June.**

- A plan to provide all CL sites with a Sec. 188 and U.S. Access Board accessibility review at all CareerLink's is underway. OVR Business Services staff trained in Cornell ADA leadership models and the University of Misericordia toolkit to review accessibility standards will result in a report and recommendations for each CL site. Resources for remediation or compliance will be shared with the BWDP, OEO, local Workforce Development Board and each CL site administrator.

- OVR will invite local Centers for Independent Living to provide on-going support along with OVR offices to insure appropriate responses to accommodation requests, building accessibility and compliance with electronic content accessibility requirements.

**OVR has launched a Diversity, Equity and Inclusion (DEI) in January 2020 with a goal to promoting and fostering diversity, equity and inclusion within our staff, customers and stakeholders by valuing all cultures, professions and abilities to ensure inclusive excellence. Deliverables include:**

- PA OVR will establish and maintain a climate where individuals are welcomed, respected, treated fairly and provided the opportunity to thrive in their chosen careers.
- OVR will build-in a culture of accountability for diversity, equity, and inclusion within our leadership, administration, staff, stakeholders and customers.
- Develop outreach strategies for our customers within the un-served/underrepresented populations in Pennsylvania.
- Establish Diversity, Equity and Inclusion (DEI) 2020-2022 Training(s) and webinars monthly following up with study guides and/or quick fact sheets to help facilitate conversations afterwards with staff in local district offices.
- Create Level Set and Awareness Training for Supervisors, Specialists, Administrators and Executive Team
- Launch Employee Resource Groups
- Form DEI Advisory Panel (DEI Experts from Commonwealth of PA)
- Revamp Diversity Awareness Calendar of Events

**Career Pathways and Apprenticeships Committee**  
**Quarterly Update**  
February 5, 2020

The Career Pathways and Apprenticeship Committee continues to support Goal 1 of the WIOA Combined State Plan.

**Career Pathways Research**

The committee agreed on a list of career pathway questions to inform the research along with the career pathways definition developed by the committee membership. A vendor has been secured and has begun to research various career pathway opportunities across the commonwealth.

The research is being informed by interviews with committee members, national experts, the PA Governor's Office, and the 22 Local Workforce Development Boards. These interviews have focused on how each local board defines career pathways, engagement with higher education regarding career pathways, how pre-apprenticeship and apprenticeship programs are incorporated into career pathways, and more.

The research findings will be presented to the committee and the Board in a detailed report and will be used to inform the work of the committee going forward. Updates on the research will be provided to the committee monthly.

**Career Pathways System vs. Career Pathways Program**

The committee has focused on the differences between a career pathways system and career pathways programs. The committee identified the importance of focusing on both levels of career pathways and will ensure that both aspects are considered in the committee's work going forward.

**Career Pathways and Apprenticeship Committee- Goals for 2020**

The committee has established goals and key initiatives for 2020. The key goals and initiatives align with the goals of the WIOA State plan, specifically broad goal 1. The committee will also rely on the results from the Career Pathways research to inform these goals and the various projects and action items of the committee going forward.

The committee will focus on the following initiatives throughout 2020:

- Career Pathways Grant Opportunity
- Career Pathways Research
- Marketing and Communication
- Apprenticeship and Pre-Apprenticeship Opportunities

**Career Pathways and Apprenticeship Committee Next Steps**

The committee will use the next monthly meeting to identify sub-committees and/or committee members that will be focused on the identified key initiatives. The committee will discuss language for the Career Pathways grant RFP. The committee will continuously re-evaluate the goals and work of the committee.

**Continuous Improvement Committee**  
**Quarterly Update**  
February 5, 2020

The Continuous Improvement Committee continues to support the goals of the WIOA Combined State Plan, specifically those goals related to the overall improvement of Pennsylvania's Workforce Development system.

**Next Generation Industry Partnership Dashboard**

The Next Generation Industry Partnership Dashboard is live and posted on the Industry Partnership Page on the Department of Labor & Industry's web site. Two versions were developed so the information can be accessed from both desktop and mobile devices.

**WIOA Combined State Plan Implementation Dashboard**

The WIOA Implementation Dashboard initiative is coordinating efforts with the Keystone Economic Development and Workforce Command Center Dashboard. The Command Center Dashboard has already incorporated many of the data pieces identified in the Data Transparency Recommendation passed by the Workforce Development Board in November, that was developed by the Continuous Improvement Committee.

**Newsletter**

The committee strongly supports the development of a quarterly newsletter to highlight specific accomplishments and initiatives of the Pennsylvania Workforce Development Board. The committee is providing recommendations related to format, structure, and content. The newsletter will also incorporate additional information related to initiatives across the greater workforce development system.

**Barrier Identification and Remediation**

The committee is exploring best practices from other states related to how barriers are identified within the workforce system of record. Initial research has indicated a potential to incorporate elements of human-centric design, and to provide customers with better information on how information being provided will be used, with an emphasis that information is not shared with employers, but rather used to customize services to individuals to best assist them.

**Workforce Development System Branding**

The committee is working with L&I staff on an initiative to ensure consistency across the workforce system, including clarity around the PA CareerLink® brand.

**Continuous Improvement Committee Next Steps**

- Identify additional metrics for WIOA Combined State Plan implementation dashboard
- Develop recommendations around barriers
- Newsletter
- Continue Branding work

Brian Funkhouser, Chair  
Continuous Improvement Committee

**Industry Partnerships and Employer Engagement Committee**  
**Quarterly Update**  
February 5, 2020

**Next Generation Industry Partnership Dashboard**

The Dashboard went 'Live' in December. A mobile and desktop version of the dashboard has been created and can be found on the Department of Labor and Industry's Next Generation Industry Partnership webpage. The Board staff have received nothing but positive feedback on the tool.

**State Hosted Next Gen Summit**

The committee membership has agreed to support a state hosted summit or conference focused on Next Gen Industry Partnerships. The committee membership has provided feedback to the board staff regarding topics of interest and will continue to provide support and assistance through the planning process.

**Encourage use of and Increase Awareness of the one-stop System (WIOA Combined Plan Goal 2.4)**

The committee membership has discussed the need to increase awareness of the one-stop system. Committee members identified a need to share information with employers regarding the system, as many employers are either not aware of the available services or have a perception of the work or participants that come from the one-stop system.

The committee plans to focus on increasing outreach with employers to address these issues. Committee members will speak with employers in their network and discuss the one-stop system and the available services. The committee will identify other ways to increase use and awareness of the system going forward.

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

**Youth Committee**  
**Quarterly Update**  
February 5, 2020

The Youth Committee continues to support all youth-related sub-goals of Pennsylvania's WIOA Combined State Plan; and is in the process of shifting its focus from the sub-goals within the existing state plan to prioritizing those proposed in the newly drafted WIOA Combined State Plan, scheduled to take effect on July 1, 2020.

The new sub-goals being explored to initially prioritize include:

- 3.1** The commonwealth will identify and promote evidence-based models and effective practices for engaging opportunity youth.
- 3.2** The commonwealth will increase co-enrollment of opportunity youth in WIOA Core and partner programs, when relevant, to ensure that appropriate funds are leveraged to provide necessary services to these individuals. The commonwealth will also encourage the use of Individual Training Accounts when serving opportunity youth.
- 3.3** The commonwealth will increase opportunities for youth in registered pre-apprenticeship and apprenticeship programs and establish new partnerships with secondary and postsecondary institutions to achieve this goal.
- 3.9** The Pennsylvania Workforce Development Board will continue to maintain a standing Youth Committee, charged with developing policy recommendations related to interagency collaboration and coordination around youth programs and priorities and implementing the youth-related goals set forth in the WIOA combined state plan. The committee will update the full board on goal progress and execution.

**Youth Committee Next Steps**

- Develop an action plan for the first half of 2020.
- Affirm deliverables and prioritize committee tasks
- Track and share national trends to inform the membership's work

Chekemma Fulmore-Townsend, Chair  
Youth Committee

**Healthcare Workforce Ad Hoc Committee**  
**Quarterly Update**  
February 5, 2020

The Healthcare Workforce Ad Hoc Committee is keeping up its efforts to develop a crisis statement regarding the challenges facing professional caregivers in Pennsylvania.

Accordingly, the committee is now defining professional caregivers as inclusive of the following updated list of occupations:

- Social and Human Service Assistants (Behavioral Health Specialists, Social & Human Services entry-level staff, Peer Specialists, and Substance Abuse Support)
- Early Childhood Education Workers (Preschool Teachers)
- Teacher Assistants
- Childcare Workers
- Medical Assistants
- Home Health Aides
- Nursing Assistants
- Personal Care Aides
- Psychiatric Aides
- Orderlies
- Emergency Medical Technicians (EMTs) and Paramedics

Specific data will be outlined in the crisis statement illustrating associated factors related to the demand for these workers, the turnover and retention rates within these occupations, as well as the demographics of this workforce.

**Next Steps:**

The committee is continuing to gather and compile relevant data in support of the crisis statement for follow-up review and consideration by the full PA Workforce Development Board membership.

Matthew Yarnell, Chair  
Healthcare Workforce Ad Hoc Committee

**Reentry Ad Hoc Committee**  
**Quarterly Update**  
February 5, 2020

Reentry and reintegration are both priorities for Governor Wolf's Strategic Vision for PA Workforce and for the Federal Workforce Innovation and Opportunity Act (WIOA). The Pennsylvania Workforce Development Board's Reentry Committee is focused on collaborating with the Local Workforce Development Boards, PA Attorney General's Office, Pennsylvania Reentry Council (PARC), Department of Corrections, and Pennsylvania Commission on Crime and Delinquency (PCCD) to work towards identifying common reentry goals and sending a strong supportive message to organizations and agencies in the reentry space.

**Reentry Research Project**

KayLynn Hamilton Consulting Firm recently completed the first phase of the reentry inventory research. The Reentry Survey was sent to 220 individuals including Parole & Probation, Local Workforce Development Boards, Chambers of Commerce and Reentry Coalitions. The first phase of the research found that the majority of organizations reported coordinating and/or collaborating with other organizations and are working with PA CareerLink®, Probation and Parole Offices, and/or supportive services to provide training and basic needs to returning citizens reentering the workforce.

For phase two, the consulting firm plans to use the same survey questions with PA CareerLink® site administrators and the directors of Title II adult education programs. Ms. Hamilton's firm will also conduct more detailed interviews with several local workforce development board staff and select respondents from the initial survey.

**Roundtable Listening Sessions**

The first Employer Roundtable was held October 2019 in Philadelphia and the event was highlighted by guest speaker Attorney General Josh Shapiro. The roundtable discussion allowed employers to actively engage in the discussion how to tap into the pool of returning citizens reentering the workforce. As a result of this event several things were developed, including a timeline for future events, event checklists, and employer feedback forms.

Additionally, the committee is working towards developing a toolkit that will help link employers a to returning citizens and help those individuals gain sustainable employment.

**Next Steps:**

- Additional employer roundtables Spring 2020
- Phase 2 of the Reentry Inventory
- PA Employer Toolkit

Jeff Brown, Chair  
Re-Entry Committee

# Benefits Cliff Analysis

February 2020

## Benefits Included in the Analysis

Temporary Assistance to Needy Families (TANF)

Supplemental Nutrition Assistance Program (SNAP)

Low Income Home Energy Assistance Program

Child Care Works

MAGI Medicaid (working age adults on Medicaid)

Children's Health Insurance Program (CHIP)

## Benefit Composition Profiles



Benefit eligibility and benefit values are dependent on **household demographics** and **child care needs**



### Household Characteristics

Number of adults

Number of children

Childcare needs

	1 adult 0 children		1 adult 1 child		2 adults 0 children	
	MIT	adjusted	MIT	adjusted	MIT	adjusted
Food	\$3,477	\$3,477	\$5,124	\$5,124	\$6,374	\$6,374
Child Care	\$0	\$0	\$7,567	<b>\$8,177</b>	\$0	\$0
Medical Costs	\$2,321	<b>\$4,588</b>	\$6,689	<b>\$6,214</b>	\$5,283	<b>\$6,214</b>
Housing	\$8,417	\$8,417	\$12,070	\$12,070	\$9,762	\$9,762
Transportation	\$3,893	\$3,893	\$7,094	\$7,094	\$7,094	\$7,094
Other	\$2,785	\$2,785	\$4,633	\$4,633	\$4,633	\$4,633
<b>Total</b>	<b>\$20,893</b>	<b>\$23,160</b>	<b>\$43,177</b>	<b>\$43,312</b>	<b>\$33,146</b>	<b>\$34,077</b>

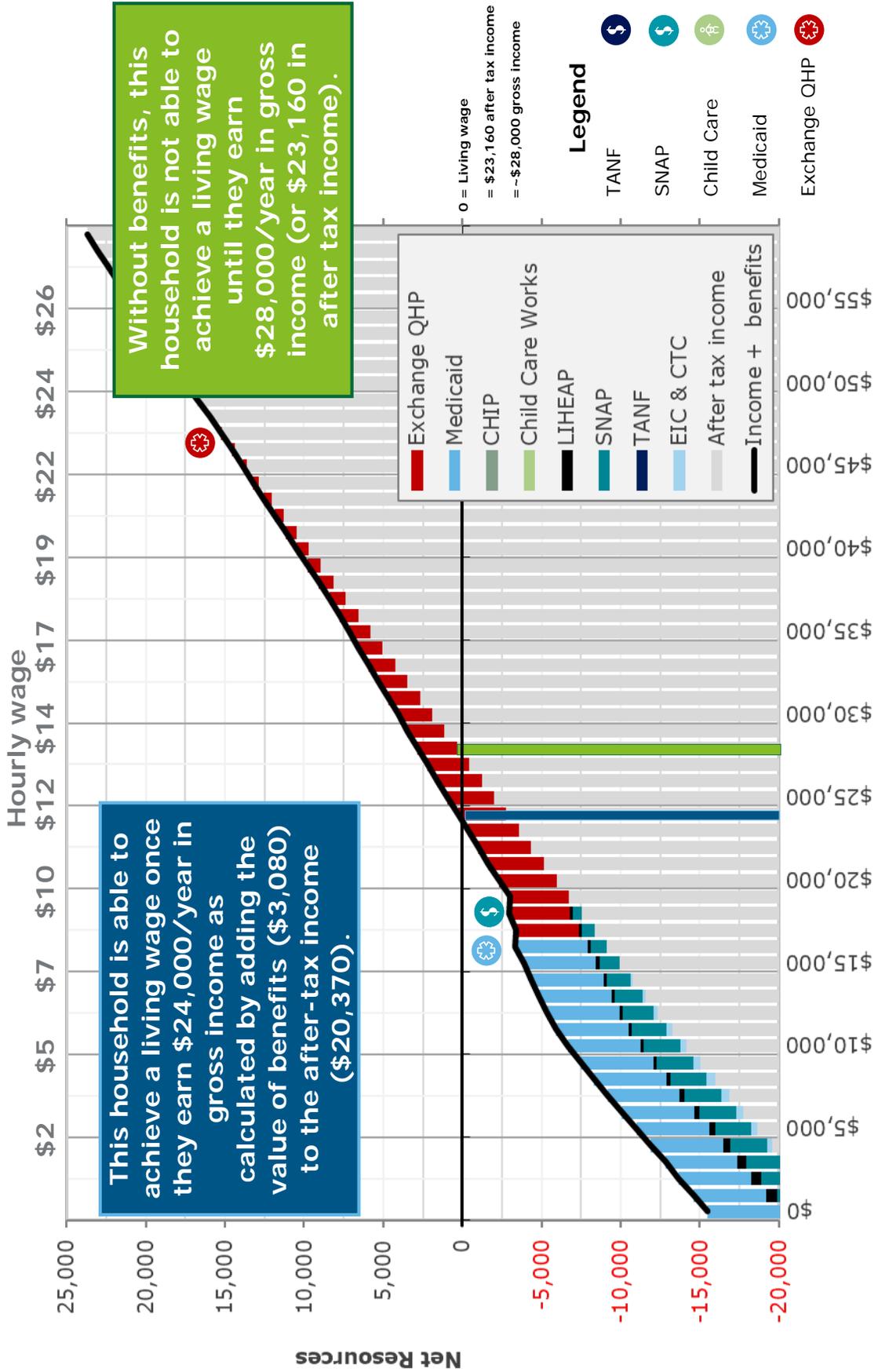
	1 adult 2 children		2 adults 1 child		2 adults 2 children	
	MIT	adjusted	MIT	adjusted	MIT	adjusted
Food	\$7,715	\$7,715	\$7,933	\$7,933	\$10,245	\$10,245
Child Care	\$13,236	<b>\$15,328</b>	\$7,567	<b>\$8,177</b>	\$13,236	<b>\$15,328</b>
Medical Costs	\$6,345	<b>\$7,934</b>	\$6,345	<b>\$7,934</b>	\$6,427	<b>\$9,559</b>
Housing	\$12,070	\$12,070	\$12,070	\$12,070	\$12,070	\$12,070
Transportation	\$8,341	\$8,341	\$8,341	\$8,341	\$9,650	\$9,650
Other	\$5,030	\$5,030	\$5,030	\$5,030	\$5,855	\$5,855
<b>Total</b>	<b>\$52,737</b>	<b>\$56,418</b>	<b>\$47,286</b>	<b>\$49,485</b>	<b>\$57,483</b>	<b>\$62,707</b>

Note: Total value reflects annual after tax income to achieve a living wage based on family size and composition

# Household 1



1 adult

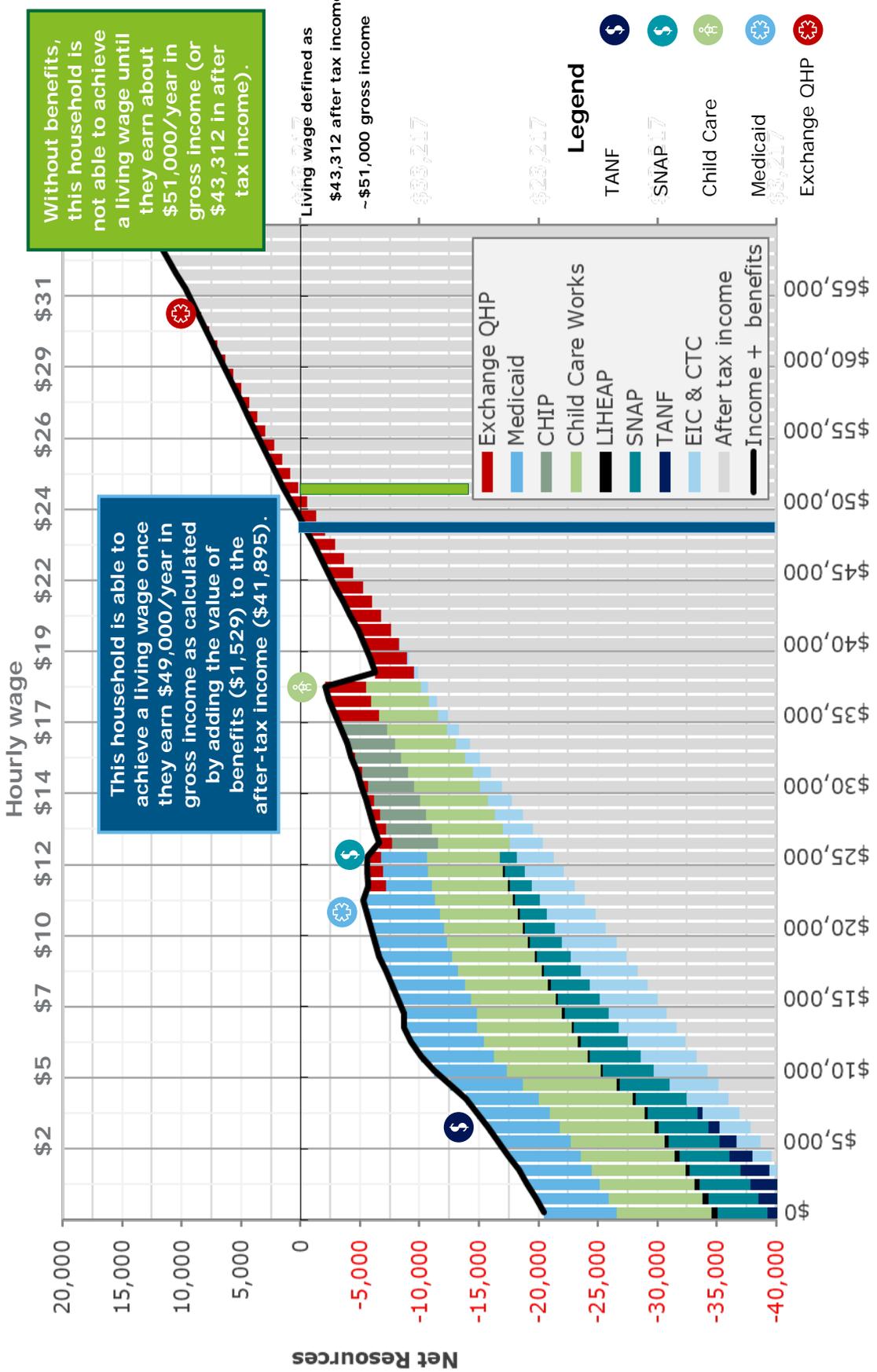


# Household 2



1 adult, 1 child

child care: 4 year old, Full Time, STAR 1



Notes: On the x axis, Annual Gross Income is used to determine where benefit eligibility begins and ends using Federal Poverty Income Guidelines (FPIG). On the y axis, Net Resources reflect after-tax income plus benefits.

What do we do  
with this  
information?

# TANF Employment & Training Redesign

Creating system change to  
improve outcomes for individuals  
and families

# Objectives

- The Challenges
- Research Findings
- 2020 Changes
- Program Components
- Program Performance
- Timeline of Events
- Questions and Answers

# The Challenges

- Participant Feedback
  - Desire to have a more individualized program
  - Expressed a need for more supports
- Work First Philosophy
  - No longer matches the needs of today's workforce
  - Acquiring family sustaining wages require skills
- Extended TANF (ETANF) Numbers
  - Federal regulations require that less than 20% be ETANF
  - Caseload decline has caused these numbers to rise

# Research Findings

- **Contractor Surveys**
  - Lack opportunities to complete in-depth work with participants
  - Time loss due to “chasing paystubs”
- **Mathematica Report**
  - Recommends a coaching model
  - Shows that other states are on the same path
- **Internal Data**
  - Population distribution and associated allocations no longer match

## > 2020 Changes

- The Work First Philosophy is discontinued
- Programs offer flexibility and participant choice
- Intensive case management and coaching models are utilized
- ETANF clients participate in programming
- Creation of career pathways

## Program Components

- Barrier Remediation
- Counseling services from a licensed professional
- Credentialing via education and training activities
- Longer retention period to support career pathways

# Program Performance

Performance Criteria	Explanation
Assessment	Participants are to complete the initial assessment within 7 business days of enrollment
IEP	Participants will have an IEP that is utilized as a living document to guide the activities of the provider and participant
Licensed Professional for Counseling Services	A licensed counselor, social worker, therapist, or allied position will be available to participants at least once a week
Credentialing	Up to 3 credentials per participant if one is a high school equivalency
Placement	Placement in employment that equals 80 hours per month at a rate that is \$2 above the higher of the federal or state minimum wage
Retention	Goal is to retain a participant for twelve months; reviewed at 6 and 12 months
Earned Income	For clients that have been placed, any financial increase at the conclusion of their 12-month retention period

## Timeline of Events

- September 2019 – DHS E&T Redesign Workshop with our Workforce partners
- November 2019 – Workforce Conference Call to provide updates
- January 2020 - Workforce Development System Meetings
- March 2020 – Amended grants and program manuals issued to providers
- July 1, 2020 – New referral process to EARN and Work Ready programs begins

# QUESTIONS





## Meet Pennsylvania's ALICE®

Pennsylvania Workforce Development Board



### Why is United Way Engaging ALICE?

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The ALICE report marks the first time that we have an objective way to measure the financial struggles of everyone in Pennsylvania who goes to work on a daily basis, but still can't afford the basics

To better serve the communities we operate in and put resources towards the greatest needs- spending donor dollars responsibly

ALICE is the backbone of our communities and necessary for the upward movement of our society



## When we talk about ALICE

- The term ALICE refers to anyone who lives at or below the survival budget threshold but above the federal poverty level.
  - Note – watch for terminology – “below the ALICE threshold” includes below federal poverty level
- **The survival budget is a good measure of the cost of essentials, but it is not sustainable.** The stability budget is a better measure of what it takes to sustain a household in the modern economy.
- United Way’s goal is to engage business, government and nonprofit partners to work with us on solutions which help ALICE move along a path to financial stability.



# LIVE UNITED

## ALICE in Pennsylvania

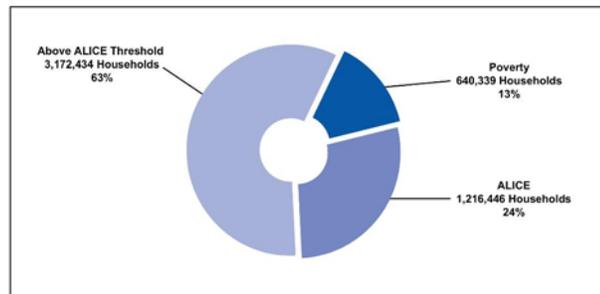


## Who is ALICE in Pennsylvania?

**1.2 million hard-working Pennsylvania households, or 24 percent, have incomes which exceed the federal poverty level, but are not high enough to pay for their basic needs. When you add in households that live below the federal poverty level, that's 1.85 million, or 37 percent of PA households who are struggling to survive.**



Household Income, Pennsylvania, 2017



## Why have more Pennsylvanians become ALICE over a ten-year period?

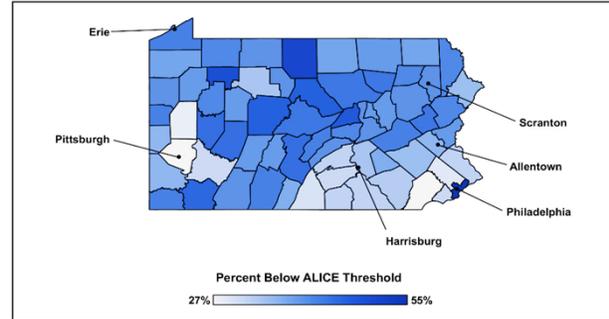
- Overall, the cost of household basics in the Household Survival Budget increased by 26 percent for a single adult and 33 percent for a family of four in Pennsylvania from 2007 to 2017.
- During the same 10-year period, median earnings increased by only 20 percent in Pennsylvania, while inflation grew by 22 percent, putting greater strain on households.
- The number of ALICE households increased 14% between 2007 and 2017.



## Where Does ALICE Live in PA?

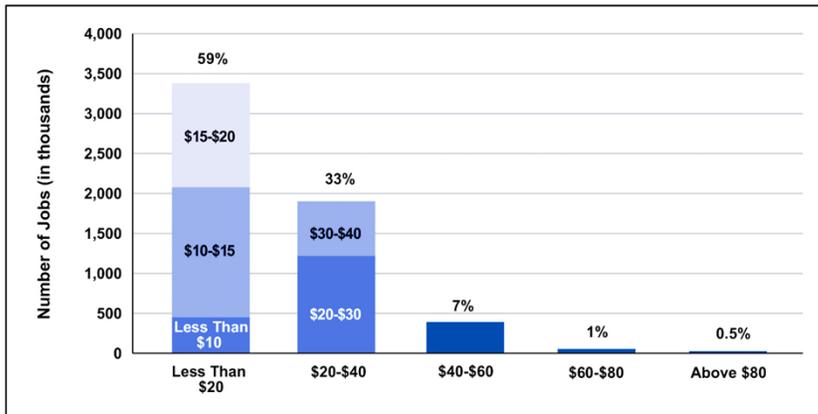
- ALICE lives in every county in Pennsylvania – rural, urban and suburban
- 75% of Pennsylvania's 2408 county subdivisions have more than 30% of households living at an income below the ALICE threshold
- ALICE in counties ranges from 15% in Allegheny county to 39% in Forest county
- Households below the ALICE Threshold (includes households in poverty) range from 27% in Allegheny/Chester counties and 55% in Philadelphia county

Percent of Households Below the ALICE Threshold by County, Pennsylvania, 2017



## Where Does ALICE Work?

Number of Jobs by Hourly Wage, Pennsylvania, 2017



- 59 percent of jobs in PA, pay less than \$20/hr.
  - More than two-thirds of these jobs pay less than \$15/hr.
- 33 percent of jobs pay between \$20-\$40/hr.



# Where Does ALICE Work?

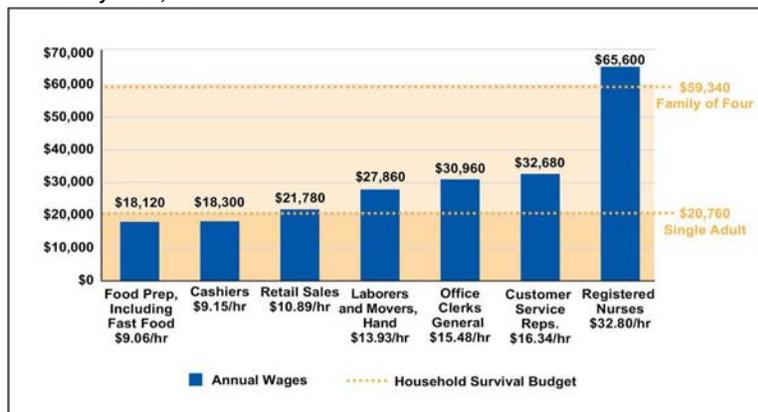
Occupations by Employment and Wage, Pennsylvania, 2017

Occupation	Number of Jobs	Median Hourly Wage
Retail Salespersons	167,480	\$10.89
Office Clerks	154,400	\$15.48
Food Prep, Including Fast Food	148,680	\$9.06
Cashiers	147,200	\$9.15
Registered Nurses	143,130	\$32.80
Laborers and Movers, Hand	141,760	\$13.93
Customer Service Representatives	120,360	\$16.34
Personal Care Aides	109,980	\$11.26
Secretaries and Administrative Assistants	99,300	\$16.64
Waiters and Waitresses	98,000	\$10.24
Stock Clerks and Order Fillers	90,710	\$11.19
Janitors and Cleaners	89,920	\$12.46
Heavy and Tractor-Trailer Truck Drivers	80,810	\$21.54
General and Operations Managers	75,540	\$53.85
Nursing Assistants	75,020	\$14.13
First-Line Supervisors of Office Workers	66,920	\$27.38
Sales Representatives	60,570	\$28.94
Maintenance and Repair Workers	58,330	\$18.14
Bookkeeping and Auditing Clerks	57,760	\$18.32
Elementary School Teachers	54,140	\$31.17



# Cost of Living Outpaces Wages

Household Survival Budget Compared to Salary for Top Occupations, Pennsylvania, 2017



# LIVE UNITED

## ALICE Budgets



United Way of Pennsylvania  
www.uwp.org

### Household Survival Budget

- Measure to determine what it takes to afford the bare essentials of a household
- Considers costs for essentials only
  - No internet
  - No cable
  - No eating out
- With little-to-no savings there is no room for emergencies
- Not stable in the modern economy
- Allows for individuals and families to just survive

Household Survival Budget, Pennsylvania Average, 2017

Household Survival Budget, Pennsylvania Average, 2017		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs		
Housing	\$592	\$827
Child Care	\$-	\$1,229
Food	\$199	\$604
Transportation	\$309	\$617
Health Care	\$158	\$617
Technology	\$55	\$75
Miscellaneous	\$157	\$450
Taxes	\$260	\$526
Monthly Total	\$1,730	\$4,945
ANNUAL TOTAL	\$20,760	\$59,340
Hourly Wage*	\$10.38	\$29.67



United Way of Pennsylvania  
www.uwp.org

# Household Stability Budget

- Measures what it takes to maintain a household in the modern economy
- \$34,968 for a single adult
  - \$17.48/hour
  - 68% more than the Survival Budget
- \$99,360 for a family of four
  - \$49.69/hour of combined income
  - 67% more than the Survival Budget

Average Household Stability Budget, Pennsylvania, 2017

Pennsylvania Average, 2017		
	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Monthly Costs		
Housing	\$813	\$1,044
Child Care	\$-	\$1,468
Food	\$379	\$1,175
Transportation	\$509	\$1,042
Health Care	\$158	\$774
Technology	\$109	\$129
Savings	\$197	\$563
Miscellaneous	\$197	\$563
Taxes	\$552	\$1,522
Monthly Total	\$2,914	\$8,280
ANNUAL TOTAL	\$34,968	\$99,360
Hourly Wage*	\$17.48	\$49.68



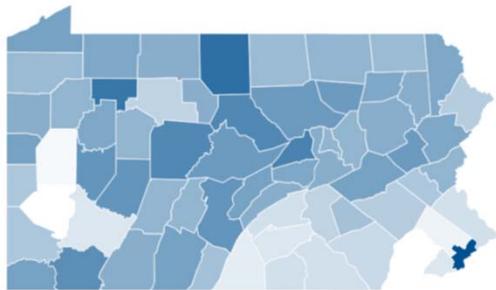
# County level survival and stability budgets

uwp.org/alice/about-alice/

United Way of Pennsylvania MENU MEMBER LOGIN DONATE

## The Statistics by County and Township/Borough

Click on an area of the map to see where ALICE lives, and what it costs to provide household essentials for families in a community.



Click on a county for additional information



## ALICE vs. FPL

- ALICE Threshold ranges from 183% of FPL for a single adult to 259% for a family of 4.
- ALICE do not qualify for all public benefits, so the survival budget does not include things like child care subsidy, SNAP, Medicaid
- UWP hopes to do a benefit cliff analysis for ALICE households as one of the next steps to our work

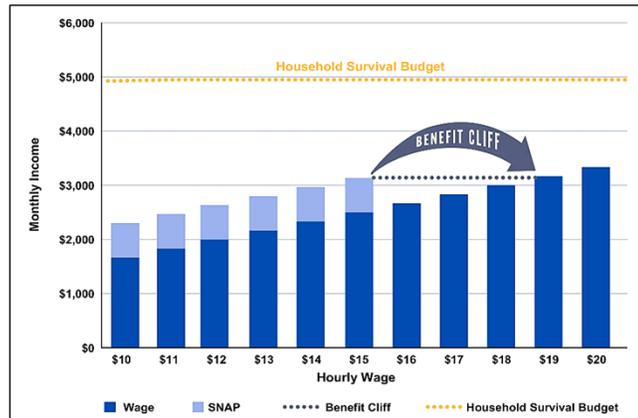
Household Configuration	FPL 2017	ALICE Survival Threshold- PA Avg	ALICE Survival as % of FPL	ALICE Stability Budget – PA Avg	ALICE Stability as % of FPL
Single adult	\$12,060	\$20,760	172%	\$34,968	290%
Married couple	\$16,240	\$28,932	178%	\$49,212	303%
1 adult, 1 school-aged child	\$16,240	\$28,788	177%	\$49,752	306%
1 adult, 1 infant	\$16,240	\$35,088	216%	\$56,412	347%
2 adults, 2 school-aged children	\$24,600	\$47,160	192%	\$82,176	334%
2 adults, 1 infant, 1 preschooler	\$24,600	\$59,340	241%	\$99,360	403%



## Benefit Cliffs and Stagnation

- ALICE do not qualify for all public benefits, so the survival budget does not include things like child care subsidy, SNAP, Medicaid
- ALICE does not always qualify for the Earned Income Tax Credit, so the survival & stability budgets do not include it
- UWP is working closely with DHS on benefit cliffs and stagnation. Financial literacy and mythbusting are important, too.

Benefit Cliff for SNAP, Family of Four, Pennsylvania, 2017



# LIVE UNITED

## Addressing Barriers to Financial Stability for ALICE



### Barriers Faced by ALICE

- Access to affordable and reliable transportation
- Access to affordable, safe housing
- Access to affordable high-quality child care facilities
- Rising costs and wages that do not keep pace
- Access to the skills needed for the workplace



## Collaborating Across Sectors to Find Solutions

- Solutions for ALICE cannot happen without collaboration from all sectors for the greatest impact
- Local UWs working for ALICE
  - Employee Resource Network for businesses to provide employees access to resources not taken on by HR
  - Heart of Florida UW- ALICE coalition to provide one-time emergency funds for ALICE
    - Collaborations with local businesses
  - Revolving car loan program to provide low-income individuals with low-interest car loans and a car for the purpose of getting to work and/or getting a higher paying job
    - Vehicles for Change
  - Chester County- Mobile home tax reassessment saving 177 homeowners an average tax reduction of \$969.38, a reduction of \$4.5 million in assessed value.



## Data Collection and Preparation for Disruptions

- PA 211 operates the largest database in PA for health and human service needs
- Collect some levels of demographic data and can identify needs data – now available in public dashboard <https://pa.211counts.org/>
- Partnering on a variety of projects, such as housing assessments and prioritization for services
- Partner for addressing social determinants of health and building a statewide resource/referral tool
- Activated in times of disruption
  - Casino layoffs from Hurricane Sandy
  - Federal government shutdown
  - Natural or man-made disasters



## Potential Engagement Opportunities

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- Identify community partners and businesses that are leading the way in innovative solutions to barriers as examples of best practice- some nonprofits have models that are scale-able
- Partner on regional pilots for concepts such as the Employee Resource Network
- Continue looking at ways to partner with identified services, such as PA 211, which collect data help deliver interventions in times of hardship for the PA workforce
- Incentivize collaboration across sectors
- Market analysis calculator for ALICE and businesses



## Questions/UWP Contact

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Maggie Livelsberger  
Director, Public Policy  
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[Maggie@uwp.org](mailto:Maggie@uwp.org)



2018 Population		
Total Population	12,791,181	100.0%
Female	6,527,992	51.0%
Male	6,263,189	49.0%

Population by Race		
White	10,341,442	80.8%
Black	1,423,319	11.1%
Hispanic Ethn	905,156	7.1%
Other	1,026,420	8.0%

Population by Age		
Ages 0 to 17	2,675,330	20.9%
Ages 18 to 24	1,194,488	9.3%
Ages 25 to 34	1,667,748	13.0%
Ages 35 to 44	1,495,222	11.7%
Ages 45 to 54	1,731,294	13.5%
Ages 55 to 64	1,797,238	14.1%
Ages 65 to 74	1,236,019	9.7%
Ages 75 and Older	993,842	7.8%
Median Age	40.7	

Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,549,755	45.0%
Some College or Associate Degree	2,669,784	26.4%
Bachelor's Degree	1,802,262	17.8%
Graduate or Professional Degree	1,094,050	10.8%

Source: U.S. Census-2018 ACS 5-Year Estimates - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
Dec 2019	Dec 2018	Volume Change	Percent Change
99,250	98,249	1,001	1.0%

Source: Burning Glass Technologies Help Wanted OnLine™

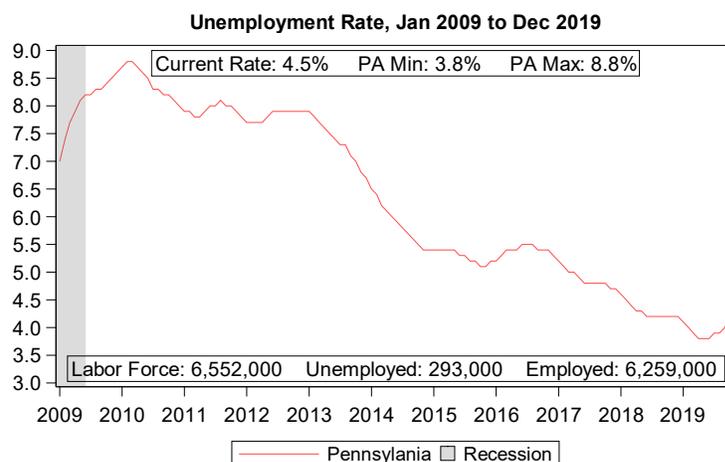
U.S. Veterans		Median Income	
Total	Unemployment Rate	Veteran	Non-Veteran
782,682	5.1%	\$37,171	\$30,131

Source: U.S. Census 5-Year Estimate 2012-2016 (Table: S2101)

Income Measures			
Per Capita	Total Personal	Median Household	Median Family
\$56,225	\$720,073,441	\$59,445	\$75,477

Note: Total Personal Income is displayed in thousands.  
Note: Median Incomes are in 2018 adjusted dollars.

Source: Personal Incomes - Bureau of Economic Analysis (BEA) - 2018  
Source: Median Incomes - U.S. Census 2014-2018 (Tables: B19013 & B19113)



### Top 25 Employers by Employment in Q2 of 2019

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Jan 2019 to Dec 2019		Dec 2019 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	810	1.0%	2,394	2.1%	14,065	2.4%
Construction	10,370	12.6%	28,186	24.4%	126,074	21.3%
Manufacturing	9,390	11.5%	14,686	12.7%	72,204	12.2%
Trade, Transportation & Utilities	16,110	19.6%	18,575	16.1%	91,690	15.5%
Information	1,320	1.6%	428	0.4%	6,133	1.0%
Financial Activities	4,690	5.7%	1,048	0.9%	20,434	3.5%
Professional & Business Services	14,780	18.0%	14,734	12.8%	100,179	17.0%
Education & Health Services	13,490	16.5%	4,863	4.2%	70,187	11.9%
Leisure & Hospitality	5,890	7.2%	11,566	10.0%	54,255	9.2%
Other Services	2,290	2.8%	1,092	0.9%	11,701	2.0%
Government	760	0.9%	651	0.6%	7,308	1.2%
Info Not Available	2,100	2.6%	519	0.4%	3,797	0.6%
<b>Total</b>	<b>82,000</b>	<b>100%</b>	<b>115,346</b>	<b>100%</b>	<b>590,865</b>	<b>100%</b>

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, 2018 Annual Averages						
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage	
	Total, All Industries	355,796	5,867,775	100.0%	\$55,627	
11	Agriculture, Forestry, Fishing and Hunting	2,301	24,721	0.4%	\$36,189	
21	Mining, Quarrying, and Oil & Gas	1,293	27,953	0.5%	\$86,498	
22	Utilities	1,392	34,980	0.6%	\$100,610	
23	Construction	28,912	264,074	4.5%	\$66,387	
31-33	Manufacturing	14,410	570,471	9.7%	\$62,583	
42	Wholesale Trade	23,558	217,396	3.7%	\$80,059	
44-45	Retail Trade	41,289	624,326	10.6%	\$29,152	
48-49	Transportation and Warehousing	11,230	304,978	5.2%	\$49,372	
51	Information	4,987	89,398	1.5%	\$85,613	
52	Finance and Insurance	18,239	263,286	4.5%	\$95,386	
53	Real Estate and Rental and Leasing	10,630	65,006	1.1%	\$60,967	
54	Professional and Technical Services	41,013	360,717	6.1%	\$94,552	
55	Management of Companies and Enterprises	4,572	136,817	2.3%	\$129,285	
56	Administrative and Waste Services	18,061	318,673	5.4%	\$36,818	
61	Educational Services	8,989	484,589	8.3%	\$57,039	
62	Health Care and Social Assistance	53,598	1,068,610	18.2%	\$50,744	
71	Arts, Entertainment, and Recreation	5,234	100,475	1.7%	\$32,709	
72	Accommodation and Food Services	28,419	474,698	8.1%	\$18,747	
81	Other Services (Except Public Administration)	32,570	201,392	3.4%	\$34,098	
92	Public Administration	5,100	235,216	4.0%	\$61,665	

Company Ownership						
Total, All Ownership		355,796	5,867,775	100.0%	\$55,627	
Private Ownership		342,486	5,193,970	88.5%	\$55,294	
Federal Ownership		2,707	96,947	1.7%	\$76,983	
State Ownership		1,451	130,700	2.2%	\$62,352	
Local Ownership		9,153	446,157	7.6%	\$52,896	

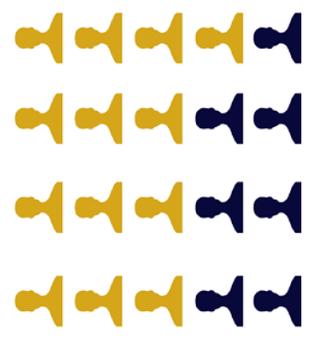
Occupational Employment (2016) and Wages (2018)						
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage	
	Total, All Occupations	6,181,960	\$22,410	\$50,030	\$63,830	
11-0000	Management	296,550	\$62,560	\$125,800	\$157,430	
13-0000	Business & Financial Operations	292,690	\$44,670	\$74,800	\$89,870	
15-0000	Computer & Mathematical	158,430	\$50,440	\$84,800	\$101,980	
17-0000	Architecture & Engineering	102,530	\$47,870	\$80,040	\$96,130	
19-0000	Life, Physical & Social Science	52,740	\$40,530	\$76,930	\$95,130	
21-0000	Community & Social Services	142,280	\$29,490	\$45,440	\$53,410	
23-0000	Legal	49,600	\$41,880	\$102,750	\$133,190	
25-0000	Education, Training & Library	341,210	\$27,340	\$59,870	\$76,140	
27-0000	Arts, Design, Entertainment, Sports & Media	81,900	\$23,560	\$51,080	\$64,840	
29-0000	Healthcare Practitioners & Technical	395,930	\$39,010	\$75,860	\$94,280	
31-0000	Healthcare Support	198,080	\$23,760	\$31,910	\$35,980	
33-0000	Protective Service	126,170	\$22,480	\$45,870	\$57,570	
35-0000	Food Preparation & Serving Related	498,670	\$17,510	\$24,400	\$27,840	
37-0000	Building & Grounds Cleaning & Maintenance	209,280	\$19,920	\$29,260	\$33,930	
39-0000	Personal Care & Service	279,300	\$18,910	\$26,320	\$30,030	
41-0000	Sales & Related	601,030	\$18,820	\$41,670	\$53,100	
43-0000	Office & Administrative Support	965,560	\$23,710	\$38,190	\$45,420	
45-0000	Farming, Fishing & Forestry	35,670	\$19,190	\$33,200	\$40,200	
47-0000	Construction & Extraction	254,290	\$31,770	\$53,070	\$63,730	
49-0000	Installation, Maintenance & Repair	239,150	\$29,360	\$48,770	\$58,470	
51-0000	Production	400,560	\$24,950	\$39,950	\$47,460	
53-0000	Transportation & Material Moving	460,360	\$22,430	\$37,040	\$44,350	

Note: 'ND' represents Non-Disclosable information.

**123,238**  
employers  
registered in  
PA CareerLink<sup>®</sup>

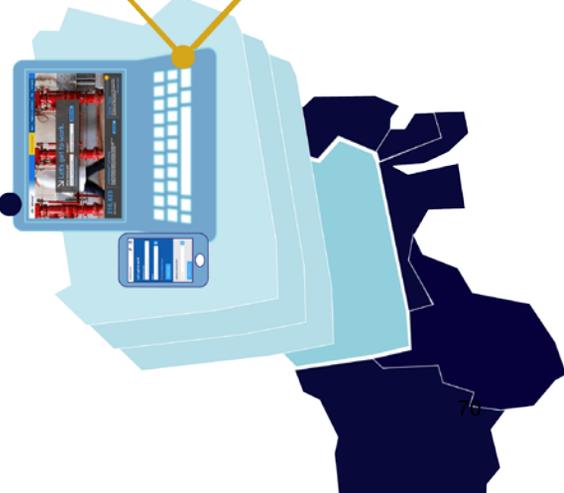
**287,341**  
candidates  
available to  
employers

**596,199**  
total site  
visits



**30%** of visitors are new  
to the site  
**70%** of visitors are  
returning

**185,062**  
site visits  
from a  
mobile  
device



**213,210**  
average job  
openings

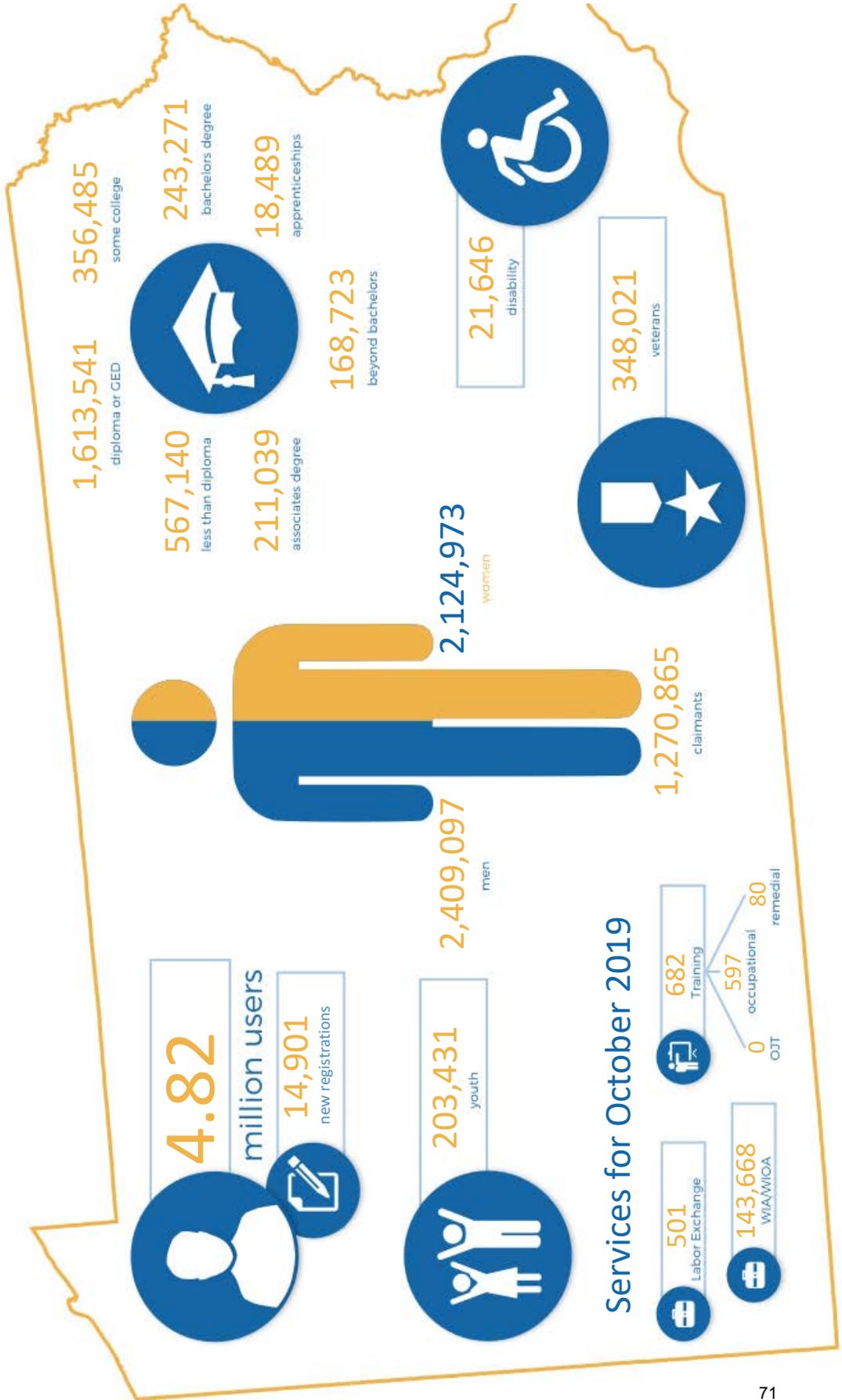
**906,715**  
job searches

**2,689**  
new jobs posted  
per day

Age of job postings  
are **60 days** or less

**227,516**  
job referrals  
submitted

# CWDS/PA CareerLink® User Demographics & Services



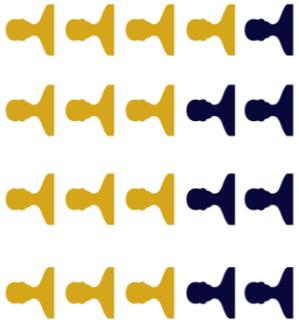
## Infographic Description

#	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

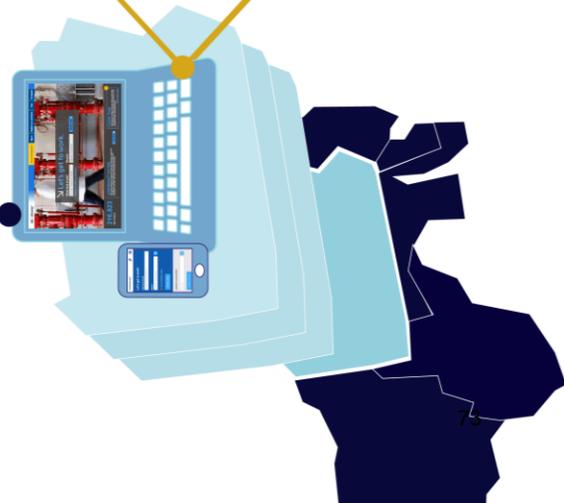
  
**123,238**  
employers  
registered in  
PA CareerLink®

  
**287,341**  
candidates  
available to  
employers

  
**513,513**  
total site  
visits

  
**31%** of visitors are new  
to the site  
**69%** of visitors are  
returning

  
**168,516**  
site visits  
from a  
mobile  
device



  
**213,210**  
average job  
openings

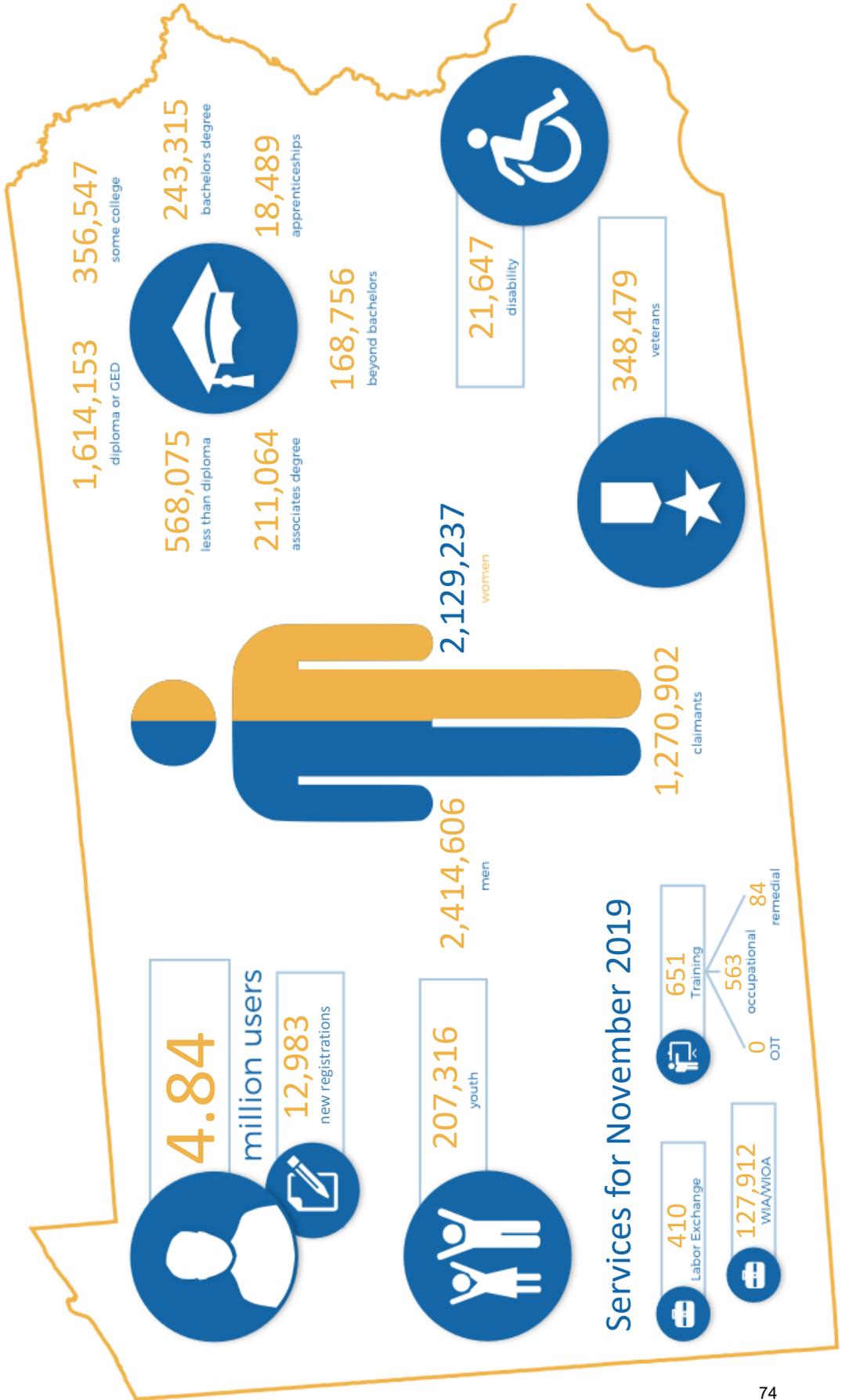
  
**764,058**  
job searches

  
**2,270**  
new jobs posted  
per day

Age of job postings  
are **60 days** or less

  
**211,368**  
job referrals  
submitted

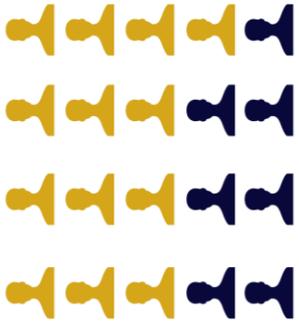
# CWDS/PA CareerLink® User Demographics & Services



  
**123,196**  
employers  
registered in  
PA CareerLink®

  
**288,121**  
candidates  
available to  
employers

  
**551,180**  
total site  
visits

  
**32%** of visitors are new  
to the site  
**68%** of visitors are  
returning

  
**193,961**  
site visits  
from a  
mobile  
device

  
**212,538**  
average job  
openings

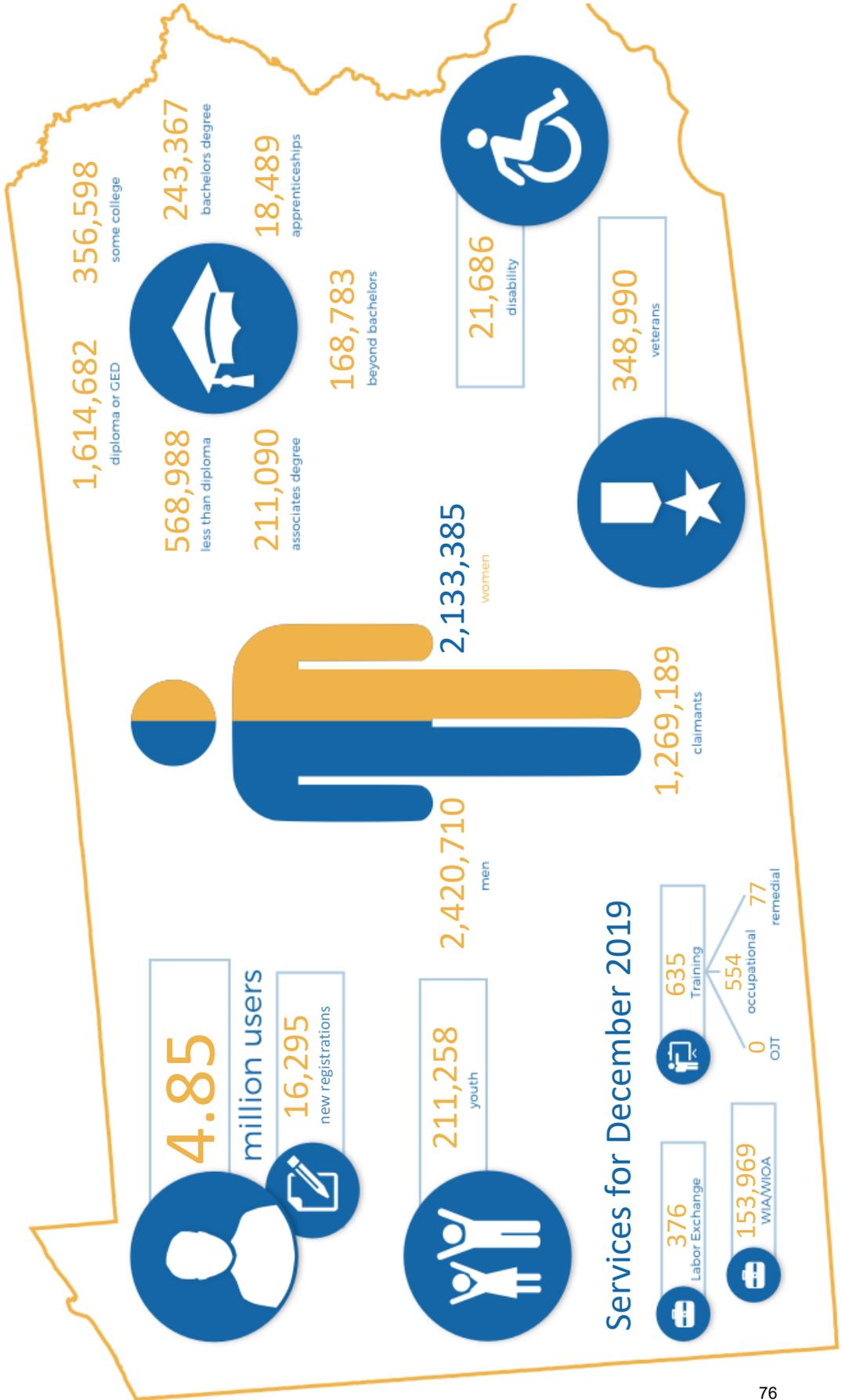
  
**792,701**  
job searches

  
**2,091**  
new jobs posted  
per day

Age of job postings  
are **60 days** or less

  
**214,767**  
job referrals  
submitted

# CWDS/PA CareerLink® User Demographics & Services



## 2019-2020 Business Education Partnerships Grant Awardees

The Pennsylvania Department of Labor & Industry awarded 19 entities Business Education Partnership (BEP) Grants to support the Commonwealth’s Workforce Innovation and Opportunity Act (WIOA) Combined State Plan. The grants support Governor Wolf’s vision of “jobs that pay, schools that teach, and government that works” by encouraging creativity and innovation in achieving one or more of the following goals for workforce development depicted in the WIOA Combined State Plan.

- These programs increase awareness of in-demand technical careers for students, parents, guardians, teachers, and school faculty.
- The Partnerships connect schools (teachers and faculty), employers, students, and parents with the goal of providing career-related experiences and exposure through soft skills development, internships, workplace shadowing, career mentoring and career tours to increase opportunities for all youth to participate in work based learning and similar experiences.

Grants were awarded utilizing 100% federal funding from the Workforce Innovation and Opportunity Act state set aside funds. A list of grantees and brief summaries of their projects follow.

<b>Applicant</b>	<b>Amount</b>
Berks County Workforce Development Board	\$110,955.00
Bucks County Workforce Development Board	\$118,200.00
Central County Workforce Development Board	\$121,080.00
Chester County Workforce Development Board	\$150,000.00
Delaware County Workforce Development Board	\$100,000.00
Lackawanna County Workforce Development Board	\$158,915.00
Lancaster County Workforce Development Board	\$100,000.00
Luzerne-Schuylkill Workforce Development Board	\$100,000.00
North Central Workforce Development Board	\$191,498.00
Northern Tier Workforce Development Board	\$131,006.00
Northwest Workforce Development Board	\$120,000.00
Philadelphia Workforce Development Board	\$137,951.64
Pocono Counties Workforce Development Board	\$100,000.00
South Central Workforce Development Board	\$200,000.00
Southern Alleghenies Workforce Development Board	\$77,387.00
Southwest Corner Workforce Development Board	\$100,000.00
Three Rivers Workforce Development Board	\$161,958.00
Tri-County Workforce Development Board	\$100,000.00
West Central Workforce Development Board	\$150,000.00
<b>Total</b>	<b>\$2,428,950.64</b>

**Grantee:** Berks County Workforce Development Board

**Grant Title:** Career Ready Berks: Connecting Our Students as the Next Generation of Workforce Talent

**Amount Awarded:** \$110,955.00

**Location:** Berks County

**Project Summary:** This demonstration project proposes to employ an innovative, multi-faceted approach to the continuing coordination and expansion of a framework of programs, inaugurated by the Career Ready Berks Pathways Alliance, designed to educate and enhance Berks County Middle/High School Teacher and Student awareness of exposure to diverse, but realistic education and career opportunities that will create, grow, and retain the next generation of workforce talent here in the Greater Berks County Region.

**Grantee:** Bucks County Workforce Development Board

**Grant Title:** Career Exploration and Employability Skills

**Amount Awarded:** \$118,200.00

**Location:** Bucks County

**Project Summary:** The Bucks County Workforce Development Board presents the "Career Exploration, Education and Preparation" project which will serve Bucks County School Youth and Bucks County Businesses. The project objectives are to increase career awareness and opportunities for students and educators of career paths in manufacturing, healthcare, and other in-demand industries in Bucks County.

**Grantee:** Central Workforce Development Board

**Grant Title:** Building Connections for Tomorrow

**Amount Awarded:** \$121,080.00

**Location:** Centre, Clinton, Columbia, Lycoming, Mifflin, Montour, Northumberland, Snyder, Union Counties

**Project Summary:**

This project will help prepare students to be future ready in Central PA by building opportunities to connect local businesses with parents, guardians, students and school districts to promote job opportunities and career pathways and identify the foundational skills students need to be employable. This will be accomplished through interactive and engaging events such as Parent "Pathways" Nights, a 12-month youth mentoring program, and the build-up of visual content to the industry cluster pages on [pathtocareers.org](http://pathtocareers.org) to be more appealing to a younger audience.

**Grantee:** Chester County Workforce Development Board

**Grant Title:** Chester County BEP

**Amount Awarded:** \$150,000.00

**Location:** Chester County

**Project Summary:** This Project provides hands-on career exploratory learning beyond the classroom for at least 1,200 elementary, middle and high school students, as well as 300 parents and educators. Goals of the project are to provide authentic learning for career awareness, expand the Career Ready Chesco website, and expand after school and Summer career academies to multiple year offerings within a high-priority industry, which will allow students to matriculate each year to a new level.

**Grantee:** Delaware County Workforce Development Board

**Grant Title:** Two Generation Career Exploration and Education Program

**Amount Awarded:** \$100,000.00

**Location:** Delaware County

**Project Summary:** The Delaware County Workforce Development Board proposes to continue the Two-Generation Career Exploration and Education Program to serve adults and high school students residing in Delaware County who are interested in exploring career pathways in Manufacturing or Health Care. The goal is to connect both students and their parents to pre-apprenticeship and apprenticeship programs with Delaware County employers and disrupt the cycle of intergenerational poverty.

**Grantee:** Lackawanna County Workforce Development Board

**Grant Title:** BEP 3.0 Excite, Explore, Excel (EEE)

**Amount Awarded:** \$158,915.00

**Location:** Lackawanna County

**Project Summary:** The design of the BEP 3.0-EEE Project is to reach approximately 4,000 elementary, intermediate, and high school students and educators with emphasis on the provision of career information, materials, instruction, interest inventories, and many other avenues that provide age-appropriate, hands-on career-related activities. The goal is to enable the acquisition of knowledge that promotes both short- and long-term career planning and decision-making capabilities.

**Grantee:** Lancaster County Workforce Development Board

**Grant Title:** Career Ready Lancaster

**Amount Awarded:** \$100,000.00

**Location:** Lancaster County

**Project Summary:** The objective of this Business-Education Partnership Grant opportunity is to provide relevant experiences for students and businesses in Lancaster County. Every high school senior in Lancaster County will graduate from high school with an achievable career and post-secondary plan that will maximize their talents and afford them with a family-sustaining quality of life.

**Grantee:** Luzerne-Schuylkill Workforce Development Board

**Grant Title:** Invest In Your Future II

**Amount Awarded:** \$100,000.00

**Location:** Luzerne, Schuylkill Counties

**Project Summary:** The Invest in Your Future II Project combines job skills training through Workplace Boot Camp, paid internships, mentoring initiatives, and community wide career awareness events. The project will provide students with real-world experience and boost employability upon graduation.

**Grantee:** North Central Workforce Development Board

**Grant Title:** Workforce Solutions – Business and Education Connect

**Amount Awarded:** \$191,498.00

**Location:** Cameron, Clearfield, Elk, Jefferson, McKean, Potter Counties

**Project Summary:** Objectives of this continuation project are to ensure that elementary, middle and high school students, parents, and guardians as well as school districts in the six-county region are aware of the career opportunities in our region and in the Commonwealth, to ensure an understanding of the education and skill needs of these jobs, and to increase outreach to additional community partners, students and the WIOA Youth Provider. This will in turn ensure that a pipeline of workers is being created for local employers and addressing the skills gap.

**Grantee:** Northern Tier Workforce Development Board

**Grant Title:** NT Business Education Partnership – Career Coaches

**Amount Awarded:** \$131,006.00

**Location:** Bradford, Sullivan, Susquehanna, Tioga, Wyoming Counties

**Project Summary:** This project will continue the extremely successful NT BEP for a sixth year. It will expand services to include increased connections to work-based learning opportunities, more connections to STEM activities, and increased parental involvement.

**Grantee:** Northwest Workforce Development Board

**Grant Title:** Student in the Workplace

**Amount Awarded:** \$120,000.00

**Location:** Clarion, Crawford, Erie, Forest, Venango, Warren Counties

**Project Summary:** The Students in the Workplace demonstration project will offer experimental opportunities to students to interact with employers and employees in high-demand occupations in their community. Emphasis will be placed on low-income middle and high school students, and their families that meet WIOA eligibility requirements.

**Grantee:** Philadelphia County Workforce Development Board

**Grant Title:** Influencing STEM Choices in Middle School for Intentional Transitions to CTE Programs

**Amount Awarded:** \$137,951.64

**Location:** Philadelphia County

**Project Summary:** Philadelphia Works (PW) with their partners The Philadelphia Youth Network (PYN), STEAM Works Studio and the School District of Philadelphia (SDP), as well as engaged employer partners in Transportation & Logistics, Healthcare, and Business Services, will provide career exposure to 200 rising 7th, 8th, and 9th grade students. This demonstration project will engage students and build their families' interest in middle-skill, high-skill and professional careers in high-priority industries.

**Grantee:** Pocono Counties Workforce Development Board

**Grant Title:** Pocono Counties Business Education Partnership Program

**Amount Awarded:** \$100,000.00

**Location:** Monroe, Pike, Wayne Counties

**Project Summary:** This emerging business-education partnership is a continuation project. It is a collaborative effort among educators, business, community groups, and workforce and economic development organizations to develop a county-wide mentoring and internship program that will empower high school students from challenged backgrounds to achieve college and career success through skills training and meaningful work experiences.

**Grantee:** South Central Workforce Development Board

**Grant Title:** Career & Workforce Readiness

**Amount Awarded:** \$200,000.00

**Location:** Adams, Cumberland, Dauphin, Franklin, Juniata, Lebanon, Perry, York Counties

**Project Summary:** This project will be a continuation and expansion of the existing plan. The goal is to provide a regional platform/opportunity to share experiences, leverage partnerships for economies of scale and equity, to avoid duplication of efforts and share best practices, and develop new career planning programs and activities. Efforts will be focused on expanding outreach to all stakeholders; students, parents, educators, employers and community-based organizations.

**Grantee:** Southern Alleghenies Workforce Development Board

**Grant Title:** STEM Ecosystem EnVISION: An Explosion of Collaboration is on the Horizon in the Southern Alleghenies

**Amount Awarded:** \$77,387.00

**Location:** Bedford, Blair, Cambria, Fulton, Huntingdon, Somerset Counties

**Project Summary:** The objectives of this project are to motivate students in grades 6 through 12 to pursue STEM and technology careers, provide educators opportunities to gain knowledge and insights from employers, including understanding their current needs versus the skills gaps in order to drive the development of curriculum enhancements, extend opportunities to employers, parents, and schools to develop our future workforce through innovative and interactive activities, and build partnerships that cultivate an ecosystem that promotes training and encourages resource-sharing.

**Grantee:** Southwest Corner Workforce Development Board

**Grant Title:** Business Education Partnership

**Amount Awarded:** \$100,000.00

**Location:** Beaver, Greene, Washington Counties

**Project Summary:**

This project will continue the development and coordination of a continuum of programs and partnerships that connect area youth to careers that offer sustaining wages and growth potential. The Southwest Corner Business Education Partnership will result in local youth, parents, guardians, educators, and school administrators acquiring the resources, knowledge, and skills necessary for informed career choices, which is especially vital regarding the education and training required to pursue careers in high-demand, high-growth industries.

**Grantee:** Three Rivers Workforce Development Board

**Grant Title:** Partner4Work Business-Education Project

**Amount Awarded:** \$161,958.00

**Location:** Pittsburgh and Allegheny County

**Project Summary:** This project will build upon existing business-education partnerships to provide 20 student participants aged 16-21 with part-time, limited-term, paid employment opportunities within designated City of Pittsburgh work areas. This group will receive at least 24 hours of relevant training curriculum and at least 144 hours of work experience working among city employees and reporting to city supervisors, offering a unique opportunity for real-life work exposure.

**Grantee:** Tri-County Workforce Development Board

**Grant Title:** Business Education Partnership

**Amount Awarded:** \$100,000.00

**Location:** Armstrong, Butler, Indiana Counties

**Project Summary:** The partnership will connect schools, employers, parents, and students to career-related experiences and opportunities through employer tours, summer camps, workplace shadowing, career mentoring etc. Objectives include the following: identify gaps between education and employers in preparing the emerging workforce for regional career and employment opportunities; support capacity building to ensure the business educational partnership can support its mission and to attain sustainability; and provide career awareness to youth linked to regional high demand occupations.

**Grantee:** West Central Workforce Development Board

**Grant Title:** Business Education Partnership – Career Connections

**Amount Awarded:** \$150,000.00

**Location:** Lawrence, Mercer Counties

**Project Summary:**

West Central Workforce Development Board (WCWDB) will act as intermediary to convene strategic planning sessions with educators and employers in the two-county area. The main objective is to develop a comprehensive approach promoting awareness of high priority career pathways and occupations in the local area. The approach will assist: educators to become familiar with high priority occupations in the area and the education requirements needed to secure those jobs; school districts to meet the requirements of the PA Department of Education's (PDE) Chapter 339; students and parents to make informed career planning decisions; employers in the local area to attract qualified applicants for vacancies in their companies.

## 2019 Youth Reentry Grant Awardees

The Pennsylvania Department of Labor & Industry awarded 10 entities Youth Re-Entry Grants to support the Commonwealth’s Workforce Innovation and Opportunity Act (WIOA) Combined State Plan. The purpose of this grant is to support youth reentry programs that will blend academic and occupation training, provide specific linkages to area employers in high-priority/in-demand occupations, provide needed supportive services and mentorship, and offer clear connections to education and training.

Additionally, these programs will feature close working relationships between Local Workforce Development Boards (LWDB’s), the PA CareerLink® system, county and/or state justice systems, community or faith-based organizations, the federal bonding program, career and technical education centers, Job Corps, and institutions of higher education. The grants support expanded youth reentry programs for young people, 18-24 years old. The goal of this initiative is to engage youth, who were incarcerated or were subjected to the justice system, in a career pathway leading to postsecondary education, advanced training, and/or meaningful employment. Additional objectives of this grant are to:

- Identify significant barriers to pursuing education/lack of a high school diploma/GED.
- Addresses service delivery to participants with a criminal record or other significant contact with the justice system.
- Bring together county and/or state justice systems, including Pennsylvania Academic & Career/Technical Training (PACTT) affiliates, judges, corrections staff, parole boards, county commissioners, business, education, workforce, and provider partners to achieve the overall project goals.
- Establish connections to postsecondary education so that participants can be exposed to the importance of advanced education and, in appropriate circumstances, to enroll in and begin taking college courses.
- Maintain connections to employers and jobs, including paid work experience opportunities, to ensure that participants can be self-sufficient while they are moving towards academic and occupational credentials.

Grants were awarded utilizing state Reemployment Fund resources. A list of grantees and brief summaries of their projects follow.

<b>Applicant</b>	<b>Amount</b>
Berks County Workforce Development Board	\$500,000.00
Lackawanna County Workforce Development Board	\$500,000.00
Lehigh Valley Workforce Development Board	\$988,924.73
Luzerne-Schuylkill Workforce Development Board	\$500,000.00
South Central Workforce Development Board	\$500,000.00
Southern Alleghenies Workforce Development Board	\$492,509.00
Southwest Corner & Westmoreland/Fayette Workforce Development Boards	\$500,000.00
Three Rivers Workforce Development Board	\$527,463.73
Tri-County Workforce Development Board	\$500,000.00
West Central Workforce Development Board	\$800,000.00
<b>Total</b>	<b>\$5,808,897.46</b>

Grantee: Berks County Workforce Development Board  
 Grant Title: Berks Connections: R3 Prep for Young Adults  
 Amount Awarded: \$500,000.00  
 Location: Berks County

Project Summary: The Berks County Workforce Development Board (Berks WDB), will integrate and draw upon the success of two well-established and proven programs, PA Career-Link® Berks County's Young Adult Program (ResCare) and Berks Connections/Pretrial Services' Rebuilding Reentrants and Reading (R3). "R3 Prep" is designed to implement an adaptive life skill and academically-focused preparatory pathway enabling 18 to 24-year-old "Justice-Affected Individuals" to co-enroll in and successfully complete a dual-track learning experience that can lead to both educational advancement and long-term professional development in apprenticeship, family-sustaining careers. R3 Prep will provide educational, social, and cognitive supports to reentrant and justice-affected young adults to prepare them for success in Rebuilding Reentrants and Reading (R3), a premiere registered pre-apprenticeship program whose outcomes regarding employment success and recidivism reduction have been well documented.

Grantee: Lackawanna County Workforce Development

Board Grant Title: Lifeline to Success

Amount Awarded: \$500,000.00

Location: Lackawanna County

Project Summary: The Lackawanna County Workforce Development Board, in collaboration with Pathstone Incorporated, proposes an aggressive plan of action to expand/enhance the availability of educational, employment, and training services for 75, 18 to 24-aged young adults in Lackawanna County. The goal of this initiative is to comprehensively support youth who were incarcerated or subjected to the juvenile justice system through the provision of intensive, one-on-one case management services; adult mentoring; GED preparation and testing; occupational skills training; work experience; On-The-Job Training (OJT) opportunities; and additional supportive services such as child care assistance, housing assistance, work-related clothing, attainment of a driver's license, other transportation reimbursements, and linkages/referrals to other community services, as appropriate. This, in turn, expands the goal to placement in employment in areas where the affected youth will succeed, thrive, and avoid prior pitfalls.

Grantee: Lehigh Valley Workforce Development Board

Grant Title: Lehigh Valley Youth Reentry Demonstration Project

Amount Awarded: \$988,924.73

Location: Lehigh and Northampton Counties

Project Summary: The Workforce Board Lehigh Valley (WBLV) will integrate the PA CareerLink® Lehigh Valley workforce system into Justice Systems of Northampton and Lehigh Counties that provide referrals of youth who were incarcerated or subject to the justice system to re-engage youth into education, training and employment with personalized services of skills and interest assessments, career pathways, supportive services, and case management. Our post-secondary education partners, Northampton Community College and Lehigh Carbon Community College, will coordinate the education and training needs of participants, and the PACTT Alliance will provide expertise in Employability and Soft Skills. WBLV will design, develop and conduct a comprehensive targeted outreach campaign, resulting in referral and enrollment of Youth Reentry program participants. The coordination process established through the LEAP program will be enhanced through the purposes of the Youth Reentry Demonstration Grant, which will reengage youth ages 18-24 into education, training, and employment.

Grantee: Luzerne/Schuylkill Workforce Development Board

Grant Title: Project REAL (Reconnect, Engage, Advocate and Lead)

Amount Awarded: \$500,000.00

Location: Luzerne and Schuylkill Counties

Project Summary: The LSWIB will leverage existing WIOA Career Navigators and Business Services Representatives and hire a FTE Life Coach/Family Advocate, .5 FTE Intake/Outreach Coordinator, and .5 FTE Career Navigator to provide the specialized services to a minimum of 50 reentry young adults referred from the courts and other justice-involved organizations. We will provide them with individualized services designed to alleviate their barriers to employment and one-on-one mentoring. Job-ready young adults will then be placed in a carefully chosen work experience that will lead to unsubsidized employment and self-sufficiency.

Grantee: South Central Workforce Development Board

Grant Title: South Central Youth Reentry Initiative

Amount Awarded: \$500,000.00

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

Project Summary: Implement a Youth Reentry program that utilizes embedded staff, mentorship, technology and post release engagement to serve incarcerated youth between the ages of 18-24. The objective is to serve 24 youth, 8 at each of three facilities.

Grantee: Southern Alleghenies Workforce Development Board

Grant Title: reSTART Youth

Amount Awarded: \$492,509.00

Location: Bedford, Blair and Cambria Counties

Project Summary: reSTART Youth will provide a platform for essential collaboration between workforce development services, the juvenile justice system, and service providers necessary for strategic removal of barriers faced by youth reentrants and the vital continuum of care for successful, sustainable, gainful employment.

Grantee: Southwest Corner and Westmoreland/Fayette Workforce Development Boards

Grant Title: The Youth Reentry Cooperative Network

Amount Awarded: \$500,000.00

Location: Beaver, Fayette, Greene, Washington and Westmoreland Counties

Project Summary: The Youth Reentry Cooperative Network (YRCN) is a collaborative project between the Southwest Corner Workforce Development Board and the Westmoreland-Fayette Workforce Development Board. The program will serve youth ages 18-24 from Beaver, Fayette, Greene, Washington, and Westmoreland Counties who were incarcerated or were subjected to the justice system. Through program efforts, participants will engage with career pathways that will include post-secondary education, soft-skills training, advanced training, and/or meaningful employment. If the returning youth does not have a high school diploma, youth will be worked back into the school system, or connected to a local GED/remediation program which is offered within all PA CareerLink® centers.

Grantee: Three Rivers Workforce Development Board

Grant Title: Partner4Work Youth Reentry Demonstration Project

Amount Awarded: \$527,463.73

Location: Allegheny County and the City of Pittsburgh

Project Summary: A partnership between Partner4Work, Allegheny County DHS, Auberle, Allegheny County Jail Collaborative and local programs targeted at foster care young adults will work to provide young adults with justice system involvement opportunities for targeted workforce training programs that are tied directly to employers. Participants will be recruited based upon their interest in several in-demand industries in Allegheny County and the City of Pittsburgh, with employers assisting in developing a screening process to ensure participants are entering fields in which they have long-term interest and meet some initial criteria. This program will build upon existing programming, especially that of the Auberle Employment Institute, and create targeted career pathway opportunities for participants, while providing them necessary support to complete any trainings or on-the-job work experiences.

Partner4Work has recruited several employers (and will add more during a planning phase) to help guide training program development.

Grantee: Tri-County Workforce Development

Board Grant Title: Youth Reentry Demonstration

Project Amount Awarded: \$500,000.00

Location: Armstrong, Butler and Indiana Counties

Project Summary: The Tri-County Workforce Investment Board, Inc. (TCWIB) serving Armstrong, Butler, and Indiana Counties is proposing a project for a youth reentry program piloted in Butler County for young adults, ages 18-24 who were incarcerated or were subjected to the justice system (30 per year). The goal is to engage youth in a career pathway leading to postsecondary education, advanced training, and/or meaningful employment. The program will prepare young adults with secondary dropout reengagement and align individuals' skill sets and training gaps to pursue the relevant education and employment. It is hoped that youth will explore and begin a career pathway that will increase opportunities through life and decrease recidivism.

Grantee: West Central Workforce Development Board

Grant Title: Community Connections

Amount Awarded: \$800,000.00

Location: Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango and Warren Counties

Project Summary: The project partners will: conduct participant risk assessments for probability of success in the program; needs assessments to determine - skill sets and training gaps, need for supportive services, services and activities to be scheduled, training options, case management and support systems, and progress of individuals through training and/or employment. Participants without a high school diploma will be enrolled in literacy instruction and co-enrolled in career exploration to identify a career pathway to pursue. Each participant will be assigned a joint adult mentoring team for advice throughout program participation. The adult mentoring team will refer individuals when appropriate for co-enrollment in WIOA services. WIOA funds will be utilized to place eligible participants in paid work experience, On the Job Training (OJT) and/or Individual Training Accounts (ITAs).



**pennsylvania**  
**WORKFORCE DEVELOPMENT BOARD**

**Tom Wolf**  
Governor

**Jeff Brown**  
Chair