



## Quarterly Meeting Briefing Book

Tuesday, August 13, 2019  
10:00 AM to 2:00 PM

Pennsylvania School Boards Association  
400 Bent Creek Boulevard  
Mechanicsburg, Pennsylvania

**Tom Wolf**  
Governor

**Jeff Brown**  
Chair



# Quarterly Meeting Briefing Book

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**Quarterly Meeting**

Tuesday, August 13, 2019

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 May 1, 2019 Quarterly Meeting Minutes – **VOTE**
  - Governor's Budget Updates
  - 2020 WIOA Combined State Plan Timeline and Process
- 10:20 AM Local Workforce Development Board Partner Updates  
Presenter: Nancy Dischinat, Executive Director, Lehigh Valley Workforce Investment Board, Inc.
- 10:55 AM PA WDB Agency Updates  
Presenters: Departments of Agriculture, Aging, Community and Economic Development, Corrections, Education, Human Services, Labor & Industry
- 11:30 AM Workforce Innovation and Opportunity Act (WIOA) Refresher: Title IV-Vocational Rehabilitation Presenter: Ralph Roach M.S., CRC, PA-LPC, PA Department of Labor & Industry, Office of Vocational Rehabilitation
- 12:15 PM Working Lunch
- 12:45 PM Committee Updates
- Industry Partnership and Employer Engagement, Chair John "Ski" Sygielski, Ed.D.
  - Healthcare Workforce Ad Hoc, Chair Matt Yarnell
  - Youth, Chair James Kunz
  - Reentry Ad Hoc, Jeff Brown
  - Continuous Improvement, Chair Brian Funkhouser
  - Career Pathways and Apprenticeship, Chair Julene Campion



1:15 PM Workforce Innovation and Opportunity Act (WIOA) Refresher: Title II-Adult Basic Education  
Presenter: Amanda Harrison, PA Department of Education, Division of Adult Education

1:50 PM Public Comment Period

2:00 PM Adjourn – **VOTE**

**Next Meeting:** Wednesday, November 6, 2019 at the Pennsylvania School Boards Association

## Quarterly Board Meeting

Wednesday, May 1, 2019

10:00AM to 2:18PM

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

### Meeting Minutes

#### Attendance

**Members:** Jeffrey Brown, Chair; Secretary Jerry Oleksiak; Secretary Pedro Rivera; Secretary Russell Redding; Secretary Meg Snead; Secretary Robert Torres; Secretary Teresa Miller; Deputy Secretary Eileen Cipriani; Representative Morgan Cephas; Denise Andahazy; Jodi Pace; Henry Nicholas; Pete Klein; Frank Sirianni; Sarah Hollister; Patrick Eiding; Jessica Trybus; James Kunz; Nick Gilson; Tim Bean; Marguerite Kline; Michael Pipe; James Harper Jr.; Carrie Lenze; Ron Kratofil; Christopher Hackett; John "Ski" Sygielski; Deputy Secretary Allison Jones, for Governor Wolf; Deputy Secretary Christian Stephens, for Secretary John Wetzel; Deputy Secretary Carol Kilko, for Secretary Dennis Davin; Patrick Cawley, for Senator Bartolotta; Shannon Walker, for Representative Ryan Mackenzie; Margie McKeivitt, for Diane Ellis Marseglia; Lisa Williams, for Matt Yarnell; George Piasecki, for Bob McAuliffe; Steve Holsinger, for Wendie DiMatteo-Holsinger

**Presenters:** Secretary of Policy and Planning Meg Snead; Keystone Economic Development and Workforce Command Center Executive Director Zach Reber; Scott Sheely, PA Department of Agriculture; Dave Miles, PA Department of Aging; Deputy Secretary Carol Kilko, Department of Community and Economic Development; Deputy Secretary Christian Stephens, PA Department of Corrections; Secretary Pedro Rivera, PA Department of Education; Secretary Teresa Miller, PA Department of Human Services; Secretary Jerry Oleksiak and Deputy Secretary Eileen Cipriani, PA Department of Labor and Industry; Secretary Pedro Rivera, Julie Kane, and Laura Fridirici, PA Department of Education; Dr. Gennaro R. Piraino Jr, Superintendent at Franklin Regional School District; Executive Bill Thompson, Westmoreland/Fayette Workforce Development Board; Chair James Kunz, Youth Committee; Chair John "Ski" Sygielski, Industry Partnerships and Employer Engagement Committee; Co-Chair Jeffrey Abramowitz, Reentry Ad Hoc Committee; President & CEO H. Patrick Clancy, Philadelphia Works

**Staff:** Executive Director James Martini, Deputy Director Tracey Turner, Mary Hoskins

#### Welcome and Introductions

Chair Brown called the Quarterly Meeting to order at 10:07 AM and noted that it was a packed agenda since the last quarterly meeting was missed.

#### Chair's Updates

Chair Brown sought a motion to approve the minutes from October 23, 2018.

**MOTION:** Mr. Nicholas moved to approve the October 23, 2018 minutes. Mr. Hackett seconded the motion. The motion passed unanimously.

Chair Brown sought a motion to approve the revised bylaws.

**MOTION:** Mr. Nicholas moved to approve the revised bylaws. Mr. Eiding seconded the motion. The motion passed unanimously.

### **Governor's Budget Update**

PA Policy and Planning Secretary Meg Snead provided a quick update as to the outlook of the budget. Secretary Snead noted that the Governor's proposed budget, from back in February, heavily invested in education and workforce. Secretary Snead also highlighted some of the Governor's other plans including SWEAP (Statewide Education Accountability Program), Teacher in the Workplace and building the success and impact of the \$30 million PA Smart initiative by adding another \$10 million for CTE and manufacturing in PA as well as another initiative that supports community college students with tuition assistance. Secretary Snead noted that negotiations were just beginning on the budget and that there would be a more expansive update at the next meeting. The Governor's Office is also proposing Restore Pennsylvania which is a severance tax that would generate \$4.5 billion for infrastructure investment. An executive order from the governor established the PA Keystone Economic Development and Workforce which hosts a collaboration between the Departments of Community and Economic Development, Labor and Industry, State and external partners including the AFL-CIO, the PA Chamber, and the Team PA Foundation. Secretary Snead also introduced Zach Reber who is serving as the executive director of the Workforce Command Center.

Chairman Brown invited Zach Reber to give an outline of the work of the Command Center.

Keystone Economic Development and Workforce Command Center Executive Director Zach Reber noted that the Command Center's focus at the moment is to learn what each agency and organization has a part in as related to workforce programs and strategies. Mr. Reber remarked that when Gov. Wolf signed the executive order in February a plan was laid out to create a public-private partnership to address workforce-related issues and recommend action to eliminate impediments to employment and better align resources to position PA for a skilled workforce and competitive business climate. Mr. Reber also noted that there are six co-chairs for the Command Center but there is also representation from the Departments of Human Services, Agriculture, Corrections, and Education, the Office of the Auditor General and the State Workforce Development Board. Mr. Reber concluded his remarks by asking that if anyone had any recommendations to align programs or identify barriers that should be addressed to pass them onto Mr. Martini or email [workforcecommandcenter@pa.gov](mailto:workforcecommandcenter@pa.gov).

Chairman Brown commented that while it may seem like the Command Center and the State Workforce Development Board are doing similar work but that is not the case. The Command Center seems to be a way for the State Workforce Development Board to advance policy recommendations as well as magnify recommendations and receive bipartisan support.

Mr. Gilson asked if the data could happen in real-time or if it was recommendation based and if the Board had the power to change anything. Chairman Brown answered that the Board could recommend ideas to the Governor but that the command center could potentially expedite the process. Chairman Brown also commented that the command center could help the government keep up with market conditions.

Chairman Brown then asked Mr. Nicholas Gilson to introduce himself to the Board since it was his first meeting. Mr. Gilson stated that he started his company, Gilson Snow, with his business partner, Austin Royer to bring a radically differentiated technology to the world of snow sports. Gilson Snow built a manufacturing facility in Pennsylvania and they use locally-sourced lumber. In the last six years they have expanded across the United States and the world.

Mr. Eiding commented that he was worried that the Board collectively had not established an identity for itself and that recommendations were forming sporadically. Mr. Eiding commented that if the Board was just going to have to go to the Governor through a different route that the local boards would be even further away. Chairman Brown commented that he still carries concerns, but they will wait to see how it unfolds and give feedback if it is not going in a good direction, but that he felt optimistic.

Chairman Brown asked another new member, Sarah Hollister, to introduce herself. She currently serves as the Vice President of Youth and Gateway programming at JEVS Human Services. Ms. Hollister comments that she has a strong K-12 policy education background and is currently overseeing a lot of youth workforce initiatives and pre-apprenticeship/apprenticeship work.

Secretary Snead commented that her take on the Command Center is that is supposed to increase collaboration among state agencies and is modeled after the Opioid Command Center. Sec. Snead asked that if members think that the work is duplicative to let her, or Allison Jones know. Executive Director Martini also later commented that changes can either be an executive order, go through the legislative process, or go through agencies and that changes through agencies can usually move quicker.

Mr. Martini also commented that the Auditor General is also a part of the Command Center and that after Chairman Brown and himself presented on the work of the Board, the Auditor General presented afterwards and was very positive about the steps workforce development has been taking. Mr. Martini commented that he would share the results of the audit with the Board within weeks of the meeting. Mr. Martini then remarked that the Board is moving into the 2020 Workforce Innovation and Opportunity Act planning process as every four years, a Combined State Plan must be submitted. Meetings around broad goals and sub goals have been occurring. The Board will be asked to comment on issues that arise out of those conversations. Mr. Martini commented that engagement will begin with local board partners starting with the Pennsylvania Workforce Development Association Conference. The Board also submitted the annual report that is required under the Pennsylvania Workforce Development Act and was able to highlight much of the good work that Pennsylvania has done. Mr. Martini noted remarked that Board members' annual Ethics Commission statements on financial interests were due Wednesday, May 1<sup>st</sup>.

Chairman Brown asked if the PA annual report was in the briefing book and Mr. Martini commented that it was not but would happily be supplied if requested.

Mr. Sygielski commented that he wanted to commend the staff for putting out the annual report because it was interesting to see the different activities that are happening in the state.

Mr. Martini introduced two new staff members, Deputy Director Tracey Turner whose background was working in the in the state for youth programming and Mary Hoskins whose background is through the federal bonding program.

Chairman Brown then stated that the meeting was going to transition to agency reports starting with agriculture.

### **Agency Reports- Agriculture**

Scott Sheely, the Special Assistant for Workforce Development at the Pennsylvania Department of Agriculture, commented that it was a busy six months for agriculture. One of the main projects was teaming up with the Pennsylvania Department of Education to create the Pennsylvania Commission for Agriculture Education Excellence. The entity is supposed to look at the agriculture education system in PA and make recommendations about gaps that have been identified. Mr. Sheely noted that the Pennsylvania Farm Show is always a great opportunity to talk to the public about agricultural careers. During the Farm Show, there was almost 100 different 30 to 60-minute programs that highlighted ag careers. The Department of Agriculture also collaborated with the Department of Veterans and Military Affairs to honor veterans with specific focus on veterans in agriculture. The Department has also been working with apprenticeship and supporting efforts of PASA for more agriculture production-oriented apprenticeships, especially agriculture equipment service technicians. There is a critical shortage of workers in that field. Mr. Sheely also remarked that the PA Department of Agriculture has a lot of work going on in Western PA to do gap training (a food safety program). The Department of Agriculture working to put together the Pennsylvania Environmental Education Advisory Council while participating in the Agriculture Labor Coalition to discuss how immigration affects agriculture labor throughout the US. Mr. Sygielski asked if community colleges will be engaged in developing or using the curriculum to work with the equipment association to provide training on farm equipment. Mr. Sheely answered that the Department of Agriculture is trying to tap anybody that could provide the training as they want it to become a statewide project. The program is currently based in Lancaster, but it will grow.

### **Agency Reports- Aging**

Mr. Dave Miles, the Senior Community Service Employment Program (SCSEP) program manager, stated that they are they are the only employment and training program that is designed for 55 years and older Pennsylvanians. The focus of the program is to train people in community service activities to help them get real world experience and training. They are currently set to meet all their goals and are going to place almost a hundred people out of the program into unsubsidized employment.

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

Deputy Secretary for Business Financing, Ms. Carol Kilko noted that she would just be commenting on the highlights of what DCED has been working on as the full report is in the briefing book. Gwen Ross has been working with Labor and Industry to provide support on the Next Generation Industry Partnerships. DCED also has a pre-apprenticeship/ apprenticeship grant program and they have done 30 programs with the funds they had. Within the program they are able to help pay for classroom training but can only pay up for up to five apprentices per program because of the funds that they have. DCED also has Manufacturing Training to Career. The program works with various service providers like CTCs, community colleges, and nonprofit organizations. There are short training programs, an example is one with training for English in Reading. Another program is the Workforce and Economic Development Network program (WEDnet) which is incumbent worker training. Chairman Brown asked if DCED worked directly with the employers on the programs and Ms. Kilko responded that they did because it is DCED's interest.

Ms. Andahazy commented that as an employer, her company has used WEDnet and that it is a valuable tool for employers.

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

Mr. Stephens commented that the primary goal is to work with individuals to ensure that they had the opportunity to identify a career path prior to being released and to send them back to a community work ready. Mr. Stephens also noted that Corrections was working closely with Labor and Industry to educate the public as to the benefits of hiring a re-entrant. As of April 2019, there was a 65 percent employment of individuals previously incarcerated and the rate for that measurement has jumped 15 percent in the last three years. Corrections has also been teaming up with the private sector, specifically the Community College of Allegheny County where individuals are trained in vocational, construction, ServSafe type of employment. Mr. Stephens also notes that the Department of Corrections now has the ability to work with individuals inside the prisons and once they are released.

Ms. Andahazy asked Mr. Stephens who she could contact at the Department of Corrections about hiring people who are currently incarcerated as her business has done that in other areas. Mr. Stephens asked Ms. Andahazy contact him.

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

PA Department of Education Secretary Pedro Rivera commented that progress is being made for talking between agencies and that the first public library and PA CareerLink® office partnership out in Johnstown is proof of that. Secretary Rivera also remarked that delivery grants have been going out as the Department of Education is looking beyond traditional adult basic education. Another major initiative of the Department of Education is through the Governor's initiative to look at PA Smart STEM and computer science grants. They are starting many of the students into STEM as early as kindergarten, but screen time is not the only component that the children get when learning those aspects.

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

PA Department of Human Services Secretary Teresa Miller commented that many exciting things are happening at the Department of Human Services as they are redesigning some of their programs. Human Services is currently working on a statewide comprehensive online resource and referral tool. Sec. Miller comments that the department has been very focused on social determinants, but the online tool should be able to help them better help the people in need. Employment First continues to be a major priority for Human Services. Sec. Miller noted that they have the Governor's Executive Order and legislation that became law, so they will continue in moving forward to connect people with disabilities to competitive integrated employment. Sec. Miller also asked that anyone that has input as they are developing their 2020 SNAP employment and training plan to reach out. Some of the major components of the SNAP program are SNAP KEYS, the SNAP Work Ready program, and the SNAP 50/50 project. The SNAP 50/50 program allows the Dept. of Human Services to partner with entities that provide training and certificates in an effort to help individuals get jobs and they hope to expand the program. Sec. Miller noted that if anybody wanted more information to reach out to Tamila Lay at [tlay@pa.gov](mailto:tlay@pa.gov).

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

PA Department of Labor and Industry Deputy Secretary of Workforce Development Eileen Cipriani commented that the report in the Briefing Book was actually the report for February and that the May quarterly meeting report would be sent out as soon as possible. Deputy Secretary Cipriani also wanted to highlight the collaborations and grants being funded around the system so that the good work is recognized. PA CareerLink® commercials also started airing on TV, radio, social media, and billboards. Nick Gilson chimed in that his team could possibly help advise on the social media aspect of the advertising. Deputy Secretary Cipriani also expressed that the Department of Labor and Industry along with the Department of Education awarded 59 awards totaling \$2.6 million for Teacher in the Workplace and there has been tremendous positive feedback so far. The Department is also still working towards getting apprenticeship numbers on CWDS. Labor and Industry are also now sharing data on SNAP, SNAP 50/50, and medical assistance. Deputy Secretary Cipriani also thanked Mike White and Chris Manlove for their work on their report in conjunction with DHS and DCED. Deputy Secretary Cipriani remarked that everyone should visit their local CTC because she and Secretary Oleksiak are halfway through visiting all 84 of them in the state and the visits have been remarkable. The Department of Labor and Industry also just recently released PA Smart grants focusing on early childhood education and nine institutions of higher ed are involved at the moment.

PA Department of Labor and Industry Secretary Gerry Oleksiak commented that he has heard how much teachers love the Teacher in the Workplace program. Secretary Oleksiak explained that the teachers have been finding the program very beneficial because they are taking what they learned back to their classroom. Secretary Oleksiak asserted that he has been involved in the Keystone Command Center and that has been beneficial because partners are learning everything that has been going on in the commonwealth with workforce development. Secretary Oleksiak commented that the Command Center is going to get a list of what everyone is working on or wants to do in an effort to not duplicated services and find ways to work together. Secretary Oleksiak remarked that he and Deputy Secretary Cipriani went to one of his favorite events the day before, What's So Cool About Manufacturing. Sec. Oleksiak asked for clarification of the name and Mr. Fogarty responded that the Lehigh Valley MRC put together the IRC. Secretary Oleksiak remarked that it is a collaborative effort between middle schools and local business where the kids create a video about what was cool about manufacturing. There were almost 300 schools that participated and ended with 32 finalists. Secretary Oleksiak concluded that that when they travel that people say that they are still fighting the saying that everybody needs a four-year degree and while it is great if somebody wants to do that it is still important to emphasize the opportunities in apprenticeships, in manufacturing, and in CTCs.

Mr. Eiding expressed that he was happy to hear that there will be a system to evaluate the amount of apprenticeships and that middle schools and below are introducing kids to the fact that manufacturing and other pathways are viable for them. Mr. Eiding asked how many pre-apprentices went into apprentice programs. Deputy Secretary Cipriani responded that there are now 23 programs registered with the state but that they are harder to track because they are not in RAPIDS. She also commented that they are working on a way to track those programs. Mr. Eiding responded that it is important to track them because a lot of grant money went out. Deputy Secretary Cipriani then commented that they can be tracked if funding came from the state but programs that do not get funds from the state have not been tracked. Mr. Sirianni then asked if the Department had data on each apprentice and Deputy Cipriani responded that the RAPIDS federal system tracked the apprentices. Mr. Sirianni further questioned if individuals can be tracked for employment through unemployment comp records. Deputy

Secretary Cipriani responded that that is being worked on so that the dots can be connected. Mr. Sirianni then questioned how long that would take and Deputy Secretary Cipriani responded that it is a long process to work out the MOU with the federal government. Mr. Sirianni further questioned that the Department couldn't share their own information, but Deputy Secretary Cipriani responded that it is technically the federal government's information.

Secretary Oleksiak then commented that the state is trying to use a new approach called Future Ready PA in conjunction with the PA Department of Education to expose kids to a variety of different career options. It has only been in effect for a year, but it is moving in the right direction.

Mr. Eiding commented to highlight the work that Philadelphia Academies has done in the last fifty years especially in their work to reach out to 8<sup>th</sup> and 9<sup>th</sup> graders.

Ms. Hollister then asked about efforts to disseminate the report about PA CareerLink<sup>®</sup> to lower levels. Deputy Secretary Cipriani responded that the report has been distributed to the local elements of Workforce Development and that the assistant regional directors have been tasked with working on resolving issues that were exposed by the report including privacy. The Commonwealth is trying to staff as quickly as possible and the state is trying to fix those problems as quickly as possible. Deputy Secretary Cipriani reflected that the department is looking at ways to solve the redundancy of people needing to give their personal information to PA CareerLink<sup>®</sup>, OVR, and DHS.

Chairman Brown commented that the Board members would probably be interested in helping spread the social media marketing items and that the communications office should send it along.

Mr. Kunz then asked if there is an established definition that is being used for pre-apprenticeship because he sees ambiguity in how the distinctions are being made. Deputy Secretary Cipriani replied that the department is using the pre-apprenticeship standards that were adopted by the Department's Apprenticeship Council and that they are on the Department's website.

Mr. Kunz responded that he would like to see them because he saw examples of people going into pre-apprenticeships expecting them to be apprenticeships. Mr. Kunz said that part of the difference is the success rate of getting into a program.

Mr. Stephens asked is there has been any thoughts into developing apprenticeship programs for the incarcerated or previously incarcerated because that is a large part of the workforce. Deputy Secretary Cipriani replied that at least one program like that is in the works in Berks County. It is called the Berks County Pretrial and is a construction pre-apprenticeship and that their recidivism rate is about 3 or 2 percent.

### **PDE Overview, Future Ready PA Index, K – 12 School Guidance Plans, and Career Ready Skills**

PA Department of Education Secretary Pedro Rivera commented that the hardest part of the work is communicating what is happening and making people aware of it. He also commented that the state has come a long way about speaking out of silos and knowing what is going on around the Commonwealth. Secretary Rivera then introduced the rest of the presenters, Julie (the PDE policy Director), Laura (the Special Advisor on Workforce), Lee (with the CTE team), and Dr. Piraino (who represents a superintendent and school board). Secretary Rivera then noted two areas of the mission that are important to their work. The two points are ensuring that every learner has access to a world-class

education system. He commented that the role of the Department of Education is to set the conditions for the work to take place. Research done by PDE and researchers has shown that a high school diploma alone will not be enough to ensure economic success. By 2025 about 63 percent of PA jobs will require some kind of postsecondary education or training, industry certificate, two-year degree, or four-year degree. Out of the STEM jobs in PA, 91 percent will require some form of post-secondary credential. Secretary Rivera also noted that postsecondary education is a critical path to economic security, especially to underrepresented populations. Secretary Rivera then commented that their second goal is to get the stats of underrepresented populations that have some kind of post-secondary credential up. In the African-American black community only 27 percent have post-secondary education and in the Latino community the number is about 23 percent. Secretary Rivera commented that the presentation would be about how the Department of Education works to provide educators and school counselors with the tools and resources they need, how they continue to develop secondary to postsecondary career pathways, and how they continue to increase access to participation in postsecondary opportunities. Secretary Rivera then provided a brief overview of the PA Department of Education in that they serve early childhood through higher ed and that there are 1.74 million public school students in pre-K to 12<sup>th</sup> grade and over 265,000 of those students receive some type of special education service. Throughout the Commonwealth there are 500 school districts, 179 charter schools, 84 career and technical education centers and 29 intermediate units. There are also 14 state community colleges, 14 PA State Systems of Higher Education universities, 4 state related universities, one state college of technology, 92 independent colleges and universities, and 230 postsecondary private licensed schools. There are also 53 agencies that provide adult education and family literacy services and 604 statewide libraries.

Julie Kane, policy director, then began her presentation of engaging state and federal policy to advance the workforce agenda. Ms. Kane commented that education is one of the most regulated sectors in the state and the country. She also provided a brief overview of the laws that govern education in the state including the Every Student Succeeds Act, the Pennsylvania School Code, the Perkins Act, the State Private Licensed Schools Act, and the Adult Education and Family Literacy Act. A law that covers higher education is the Higher Education Act. PDE also has an Office for Veterans Education. Laura Fridirici then explained the statewide career readiness efforts. Part of the effort is in the career education and work standards. Ms. Fridirici also elaborated on the programming efforts of the PDE. She commented that at the school level, there is the K-12 School Guidance Plan. The Chapter 339 regulation required schools to develop a comprehensive school plan that would address career readiness, career education, and work standards curriculum integration. From that schools also have Occupational Advisory Councils. Secretary Rivera recommended that the board members connect with their local school district Occupational Advisory Council. Ms. Fridirici commented that PDE hosted two counselor symposiums last year to support counselors and increase guidance about their K-12 School Guidance Plans. For students, PDE has [pacareerzone.org](http://pacareerzone.org) which helps students figure out their career plans. A few weeks prior to the quarterly PA WDB meeting, PDE launched a career readiness and state training plan called the Career Ready PA Coalition. Ms. Fridirici finally commented on the Future Ready PA Index which measures how students are meaningfully engaged. Ms. Fridirici then continued to explain part of the dashboard as that it has three separate sections: assessment measures, on-track measures (attendance rate, etc.), and the college and career measures. Ms. Kane commented that PDE's workforce effort focuses on more than just career and technical education. Commented that there is a robust system of PDE- approved CTE programs of study. Ms. Kane then provided some statistics from 2017. There were 135 schools and 84

CTCs that were offering more than 1,700 approved secondary CTE program. Over 67,000 secondary students enrolled in the programs and almost 35,000 earned an industry credential. Also, about 16,000 students earned almost 7,000 college credits before graduation. More than a third of students enter postsecondary after leaving a career tech center or another program of study. Ms. Kane also noted that the federal government has more control over colleges and universities than the Commonwealth does. However, PDE and the Board of Private Licensed Schools had oversight of about 173,000 students that were enrolled in about 230 private licensed schools. PDE also provided funding to 43 agencies that provided adult basic and family literacy to more than 25,000 people. Ms. Kane also stated that is vital for the workforce to utilize incumbent works and the adult basic education participants. PDE is also developing a four-year plan for Perkins V. Noted that if people had thoughts on Perkins to email the resource account and share them.

Chairman Brown then opened the presentation up to questions. Mr. Eiding asked about the benchmarks for reading and math and about approval of career readiness programs. Ms. Fridirici responded that they have measures to test on-track measures in Grade 3 reading and Grade 7 math, and that the Teacher in the Workplace grants really helps to get the career readiness programs into schools because the teachers can more easily connect with their councils and stakeholders and support pathways in that way. Secretary Rivera then prompted Ms. Fridirici to share what needs to be done to pass math NOCTI/NIMS and earn an industry credential. Ms. Fridirici responded that NOCTI/NIMS is already done in the CTCs but in a school district, they can get credit for the indicators if they are competent or advanced. Ms. Cowan then asked PDE about their concepts on middle colleges as schools are developing programs for students to get their high school diploma and their associates degree at the same time. Ms. Fridirici answered that that dual enrollment is an intensive model and that some schools just cannot participate because of local and other factors. Ms. Fridirici noted that PDE is encouraging schools to think creatively and partner with post-secondary education to make it easier for students to expand. Ms. Cowan then asked about more specifically expanding into investing into middle colleges. Secretary Rivera answered that the Governor has been focusing heavily on funding basic education and incentivizing accountability within the system. Chairman Brown asked a “report card” for career readiness in school districts. Ms. Fridirici answered that there is a required federal indicator that school districts have to use. The benchmarks where schools have to report is Grades 5, 8, and 11. Chairman Brown commented that he would love to continue to receive progress updates. Ms. Kane responded that PDE would be glad to do so and that last year was the first baseline year. Mr. Sygielski thanked Ms. Kane and Ms. Fridirici for their presenting and then asked Secretary Rivera about putting the key barriers into a matrix format. Secretary Rivera responded that yes that can happen. Ms. Kane commented that from the Keystone Workforce Command Center that solutions are starting to be identified. Ms. Pace then asked about expanding the CTCs and CTEs programs to reach the school districts where their programs are capped out. Secretary Rivera commented that they are looking at ways to expand programs, but they are facing challenges. The first is that as they are changing the perception of career and technical education, they are becoming more competitive. Another problem is finding enough qualified instructors on skill alone, but it is even harder because skilled workers can get paid more in their craft rather than as a teacher. PDE has been having more conversations around the two plus two plus two models to get more access to students. Ms. Kane added that there are more options than just the career tech centers, as there are apprenticeships and training programs so there are many pathways for students to get the jobs they want. Secretary Rivera added that many state agencies have been involved in the effort.

Chairman Brown invited Dr. Gennaro R. Piraino, Jr. (Superintendent of Franklin Regional School District) and Mr. Bill Thompson (Executive Director of the Westmoreland/Fayette Workforce Development Board) to give their part of the presentation.

Dr. Piraino remarked that five years ago education and business leaders in the region talked about how they were operating in silos. Part of that conversation had been about how there was a gap of 80,000 jobs in Western PA and not enough workers. Dr. Piraino commented that there wasn't a collaboration system in place to expand the region. The Community Foundation of Westmoreland County had been instrumental for them to talk about overcoming barriers. Each partner contributes \$5,000 a year to support the forum but they have systems in place for school districts that don't have the money to engage with the forum in other ways.

A breakdown of the forum is as follows. The steering committee is made of leaders from business, education groups, and economic development organizations. There are then three task forces that create goals and activities for themselves. One of the projects that was created was the HUB. The HUB is an online portal that allows students to communicate with career services and businesses to arrangement professional development activities. Dr. Piraino commented that one of their biggest challenges is getting businesses to realize that high school students can be a valuable asset to their operations. Dr. Piraino also commented that Franklin has about 60 students per semester doing internships and apprenticeships. The county also has a strong dual-enrollment program going.

Ms. Andahazy asked Dr. Piraino if they had a Next Gen partnership connected with their forum because the work appeared to overlap. Dr. Piraino commented that there is no intentional overlap. The created the set-up that they had to benefit the community the best that they could. Mr. Thompson then injected that their partnership has a manufacturing partnership already set up, but it does not coincide with the Next Gen Partnership as it was already longstanding. Mr. Thompson continued the sentiment that it was sometimes hard to get businesses to participate in the activities that the forum established but that there are about 86 businesses registered with the HUB. The region also participates in BotsIQ where businesses interact with students and help them build robots.

Chairman Brown announced a lunch break that lasted form 12:16pm to 12:48 pm.

### **DHS Work Supports Initiative**

Chairman Brown then asked PA Department of Human Services Secretary Teresa Miller to present about the DHS Work Supports Initiative. Secretary Miller commented that the Department of Human Services is making an effort to address how things like education and employment influence health outcomes and health spending. PA DHS started looking at the largest existing employment and training programs that serve people enrolled in TANF. The program includes Work Ready, run by community action agencies and EARN is run by local workforce development boards, and KEYS is run by community colleges. Secretary Miller commented that they discovered that the EARN and Work Ready programs need significant reform. They found in the EARN program that less than half of the referrals actually enrolled and then only 16 percent were placed into a job. After six months only, 4.5 percent of people said that they were still in the job that they were placed in. Over \$61 million was spent on the programs that year. They have also found that more than 50 percent of TANF enrollees who leave the program return within a year. Secretary Miller then noted that from the Governor's initiative about serving Pennsylvanians that the Department of Human Services sat down with the TANF participants to get their

opinions on the program. The feedback that they received was that they found the program was operating as a one-size-fits-all system that wasn't helping them address their barriers. Also, some participants were denied certain accesses at the PA CareerLink® and hours spent hours of the week looking at low-paying jobs on the computer. Sec. Miller noted that the goal for TANF funding is to help the participants develop skills and create financial independence. The new design for the programs will focus on reducing the drop-off rate between referrals and enrollment, providing greater access to training opportunities, supporting career pathways where participants can rise to family sustaining wages. Several other goals include creating individualized experiences for the participants, expanding the network of support agencies and services for those with barriers, and reducing the rate of participants returning to the program. Secretary Miller stated that the goal is to invest in the individuals so that they can transition off of public assistance for the long term. It is also the vision of the Governor to make the PA CareerLink® the one-stop delivery system and that the social services case manager will support participants in being prepared to engage with employment services. About \$12 million in TANF funding will be invested in PA CareerLink® to support service delivery to shared customers. Secretary Miller also commented that while changes to the WIOA shouldn't be needed for the goals to be accomplished, DHS will still work with Labor and Industry to ensure alignment of goals. DHS is also shifting to a procurement for the EARN system and there will be a public comment period before the procurement is issued formally. Secretary Miller also commented that because of immediate input from the local boards, changes were made to allow for a better EARN process. Secretary Miller also mentioned looking into opportunities to support two gen approaches that have the ability to impact generational poverty. They have also been seeking information on interest in replicating Misericordia University's Women and Children program so that single parents can pursue education and training. The Governor included \$5 million in his 19-20 proposed budget to support start-ups for seven postsecondary support programs at other places of postsecondary education.

Ms. Dawn Cowan asked if Secretary Miller could provide an example of how the new model will help TANF customers access the training programs and what the strategic plan that DHS put in place to handle the administrative capacity for the new statewide program. Secretary Miller stated that a lot of procurement work is already done at DHS and that needing to put in new staff or systems is not anticipated. Secretary Miller stated that regarding the question about the new model, that they are still developing it but that the goal is encourage customers to look at education and training opportunities. Ms. Cowan then asked about how the new model will impact the sustainability of the PA CareerLink® offices. Secretary Miller responded that some PA CareerLink® offices have expressed concern and the DHS also wants to make sure that TANF money is going to TANF clients.

Mr. Eiding commented that he remembered the days where TANF places were across Philadelphia and not working together but they reformed them and ensured that people wouldn't be isolated. Mr. Eiding continued that people that know the clients locally are the best ones for the job and that it looks like the governor is just privatizing the program that has done a lot for clients.

Ms. Andahazy asked Secretary Miller if in the redesign, the benefit cliff as a barrier to success will be addressed. Secretary Miller commented that the benefit cliff is an issue for all clients and probably for people that make more than TANF clients. She noted though that they are trying to figure it out, even by looking at different states' models. Ms. Andahazy further asked when there would be progress on it. Secretary Miller responded that the staff tasked with that are currently working on other aspects of the tool so once the procurement is going out she will be focusing on it.

Ms. Jodi Pace then asked if they would be going out and talking to people to build benchmarks like they did before the Jobs First model. Secretary Miller responded that they are talking to many different stakeholders at the moment to get feedback, but they are mostly trying to look at models. The Bucks County model has been posting amazing data in their three-year model where they start out making \$12,000 a year by the end of the program, they are making \$46,000. Secretary Miller continued that she believes that Misericordia's program is successful not because of the university but because of the resources and support that it provides.

Chairman Brown asked that if feedback from local boards and the State Workforce Development Board would be taken into consideration for planning. Secretary Miller responded that it would be and that they have already been meeting with some individually. Mr. Eiding further asked if they were meeting with people from the board or the administrative arm. Secretary Miller responded that they were meeting with the individuals of the board. Chairman Brown thanked Secretary Miller for her report.

Chairman Brown announced that they would move into committee updates.

### **Committee Updates- Youth Committee**

The chair of the Youth Committee, James Kunz reported that the committee has been developing a common definition for career readiness and that it is a requirement of the Combined State Plan. The Youth Committee looked at the results of the survey that had been sent out and have been developed in partnership with the Center for Workforce Information and Analysis. Mr. Kunz also commented that the committee has been working with Steve Herzenberg and the Keystone Research Center on the pre-apprenticeship survey. The purpose was to increase awareness of pre-apprenticeship activities in PA and share best practices. Youth Committee has also been collaborating with the Career Pathways and Apprenticeship Committee, chaired by Julene Champion, as there is overlap with pre-apprenticeship and apprenticeship. Mr. Kunz also said that their next objective was to determine another priority and thanked committee members for their input in creating a definition. Mr. Kunz thanked James Martini for everything that he had done with the committee and welcomed Tracey Turner. Mr. Kunz also introduced Sarah Hollister as a new member of the committee. Mr. Kunz then also asked the Board to look at the definition that they developed. "An individual is considered to be career ready when they possess the employability skills and technical skills to enter and advance along a career pathway. Primary needs in making individuals career ready: Acquisition of foundational employability skills, including digital literacy, critical thinking, problem solving, and self-management skills and the ability to locate and use information, understand systems and work with others; educational and training such that individuals possess the functional and technical skills to perform required job activities; fundamental skills in reading, writing, and mathematics that allow an individual to effectively communicate in a work setting. Mr. Kunz concluded by saying that it was a unanimous recommendation of the committee that the Board approve the definition.

Chairman Brown clarified that Mr. Kunz was asking the Board to approve a recommendation to the Governor for the definition.

Chairman Brown asked for a motion. Mr. Kunz made the motion and Ms. Hollister asked what the proposed purpose of the definition and how it would be used in policy. Mr. Kunz responded that it was to provide a benchmark. Mr. Kunz continued that the definition would go out to the local workforce development boards and that they would make the definition their own by expanding on it. Chairman

Brown added that the goals cascade through the different departments and the departments will ask if programs are moving to better performance. Ms. Hollister then referred back to the Future Ready Index and how it was aligned. Chairman Brown responded that the Youth Committee could do a follow-up. Mr. Kunz then added that there was no problem but that members needed to recognize the complexity of looking at two different groups. Ms. Kane added that a common definition is establishing commonality around the state and different agencies. Mr. Gilson remarked that in his experience as a teacher and now an employer that the definition encapsulates about half of what it takes to advance along a career. Mr. Gilson believes that the definition was missing language about advancement. He commented that he found that if you gave a student the mindset that they could persevere and be confident that one could skip teaching them the basic skills because they would have the ability and confidence to figure it out themselves. Mr. Gilson furthered commented that giving people the ability to fail and giving them the mindset to respond to the failure was ultimately successful. Mr. Gilson then talked about the Teach for America model where they don't hire trained teachers, they hire people that are just ready. In that hiring they are not looking for specific skills but mindset and perseverance. Ms. Kane commented that she agrees that it is the employability skills that one possesses. PDE feels like the perseverance falls under the self-management skills. Mr. Gilson added that it is important for educators to understand that it is more than just technical physical skills. Ms. Kane responded that it is important to work on the skills at all grade levels so that bad habits do not have to be changed later.

Mr. Kunz soft skills don't necessarily stay the same with all careers. When hiring he doesn't look but the skills like Microsoft Office, and that with construction, one just needs the aptitude and the work ethic. Mr. Kunz also added that communication with parents also needs to get figured out because parents will tell their kids that they are going to college instead of going for the technical jobs.

Ms. Trybus asked if the Board could dig a bit deeper into awareness and look at how it maps to the career mandates. Ms. Kane responded that it is already happening to some degree. Ms. Kane also added that they are trying to get to a point in career ready benchmark where everything would be integrated into the curriculum and it would show as evidence.

Chairman Brown commented that he would like to approve the definition if it was okay with the Board but that he thought that there should maybe be a deeper dive into the definition. Chairman Brown also suggested that Mr. Gilson join the Youth subcommittee. Mr. Gilson commented that he would like to talk about it and that he sees career pathways in a more holistic definition.

Chairman Brown then asked for a **MOTION** to approve the recommended definition. Mr. Eiding made the motion and Mr. Sygielski seconded the motion. The motion was approved unanimously.

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

Chairman Brown then asked Chair Sygielski to present on Industry Partnerships and Employer Engagement. Mr. Sygielski reported that the committee developed a reviewed a survey for the conveners and employers to determine the effectiveness of the partnerships and employer engagement. Mr. Sygielski also said that the Next Generation Partnership dashboard is now working and that the employer engagement survey and results will be used to influence any part of the revision of the State Plan. Mr. Martini commented that the dashboard would be shortly shared with the Board.

Mr. Sygielski congratulated Allison Jones on her move the budget office and James Martini on becoming Director.

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

Chairman Brown then asked Mr. Jeff Abramowitz to report on the Reentry Ad Hoc Committee. Mr. Abramowitz stated that he co-chaired the committee with Chairman Brown and that he also represented the Pennsylvania Reentry Council in their presence in the Attorney General's Office. Mr. Abramowitz continued and said that for the next meeting the committee would be discussing a regional reentry roundtable for employee and employer engagement, a reentry toolkit, and set forward a list of recommendations for the Board and the Governor to consider. Mr. Abramowitz then thanked Allison Jones for brining the Pennsylvania Reentry Council and the Attorney General's Office together.

Chairman Brown then asked Mr. Martini to present about the remaining three committees as the chairs for those committees had other commitments.

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

Mr. Martini reported that the Continuous Improvement Committee was working on several things but that the implementation work plan and the dashboard for tracking the implementation was the primary focus. Mr. Martini then invited Mr. Christopher Manlove to speak about what Labor and Industry's Bureau of Workforce Development Administration, BWDA, was doing with the work. Mr. Manlove reported that BWDA is engaged in a review of all Commonwealth workforce development policies. One of the first things they did was to look at the age of the policy, specifically if it was from the Workforce Investment Act era or the new Workforce Innovation and Opportunity Act. Mr. Manlove also said that another thing that they are considering with the policies is how relevant they are. Another area that they are looking at is if an old policy should be a policy or is it more a guidance or guideline. The last point that that they are looking for is redundancy while defining and executing a multiparty approach to the workforce system. Mr. Martini concluded the Continuous Improvement report by saying that the larger-scale policies will be brought before the committee.

#### **Committee Updates- Career Pathways**

Mr. Martini then reported that for the Career Pathways committee, they are working on a definition of career pathways looks like and that they are doing a procurement for a vendor to do research and create an inventory of the work being done around the state. They will also be looking at where to be supportive in the apprenticeship activity.

#### **Committee Updates- Healthcare Workforce Ad Hoc Committee**

Mr. Martini reported that the Health Care committee's biggest goal is to create a crisis statement around the direct care workforce.

#### **Local Workforce Development Board Partner Updates**

Chairman Brown then asked Mr. Pat Clancy who is CEO/President of Philadelphia Works, the local Workforce Development, to do his report. Mr. Clancy started by saying that Philadelphia Works is the city's workforce development board and that the Mayor of Philadelphia appoints the board and his position. Mr. Clancy said that the city has about 1.5 million residents but that they have a 26 percent

poverty rate and a 67 percent public high school graduation rate. One of the challenges that they have after adding jobs is that they are not always family-sustaining jobs. Philadelphia also has a 5.6 percent employment rate and that 51 percent of TANF customers live in the city. Mr. Clancy stated that Philadelphia Works does a lot in business engagement and that they have a separate unit that does all their data management. They also have a full unit that is working on recruiting businesses for apprenticeships to try to grow that within the city. Mr. Clancy also noted that they have a Work Ready program that will have about 10,000 young people going through summer experiences. The budget for the workforce development board is \$55 million and that 75 people work for Philadelphia Works and about 500 subcontractors. Mr. Clancy then noted that Mr. Eiding serves on the Philadelphia Works board. Mr. Clancy continued by saying that part of service delivery for them was by customizing training programs and have built a literacy bridge into every program. The board also leverages investments and work closely with the mayor. Philadelphia Works is also working with the fire department, police department, and all the other city agencies to do work on the Mayor's Roadmap to Safer Communities to be able to provide services to people in those communities. The Board also has analysts that can predict where there will be incidents and then the board goes to provide services in the area. Mr. Clancy also noted that the board does a lot of work with returning citizens and that they are working with Thomas Jefferson University, District 1199-C, and JEVS Human Services. The Board also does a lot of work looking into growth sectors. They are also opening their first ever training facility at the Port of Philadelphia with thanks to Citizens Bank. There are also four PA CareerLink® offices and 40,000 people a year enter the centers. The Board is also involved in 17 libraries and 15 community-based organizations. They also have Apprenticeship PHL which is a brand-new website on apprenticeships. They are also in partnership with the Department of Human Services to redesign the EARN program and there are now three tracks. The Board is also still trying to work with the Work First part of state policy. The Mayor also put together the Philadelphia Delegation the last two years, which is a workforce plan. Mr. Clancy then noted that if Philadelphia Works lost part of its funding, three of the four PA CareerLink® offices would have to be closed. Mr. Clancy noted that they leverage the funding that they get from the Commonwealth. Mr. Clancy then voiced that the local workforce development boards should be a partner in the programs that they have to put in place. He also remarked that statewide procurement is not the answer. Mr. Clancy also expressed his frustration with how the workforce board gets paid with TANF recipients. He explained to the Board that the recipients have to bring in their pay stubs and the workforce board has to send them to Harrisburg even though Philadelphia Works has a data sharing agreement with the Department of Labor and Industry. Mr. Clancy remarked that Philadelphia Works will spend four million dollars tracking down the stubs. Mr. Clancy expressed that he sees an ability for the local workforce development boards to be a part of the solution and to augment and enhance services. Mr. Clancy concluded by saying that Philadelphia Works has an evaluation department that has been surveying TANF customers to get their input.

Chairman Brown then thanked Mr. Clancy for his presentation. Chairman Brown also noted that the Workforce Innovation and Opportunity Act (WIOA) refresher would be moved to the next meeting.

### **Public Comments**

Chairman Brown then opened the floor up to public comments. Ms. Susie Snelick, who is the chair of the Pennsylvania Workforce Development Association, thanked the Board for their support of the local system. Ms. Snelick also commented that they were having their annual conference in Hershey the next week. Chairman Brown then remarked that he heard her and the comments that she was making.

Mr. Eiding then commented that he had 17 years invested in the Philadelphia Workforce Board and he hoped that the Governor heard what was being said. Chairman Brown added that he heard Mr. Eiding and that there was two policy people there when there had not been regular attendance of senior policy people.

### **Adjournment**

Chairman Brown then concluded the meeting at 2:18pm.

## Pennsylvania’s Workforce Innovation & Opportunity Act (WIOA) Combined State Draft Sub-Goals

### WIOA Broad Goal 1: Career Pathways & Apprenticeship

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

New Sub-goal #	Sub-goal Narrative
1.1	The Commonwealth will increase the creation of registered pre-apprenticeship and apprenticeship programs, particularly in non-traditional occupations, as part of its career pathway system building efforts.
1.2	The Commonwealth will increase recruitment efforts of registered pre-apprenticeship and apprenticeship programs to increase the number of individuals from non-traditional populations, such as females, minorities, re-entrants, and persons with disabilities, into these programs.
1.3	Promote the provision of Pre-Employment Transition Services to all transition-age youth with disabilities.
1.4	The Commonwealth will increase public awareness of opportunities as they relate to both career pathway systems and programs.
1.5	Increase exposure to career awareness and exploration activities for K-12 and postsecondary education students, as well as adult learners, as a strategy related, but not limited to, dropout prevention, increased knowledge of opportunities, and exposure to business and industry in students’ communities.
1.6	The Pennsylvania Workforce Development Board will continue to maintain a standing Career Pathways and Apprenticeship Committee, charged with facilitating interagency cooperation and coordination around career pathway and apprenticeship programs and priorities and implementing the career pathways and apprenticeship-related goals set forth in the WIOA combined state plan. The committee will update the full board on goal progress and execution.

### WIOA Broad Goal 2: Sector Strategies and Employer Engagement

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

New Sub-goal #	Sub-goal Narrative
2.1	The Commonwealth will promote Next Gen Sector Partnerships funded through Industry Partnership grants, with a focus on business-identified priorities.
2.2	The Commonwealth will use Incumbent Worker Training programs to increase career opportunities. The Commonwealth will prioritize braiding and leveraging funding from multiple programs to serve businesses and their employees.
2.3	The Commonwealth will expand access to online education and training programs that result in a credential or certification.

## Pennsylvania's Workforce Innovation & Opportunity Act (WIOA) Combined State Draft Sub-Goals

2.4	The Commonwealth will encourage employers, including those that receive state funds from economic development and other programs, to utilize the public workforce system. The Commonwealth will increase employer awareness and use of the one-stop system for hiring, as well as provide information on the other benefits available within the system.
2.5	The Commonwealth's Office of Vocational Rehabilitation will increase engagement with the business community on issues related to accessibility standards, disability talent recruitment, Americans with Disabilities Act Accessibility Guidelines compliance, and disability etiquette.
2.6	The Commonwealth will increase interagency career readiness engagement activities and partnerships for students and educators by engaging with business and industry.
2.7	The Commonwealth will promote additional innovative efforts to effectively engage with the employer community in ways that increase the overall efficiency of communications to reduce employer confusion and fatigue.
2.8	Increase collaboration and coordination between the Office of Vocational Rehabilitation and local workforce development systems when using on-the-job training models.
2.9	The Pennsylvania Workforce Development Board will continue to maintain a standing Sector Strategies and Employer Engagement Committee, charged with facilitating interagency cooperation and coordination around sector strategy and employer engagement programs and priorities and implementing the sector strategy and employer engagement-related goals set forth in the WIOA combined state plan. The committee will update the full board on goal progress and execution.

### WIOA Broad Goal 3: Youth

Increase opportunities for all youth to experience work-based learning through summer employment, pre-apprenticeship, registered apprenticeship, internships, job shadowing, mentoring, and other experiences in the workplace.

New Sub-goal #	Sub-goal Narrative
3.1	The Commonwealth will identify and promote models and effective practices for engaging opportunity youth.
3.2	The Commonwealth will increase co-enrollment of opportunity youth, when possible, to ensure that appropriate funds are leveraged to provide necessary services to these individuals. The use of Individual Training Accounts will also be encouraged when serving these individuals.
3.3	The Commonwealth will increase opportunities for youth in registered pre-apprenticeship and apprenticeship programs. Establishing new partnerships with secondary and postsecondary institutions will be a priority.

## Pennsylvania's Workforce Innovation & Opportunity Act (WIOA) Combined State Draft Sub-Goals

3.4	The Commonwealth, via PennSERVE, will promote and encourage service opportunities with AmeriCorps and require all WIOA regional and local plans to include AmeriCorps, when available, as a referral option for young people, particularly opportunity youth.
3.5	The Commonwealth will promote and encourage opportunities in YouthBuild and Job Corps programs and require that these priorities be included within all WIOA regional and local plans, when available.
3.6	Office of Vocational Rehabilitation will collaborate with Local Education Authorities to facilitate youth in the attainment of competitive, integrated employment by increasing paid work experience opportunities and other career exposure experiences, such as job shadowing, mentoring, and employer mock interviews, in addition to supported employment services.
3.7	The Commonwealth will promote early career exposure and exploration, as well as the development of employability skills through work-based learning opportunities, particularly via STEM pathways, for in-school youth.
3.8	The Commonwealth will promote awareness of the 14 required WIOA youth program elements including financial literacy, adult mentoring, leadership development opportunities, entrepreneurial skills training, and others.
3.9	The Pennsylvania Workforce Development Board will continue to maintain a standing Youth Committee, charged with facilitating interagency cooperation 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.

### WIOA Broad Goal 4: Continuous Improvement of the Workforce Development System

New Sub-goal #	Sub-goal Narrative
4.1	Share data across partner programs to assist in the ability to coordinate services to participants and to track participant outcomes, to maximize the positive impact of limited financial resources.
4.2	The Commonwealth will prioritize issuing joint guidance when two or more agencies have policies that impact the function of multiple agencies.
4.3	Ensure program planning and policy development are demand-driven with respect to socio-economic and labor market conditions, as well as trends related to programmatic data and outcomes.
4.4	The Commonwealth will streamline the occupational licensing process by removing barriers preventing qualified individuals from receiving occupational licensure.
4.5	The Pennsylvania Workforce Development Board will continue to maintain a standing Continuous Improvement Committee, charged with facilitating interagency cooperation and coordination around the continuous improvement of programs and priorities and implementing the continuous improvement-related goals set forth in the WIOA combined state plan. The committee will update the full board on goal progress and execution.

## Pennsylvania’s Workforce Innovation & Opportunity Act (WIOA) Combined State Draft Sub-Goals

4.6	Continue convening the Pennsylvania Workforce Development Board’s Interagency Workgroup beyond the submission of the WIOA combined state plan to ensure continuous improvement of Pennsylvania’s workforce system.
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### WIOA Broad Goal 5: Strengthening the One-Stop Service Delivery System

New Sub-goal #	Sub-goal Narrative
5.1	The Commonwealth will prioritize increasing online resources, utilizing shared space models, and the elimination of duplicative services.
5.2	The one-stop system will expand customer access and services to engage additional job seekers and participants and increase the number of individuals being served by the workforce system.
5.3	The Commonwealth will increase training to all front-line staff on all available program offerings to allow for informed internal and external referrals to additional services and facilitate serving the holistic needs of the customer.
5.4	The Commonwealth will promote innovative strategies for serving customers with barriers, including better customer engagement and support, as well as a focus on increasing awareness of community partners and available resources.
5.5	Business service teams will focus on collaborative efforts across programs to increase engagement with employers in a more coordinated manner.
5.6	The Commonwealth will prioritize high-level customer service in facilitating more personal and customer-focused/customer-centered referral introductions.
5.7	Increase the number of individuals co-enrolled in all WIOA core programs and other partner programs to allow increased access to additional programmatic and supportive services.
5.8	The Pennsylvania Workforce Development Board will establish and maintain a standing One-Stop Service Delivery System Committee, charged with facilitating interagency cooperation and coordination around the one-stop system and implementing the one-stop system-related goals set forth in the WIOA combined state plan. The committee will update the full board on goal progress and execution.

## **PA Department of Aging**

### **SCSEP Targets and Goals**

We are pleased to report that we are on target to meet or exceed every program goal or target for the 2018 Program Year. We have provided training services to 714 participants this program year which is 163% of SCSEP maximum enrollment. This is accomplished by striving to exit participant into employment in 15 months or less. 339 participants have exited the SCSEP with 136 participants exiting due to employment. The 2nd quarter employment rate of 48% is 15% higher than our placement target. Furthermore, 38% of the participants that found employment have retained employment through the fourth quarter after exiting the program. This is 12% higher than our target. 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.

### **2019 Program Year Grant Award**

PDA successfully completed the grant submission process for the 2019 PY and We are pleased to report that the US DOL has send final award approval. This year we have been award an additional \$6000 and one additional slot in the Philadelphia service area. The sub-grantees have all agreed to continue service for the 2019 PY and have signed new agreements.

## PA Department of Agriculture

During the second quarter of 2019, the PA Department of Agriculture has been involved in the following workforce-related activities...

- The PA Commission for Agriculture Education Excellence met on May 10 and June 10-11, 2019 to discuss issues of program certification, licensure, and alignment with the needs of business. A report to the Governor and General Assembly regarding the Commission activities was submitted on May 1, 2019.
- Throughout the quarter, staff worked to finish the curriculum design needed to implement the apprenticeship for Agriculture Equipment Service Technicians as well as completing a task list for the Horticulture Technician apprenticeship. The sponsor did considerable work on the website and the application for the apprenticeship.
- From its food systems work in western PA, the staff assisted the Tri-State Region Food Shed Project in finding resources to be able to offer a region-wide food safety training (GAP Training) later in the year. PDA will offer in-kind and scholarship resources; the RK Mellon Foundation will provide the balance of the funding. The PA Association for Sustainable Agriculture will be the contractor.
- In addition, the PA Farm Bill was passed with a provision to help fund the need of very small meat processors to hire technical assistance to complete their food safety plans to become USDA-approved for resale.
- From the Workforce Command Center, PDA worked with the PA Department of Insurance to prepare to introduce a new medical insurance product to seasonal workers with initial focus on south central PA. Also, introduced the PA Department of Human Services staff from the 50/50 program to people in the mushroom industry in Chester County and the horticulture industry in Philadelphia
- Special Assistant Scott Sheely continues to be the staff representative to the newly-reformed Pennsylvania Environmental Education Advisory Council, a joint project of PDE, PDA, DCNR, and DEP. Secretary Redding visited the Schuylkill Environmental Education Center in the Philadelphia area.
- Participate nearly every Friday in a nation conference call of the Ag Labor Coalition which tracks happenings in federal legislation related to the employment of foreign-born workers in the US.
- Continue to respond to requests to attend agriculture career and job fairs as they come.
- Continue to respond to requests from local areas that have serious workforce shortages about which they wish to talk. Those conversations have extended beyond the five communities that we suggested for invest with Next Generation Industry Partnership – Wayne, Potter, Indiana, Blair, and Adams – to now add Bedford and Schuylkill Counties.

## PA Department of Community and Economic Development (DCED)

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

The Command Center started meeting on April 2, 2019 and meets every Tuesday from 9-10:30 AM. The first few meetings focused on presentations from agencies regarding what they are doing regarding workforce development. From there, a white board session was held where members divided into three workgroups (Data, Government Infrastructure and Thriving Communities) where each group looked at different parts of the Executive Order as it relates to those topics. Each workgroup identified 3-5 deliverables they could tackle and then the members voted on the top deliverables. The top deliverables were:

- Focus on performance metrics with federal government that address barriers (childcare, transportation, housing, sick care, etc.) and incorporate feedback from all state agencies
- Identify a workforce point person at each agency that comes back together to meet and work collectively
- Create and implement a comprehensive state-level communication plan on awareness of labor market information and workforce programs/ systems.
- Create a process of projecting needs across the commonwealth that involves new business engagement and metrics
- Evaluate current & recent programs according to an agreed upon set of metrics and goals

The Command Center has established five committees that will work on accomplishing the goals of the Executive Order. Those committees are: Identifying Barriers, Best Practices, Data, Government Infrastructure and Jobs/Skills of the Future.

Starting in late August, the Command Center will host regional meetings where members will have the opportunity to hear from local communities about the impediments they are facing to filling jobs, how are they preparing individuals with the necessary skills to secure employment, and innovative practices happening in a community to tackle barriers.

### Next Generation Sector Partnerships

- **North Central Healthcare and Social Assistance** (Launch), May 17, 2019.
- **North Central Building and Construction** (Launch), May 23, 2019
- **North Central Advanced Manufacturing Next Gen Partnership** (Relaunch), May 29, 2019.
- **Northwest Advanced Manufacturing Next Gen Partnership**, June 4, 2019: This was the partnership's third full partner convening since launching in November 2018. Their three areas of focus are promoting manufacturing careers, strengthening business-to-business connections, and branding and promoting the region.
- **South Central IT Next Gen Partnership** (Launch), June 26, 2019.
- **South Central Advanced Manufacturing Partnership**, July 17, 2019: One of the action teams of the partnership is focused on the need for a more effective ESL training program geared toward the manufacturing industry. On July 17<sup>th</sup>, they hosted a meeting with local ESL providers to discuss this topic, understand what is currently available and look for new innovative, robust programs to pilot in the region.
- **Lancaster-Berks Building and Construction Next Gen Partnership** (Launch), July 24, 2019.

### Pre-Apprentice and Apprentice Grant Program

DCED continues to promote apprenticeship and award grants through claw backs collected by the department. In the second (April-June) quarter of 2019, the following organizations received funding:

- Rhoads Industries, Inc.
- CTE, Inc.
- Mifflin County Academy of Science and Technology
- Community College of Allegheny County

These companies and organizations will train 30 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. In the second (April-June) quarter of 2019, the following organizations received funding:

- MANTEC, Inc.
- Erie Regional Manufacturer Partnership
- West Middlesex Area School District
- Bridge Builders Community Foundations
- Berks Career & Technology Center
- Thaddeus Stevens College of Technology
- University of Pittsburgh Manufacturing Assistance Center
- Western PA Chapter Electrical Apprenticeship Corporation

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

In the second quarter (April-June) of 2019, 14,618 non-unique employees trained, at 449 unique FEINs with \$2,485,527.25 invoiced. There were several changes to the guidelines to enhance the program.

Those changes included:

- **Employer Caps:** Increasing the employee caps for ES from \$450 to \$600 and for AT/TS from \$850 to \$1,200 in FY 19-20.
- **Healthcare Eligibility:** “Inpatient healthcare facilities, including primary-care hospitals, nursing homes, mental health facilities and rehabilitation centers are eligible for ES training. Outpatient healthcare facilities, including home healthcare, hospice, doctor’s offices, specialty centers, clinics and pharmacies are not eligible for ES training. Assisted living facilities and retirement homes are also not eligible.”
- **Health & Safety Training:** Including fire extinguisher, fire safety, first aid, CPR/AE.

### **Interagency Collaborations**

- **PA BizWorks:** DCED continues with L&I, Education and DHS on the PA BizWorks guide. The guide will include all workforce employer services offered by state agencies. This Guide will serve as an overview of resources available to meet Pennsylvania employer workforce development and growth needs. The final draft of the guide will be completed by September.
- **Gig Economy:** DCED participated with L&I in The National Governors Association Solutions: Center for Best Practices (NGA Solutions) second convening of participating states in the *State Collaborative Consortium to Understand and Support the On-Demand Workforce*. NGA Solutions first convened consortium states in September 2018 and has since partnered with the states in work to define and better understand the on-demand economy and the needs of on-demand

workers. The second convening of the consortium took place on July 15<sup>th</sup> and 16<sup>th</sup> in Baltimore, Maryland where participants learned from each other's progress and from subject matter experts. This meeting also served as an opportunity for participating states to develop a work plan for continued collaboration to explore and implement policies that can better support workers across the on-demand economy

- **SSTI:** Pennsylvania applied to be a part of the SSTI (State Science Technology Institute) to help strengthen the manufacturing industry in the commonwealth. Pennsylvania was one of 10 states chosen to participate. Through this project, there will be a focus on Workforce, Energy, Emerging Technologies and Program Sustainability. Both a core team and a home team will be working together on this initiative. The core team includes: Carol Kilko from DCED, Erin Wachter from the Governor's Policy Office, Steve D'Ettorre from DCED and Jim Shillenn from PA Manufacturing Extension Partnership. The home team consists of John Biemiller from Economic Development Company of Lancaster County, Denise Brinley from DCED, Eileen Cipriani of L&I, Eric Esoda of Northeastern PA Industrial Resource Center, William Generett of Duquesne University, Ryan Glenn from the Ben Franklin Technology Partners, Heidi McKenna of The Fredericks Company, Stephen McKnight of the Altoona Blair County Development Corporation, Timothy McNulty of Carnegie Mellon University and Jake Rouch of the Erie Regional Chamber & Growth Partnership.

## **PA Department of Corrections**

### **1.1 Develop Career Pathways Programs Meeting the Requirements of WIOA & 1.3 Mainstream Job Seekers with Barriers to Employment to the Maximum Extent Possible**

The DOC Career Pathways program has been fully implemented since the fall of 2018. This program ensures that inmates are provided an opportunity to become job ready through the use of education, vocational programming, inmate employment, Correction Industries, and reentry. This program also includes a 60-hour curriculum entitled Pathways to Success. This class helps inmates discover a career they have the aptitude and interest to excel and also to better prepare them for workplace success upon release.

To date, Pathways to Success has completed a total of eight (8) semesters with 5,398 inmates successfully enrolled. This is an increase of 1,690 inmates from our last quarterly report. Of those enrolled, 3,415 have completed the program (an increase of 1,135) for a 63.26% completion rate (an increase of 1.6%). Twelve (12) institutions have exceeded the overall completion rate with an average of 75%.

#### **Partnerships with Other Agencies**

Since our last report, the DOC has contracted with a consultant to develop a training for L&I business service teams. This training will provide the service teams information on how to discuss the benefits on hiring reentrants to employers. Curriculum is currently being developed and the webinars will be conducted in late August and early September.

#### **Articulation Agreements**

We are partnering with the Community College of Allegheny County for welding and culinary arts programs. Once an inmate successfully completes one of these vocational programs within a State Correctional Institution, they can enroll in a partner community college and be excused from that particular course. The DOC has worked with the Bureau of Career and Technical Education within PDE to accomplish this task. The DOC is still in discussions with CCAC and hope to have an agreement in place shortly.

#### **Provided Offender Workforce Development Specialist Training**

Since 2010, the DOC has trained 187 DOC, PBPP, BCC & L&I participants. This training prepares individuals to assist the reentrant population in finding and maintaining employment.

#### **Visit with Gene Barr, President and CEO of the PA Chamber of Business and Industry**

Secretary Wetzel was pleased to host Gene Barr at both SCI Muncy and Mahanoy for tours of our existing vocational and educational programs at each of these institutions. The Department was able to showcase a warehouse for forklift and warehouse certifications, CDL training, culinary programs, and other areas that the Department utilizes to assist inmates in reentering the community.

#### **Reentry Programs**

In addition to the various programs offered inside, every SCI holds an annual reentry/job fair for inmates who are close to release and are interested in obtaining job and community information. These fairs average 200 inmate participants per facility.

There are 2,316 inmates under parole supervision who have completed the SCI flagger certification. These inmates are guaranteed an interview with this certification and we expect to have outcome measures at our next quarterly report.

Finally, 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.

## **Pennsylvania Department of Education (PDE)**

### **Adult Basic Education and Family Literacy Grants**

The Pennsylvania Department of Education Division of Adult Education administers federal funds under the Adult Education and Family Literacy Act, Title II of the Workforce Innovation and Opportunity Act (WIOA) and state funds under Pennsylvania Adult and Family Literacy Education Act (Act 143 of 1986). Funds are awarded to eligible providers through a grant competition.

For Program Year 2019-2020, the Division continued funding 54 adult basic education and family literacy grants totaling \$26.98 million to 43 agencies. At least one adult basic education provider is in each local workforce area.

All grantees receiving federal WIOA Title II funds are required to fulfill the roles and responsibilities of the PA CareerLink mandated partners. Grantees have entered the required PA CareerLink Memorandum of Understanding for their local area and contribute to PA CareerLink infrastructure costs as negotiated with the local board.

### **PASmart and Computer Science Grants**

As part of the Governor's PASmart initiative, since January PDE has awarded nearly \$20 million in grants to expand access to STEM and computer science education for K-12 students statewide. All 67 counties have benefited from the following targeted and advancing grants.

- PDE awarded \$8.7 million in PASmart Targeted Grants to 249 school districts, charter schools, career and technical centers and intermediate units with little to no computer science education. Of the Targeted grantees, 204 are participating in the PDE-developed 6-day professional learning series and 45 are receiving professional development/training from outside providers such as Intermediate Units, Google, or Project Lead the Way.
- PDE awarded \$9.6 million in PASmart Advancing Grants to 24 partnerships to support cross-sector partnerships and networked approaches to expanding access to CS and STEM education, specifically to underserved students and communities. Collectively, Advancing grant projects statewide include 26 higher education partners, 59 workforce and economic development partners, and 58 non-profit organizations.

In 2019-20, PDE will again use PASmart funding to bolster STEM, computer science and career-readiness efforts.

### **Perkins V State Plan for Career and Technical Education**

In July 2018, the Strengthening Career and Technical Education for the 21st Century Act (Perkins V), which reauthorizes the Perkins Career and Technical Education Improvement Act of 2006, was signed into law. Under Perkins V, states have until April 2020 to develop a State Plan that outlines how the state will implement the new regulations and use federal Perkins funding through June 30, 2025.

In accordance with Perkins V, Pennsylvania submitted a one-year transition plan in May 2019, to be followed by a full 4-year state plan in April 2020. The U.S. Department of Education approved Pennsylvania's 1-Year Transition Plan in June. PDE is currently developing the draft Perkins 4-Year State Plan.

As part of the 4-year plan's formulation, PDE facilitated cross-sector planning committee meetings across the commonwealth, engaging a diverse group of stakeholders outlined in the table below. Input

derived from these meetings is being considered as the plan is written, with the draft anticipated to be completed by September of 2019.

After the draft is released, hearings will be scheduled, and levels of performance for each mandated accountability measure will be presented to the stakeholders committee. The final draft will be presented to the committee in November 2019 and provided to the Secretary in December 2019. Following this, the draft will be provided to the board in January 2020 and will be an action item for the March 2020 meeting of the State Board for Vocational Education. When approved, the final 4-year state plan will be submitted as part of the WIOA Combined Plan in March of 2020.

### **Career Ready PA Coalition**

This fall PDE will use Career Ready PA Stakeholder Forums: Partnerships and Career Pathways to launch the statewide Career Ready PA Coalition. Forums will be held at ten postsecondary institutions in each of the ten coalition regions and will focus on strengthening partnerships to advance career pathways for learners. Invited participants include regional stakeholders from the education community, advocacy and non-profit sectors, trade and labor organizations, STEM Ecosystems, workforce development representatives, employers, military, and state and local governments, including libraries.

At each forum, educators will have the opportunity to network with new and existing stakeholders to increase resources and opportunities for student career exploration and work-based learning. In breakout sessions, stakeholders and educators will identify education and workforce priorities for each region to share at the upcoming Career Ready PA State Coalition statewide meeting (TBD).

The forum dates and locations are as follows:

<b>REGION</b>	<b>DATE</b>	<b>LOCATION</b>
1	10/04/19	Clarion University – Venango Campus
2	10/25/19	Community College of Beaver County
3	10/24/19	Penn State - Dubois
4	11/01/19	Pennsylvania Highlands Community College
5	10/16/19	Mansfield University
6	10/18/19	Pennsylvania College of Technology
7	10/11/19	Lackawanna College
8	10/14/19	Northampton Community College
9	10/08/19	Lebanon Valley College
10	10/15/19	Reading Area Community College

### **Teacher in the Workplace Grants**

In 2019-20, PDE and L&I will use \$5 million in federal funding to support Teacher in the Workplace (TIW) programs statewide – double the amount of funding from the previous year. TIW programs connect educators with experiences in business and industry to learn about industry trends, needs, and opportunities that they can bring back to the classroom to enhance instruction, student learning, and career readiness. PDE’s Career Readiness State Training team also will support educators with resources and best practices in Teacher in the Workplace events in each of the ten Career Ready PA regions in 2019-20.

## PA Department of Human Services

### Employment & Training Redesign

In January, the Governor announced a number of work supports initiatives, including the redesign of our employment and training programs serving our TANF and SNAP populations, to better meet the unique needs of our families. Through the redesign, our goals include more individualized service, expanded options for pursuing skills development, flexibility to address barriers, and outcomes that are aligned with these goals to support long-term economic sustainability for our families. After exploring redesign options over the past months, DHS has identified program changes that can be implemented as soon as July 2020, while maintaining an investment in the workforce system. We are working with our legal and procurement offices, and will seek input from our workforce partners in September, on strategy implementation to improve the program for our participants. We will also be reviewing our monitoring processes and communication with our workforce partners to ensure program accountability. A competitive procurement will be delayed until data is collected to evaluate program outcomes following contract changes. The department is also working with an external vendor on research to inform our changes, and we have also made several policy changes beginning July 1, 2019, including:

- Extended the timeframe during which participants can be placed in training
- Extended the timeframe during which payment can be issued for post-training placement
- Expanded the use of performance funds

### Parent Pathways Initiative

Governor Wolf signed the FY 19-20 budget at the end of June, which includes \$2.5 Million for the Parent Pathways initiative, led by the Department of Human Services (DHS) and the Department of Education (PDE). Parent Pathways seeks to establish community-specific models to support access to, and success in, postsecondary education and training for single parents. The model brings together three components: education, housing supports, and a whole-family approach. The departments are in the process of developing a competitive Request for Applications (RFA) to award Parent Pathway models this calendar year. We plan to award grants in two phases for Parent Pathway models: 1) planning and development technical assistance, and 2) implementation funding. A survey has been issued to help identify funding and technical assistance needs to help inform the RFA development. Additional information and resources can be found on the padlet site: <https://padlet.com/eita/ParentPathways>.

### Medicaid Work Supports

To better support Medicaid recipients in achieving good health outcomes and economic independence, DHS has been working with each of our managed care organizations (MCOs) who provide Medicaid services to address the social determinants of health, including employment. In May, we held a roundtable with our MCOs to discuss their current efforts to support participants in obtaining employment. Many of the MCOs are implementing pilot programs or community-based efforts. We have developed a promising practices one-pager as a result of these conversations, and are currently working on additional system-wide supports for this population.

### Employment services for people with disabilities

Employment support is a significant focus of our DHS offices that work with people with disabilities. Most of the associated employment services from our offices, however, can only be provided if OVR services are unavailable. Due to OVR's closure of the order of selection and the associated waitlist, DHS's Office of Developmental Programs received permission from the Centers for Medicaid and Medicare Services (CMS) to be able to offer employment services immediately during this waitlist

period. Our Office of Long-Term Living (OLTL) is seeking similar approval from CMS. OLTL is also working with its Community Health Choices Managed Care Organizations on other employment resources and services to fill the gap.

### **SNAP E&T**

The department has been developing the FFY 2020 SNAP E&T plan to address the goals of assisting SNAP participants to gain skills, training, credentials, and work experience that will better assist in achieving self-sufficiency. Input was requested from the workforce development board at the May 1<sup>st</sup> board meeting. Currently, most areas in the state have a waiver, meaning that due to certain local economic conditions, individuals do not lose their food benefits if they are not participating in a work-related activity. It is anticipated that there could be a federal change and that these waivers may expire as soon as October. Therefore, we are actively working to increase options for SNAP recipients to participate in E&T activities. The following programs are currently available to SNAP recipients for employment and training:

- **SNAP KEYS**: The Keystone Education Yields Success (KEYS) program is available at the 14 community colleges across the state and also serves TANF recipients.
- **SNAP Work Ready**: SNAP Work Ready is designed to assist participants in gaining skills, training, work, or experience that will increase their ability to obtain regular employment.
- **SNAP 50-50 Projects**: Pennsylvania's SNAP 50-50 programs offer a unique opportunity in which participants receive vocational training leading to a credential, as well as job readiness, placement and retention services. The program brings together third-party investments that are matched by federal dollars. Currently DHS has 14 programs operated in Philadelphia, Pittsburgh, Norristown, and Harrisburg. The department's current goal is to increase the number of SNAP 50-50 programs to 30 by 2020.

## **PA Department of Labor & Industry (L&I)**

### **NuPaths Pre-Apprenticeship Program**

Pre -Apprenticeship programs have continued to expand and develop across industries. The first pre-apprenticeship program in Information Technology, NuPaths graduated their first class. The program held at Cumberland Valley School District Class had 20 students who earned 84 industry recognized certifications, and over 200 college credits. For the next year, students from 5 different schools participating in Cumberland Valley program. Additionally, Manheim Township is starting a Digital Marketing Ast. Program for school year 2019-20 school year. For a class of 20, 40 students signed up and they had to use lottery to pick 20 that they could pay for. Eastern York has also signed up for Tech Support cohort for next school year.

### **PA Department of L&I awarded \$2.1M**

The ATO was established in early 2016. Since that time the office has seen continued growth in apprenticeship, including a 21% increase in the number of active apprentices across the state.

There are currently 793 Registered Apprenticeship programs, 24 registered Pre-Apprenticeship programs and 17,012 active apprentices across the Commonwealth. Many of the Commonwealth's traditional apprenticeship programs are in the construction and manufacturing industries. There has been an increased focus on developing programs in more non-traditional industries. New apprenticeship programs have been registered in IT, Healthcare, and Hospitality and the state expects to see continued growth in programs in these sectors.

Governor Wolf has committed to strengthen schools, build the workforce, and grow the economy in the Commonwealth. This commitment has helped to build capacity and awareness of apprenticeship. Last year the Commonwealth invested \$7 million into apprenticeship, which allowed the ATO to support over 50 apprenticeship and pre-apprenticeship programs and created a network of apprenticeship ambassadors across the state who will build apprenticeship at a regional level. Additional state funds have been committed to apprenticeship again this year and will allow the ATO to partner with intermediaries, develop apprenticeship subject matter experts, and provide support and technical assistance to registered programs.

The \$2.1M Apprenticeship Expansion Grant award from USDOL is the third award from this program received by the department. Funding from this grant will be used to build capacity and grow the number of females and minorities participating in apprenticeship programs.

### **Second Annual PA Summer Internship Day**

The Workforce Deputate, along with its sister state agencies held the second PA Summer Interns Social Media Day in conjunction with National Internship Day. The State/Local Internship Program (SLIP) in its 4<sup>th</sup> year has grown to include 1085 interns this year, an increase of 403 interns and 618 employers increase of 262 over last year. The Social Media Campaign coordinated by the DLI press office included interns statewide, their employers, colleges, local workforce boards and fellow state agencies.

Some quick statistics on the campaign:

**+ 540 Unique Posts**

- These posts included photos, videos, graphics and status updates

**+ 145 Unique Users**

- Our user group included local workforce development boards, private companies/SLIP, supervisors, PA CareerLink® Offices, interns, and state agencies.

**+ 1.1 Million Impressions**

- The number of times our content was in people's feeds

**+ 246,000 Reach**

- The number of unique people who saw our content (i.e. our audience size)

**+ 5.2% Twitter Chat Engagement**

- The percentage of people who interreacted with our top Twitter Chat Questions content

## Workforce Innovation and Opportunity Act (WIOA) Refresher: Title IV-Vocational Rehabilitation

WDB Quarterly Meeting  
August 13, 2019

## OVR's Mission Statement

To assist Pennsylvanians with **disabilities** to  
secure and maintain **employment** and  
independence.

# Authority and Funding



OVR operates under the authority of the Rehabilitation Act of 1973 as amended in 2014 as part of the Workforce Innovation and Opportunity Act.

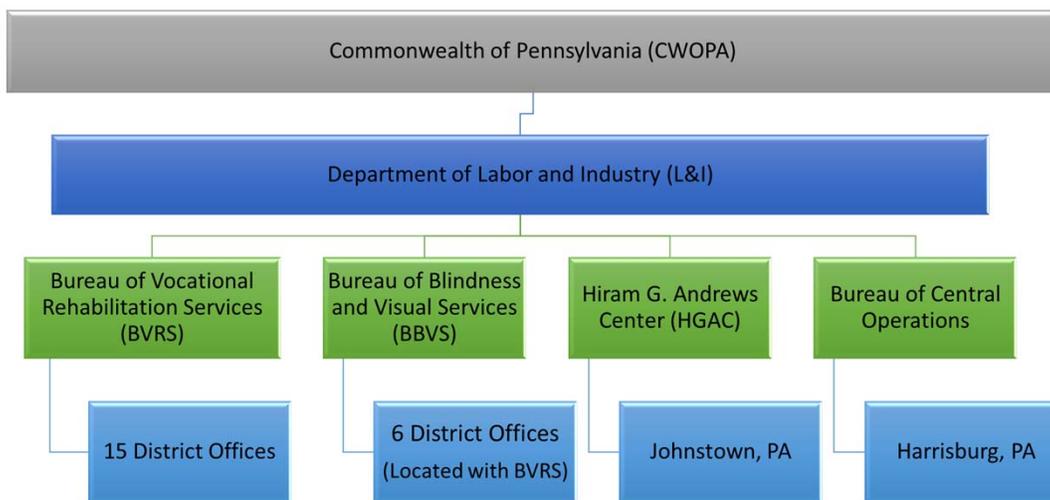


OVR is regulated at the Federal Level by the Rehabilitation Services Administration.

OVR's funding is derived through approximately 80% federal dollars and a 20% state match.



# OVR's Organizational Structure



## OVR Locations



- **15** Bureau of Vocational Rehabilitation Services (**BVRS**) district offices; and
- **6** co-located Bureau of Blindness and Visual Services (**BBVS**) district offices.
- The Hiram G. Andrews Center (**HGAC**) in Johnstown offers individualized services including counseling, evaluation, physical restoration, and on-site education at the Commonwealth Technical Institute (CTI).
- OVR's **Central Office** in Harrisburg coordinates the policies, funding, and resources that make it possible to serve the thousands of Pennsylvanians with disabilities.

## OVR Locations (Map)



- ☆ Office of Vocational Rehabilitation District Office
- ☆ Office of Vocational Rehabilitation District Office with Blind and Visual Services

- ▲ Hiram G. Andrews Center
- Office of Vocational Rehabilitation Central Office

## OVR Services



**OVR provides a wide range of services to eligible individuals.**

- OVR provides both cost services and non-cost services.
- Depending on the type of service and the individual's combined Adjusted Gross Income, the individual may have a financial contribution towards services.

**Generally speaking, OVR services are:**

- Provided on a case by case basis, as every individual presents unique goals, skills, barriers, resources, etc.
- Focused on obtaining and maintaining employment
- Time-limited

## Information and Referral Services



For customers who are placed on a waiting list:

- Individuals will be provided information and referral services to other appropriate federal and state programs, including programs carried out by other components of the Statewide Workforce Development System, that are suited to address the specific employment needs of the individual.
- No IPE will be written to provide individualized services until such time that the OOS category opens and notification is provided to the individual of available services.

## OVR Services



### Vocational Rehabilitation Services    Additional Blindness and Visual Services

- *Early Reach Initiative*
  - *Pre-Employment Transition Services*
  - Diagnostic Services
  - Vocational Evaluation
  - Counseling and Guidance
  - Transition Services
  - Restoration Services
  - Training Services
  - Vehicle/Home Modifications
  - Placement Services
- Blindness Skills Training
  - Instruction: Mobility
  - Instruction: Daily Living
  - Independent Living Skills
  - Specialized Children’s Services
  - Randolph-Sheppard Business Enterprise Program (BEP)

## WIOA



### Workforce Innovation and Opportunities Act (WIOA)

- Signed into law July 22, 2014. Final regulations became effective on September 19, 2016.
- Replaces the Workforce Investment Act (WIA) and amends Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.
- Section 511 *limitations on subminimum wage* of WIOA went into effect on July 22, 2016.
- Calls for increased emphasis on services to transition-aged youth, business services and collaborations with other agencies and partners.

WIOA was enacted to help job seekers and workers access employment, education, training, and support services to succeed in the labor market and match employers with skilled workers they need to compete in the global economy.

## Key Areas of WIOA Emphasis



### 1. Students with disabilities

\**Pre-Employment Transition Services (PETS)*: job exploration counseling, work-based learning experiences, counseling on opportunities for enrollment in post secondary education, work place readiness and instruction and self-advocacy.

### 2. Employer Engagement

\**Dual Customer Model*: Customer and Business/Employer

### 3. Cross-Agency Collaboration

### 4. Assistive Technology

### 5. Competitive Integrated Employment

\*Includes *limitations on subminimum wage* (July 2016)

## Pre-Employment Transition Services (PETS)



WIOA introduces the new term Pre-Employment Transition Services (PETS) that significantly expands the role of the Vocational Rehabilitation Agency in the transition process

- Requires State VR agencies to reserve at least **15 percent** of their Federal VR program funds to provide pre-employment transition services to assist eligible and potentially eligible students with disabilities aged 14-21, who are currently enrolled in high school or postsecondary education make the transition from secondary school to postsecondary education programs and competitive integrated employment.
- The intent is to help students with disabilities have a successful transition from school to work.
- May be provided by OVR staff or approved PETS providers.
- May be provided in a group setting or to individual students.
- [My Work \(Municipalities & Youth\) Initiative](#) in OVR's Annual report showcases a program that provides high school students with disabilities the opportunity to gain real life, work-based learning experiences at their local municipalities during the summer.

## Employer Engagement



**Employer Engagement:** WIOA contributes to economic growth and business expansion by ensuring that the workforce is job-driven, matching employers with skilled individuals.

- Strong emphasis on employer engagement
- Increased opportunities to assist employers in providing work-based learning experiences for individuals with disabilities, including apprenticeships and internships.
- VR State agencies will describe in their State plans how they will work with employers to identify competitive integrated employment opportunities for individuals with disabilities.

## Cross Agency Collaboration



- Improved collaboration, partnership, and coordination between the primary Federal programs that support employment services, workforce development, adult education, and VR activities.
  - to improve the public workforce system by helping jobseekers, especially those with barriers to employment, access employment, education, training, and support services to succeed in the labor market and by matching employers with the skilled workers needed to compete in the global economy.
- Additionally, the core WIOA programs must submit a Unified or Combined State Plan that includes common goals and strategies for fulfilling Federal requirements.
- Stronger emphasis on results and the establishment of common employment outcome measures across core WIOA programs, including the VR program.

## Measuring Business Engagement

### Title IV- Rehabilitation Act of 1973 & WIOA Unified or Combined State Plans

How will the designated state unit (state VR program) work with employers to identify competitive integrated employment and career exploration opportunities in order to facilitate the WIOA provision of VR Services (Title IV)?

1. In response to an employers demand side needs, VR can suggest a talent recruitment process to bring qualified, pre-screened individuals with a disability into their workforce.
2. VR can work with employers and WF partners to target career ladders and measurable skills gains that result in pathways to high demand occupations in key industry sectors (Linking Labor Market Information –LMI to Individualized Plans for Employment –IPE’s).
3. VR can keep the talent search simple by use of national employment team (CSAVR VR-NET), single point of contact model to ensure access and responsiveness to talent needs (access to a cross state national talent pipeline).

## Measuring Business Engagement Measures Across WIOA Core Programs

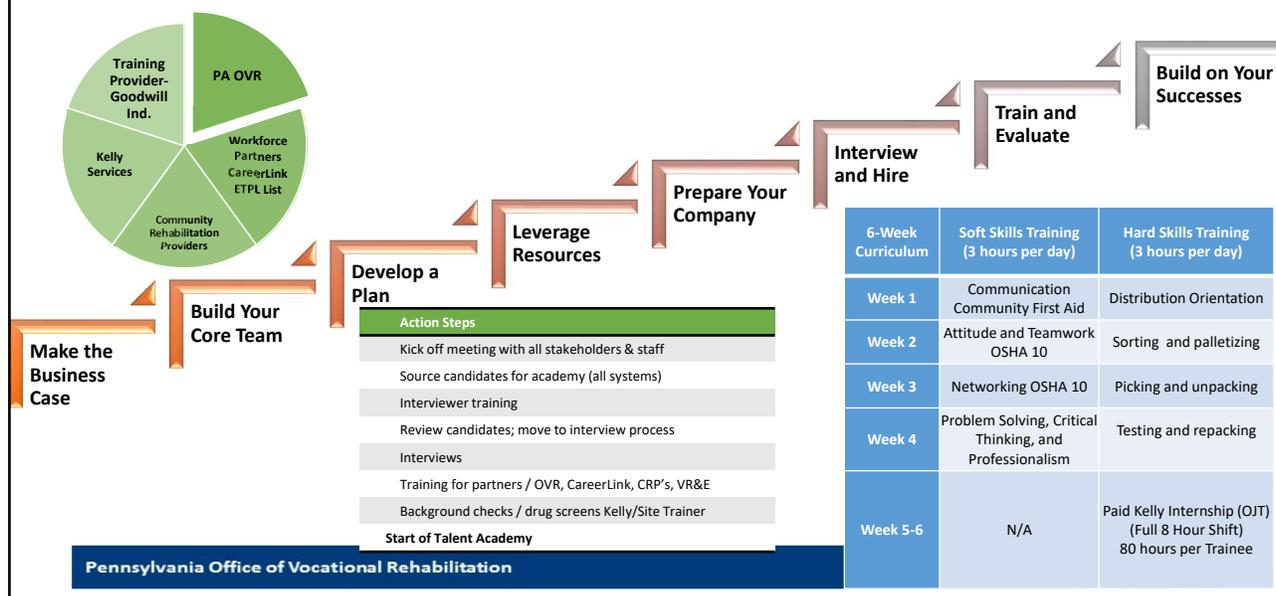
B. WIOA CORE PROGRAM BUSINESS & EMPLOYER SERVICES MEASURES			
	Previous Quarter	Current Quarter	Cumulative 4 <sup>th</sup> Quarter
1. Employer Information and Support Services			
2. Workforce Recruitment Assistance			
3. Strategic Planning/Economic Development Activities			
4. Untapped Labor Pools Activities			
5. Training Services			
5a. Incumbent Worker Training Services			
6. Rapid Response/Business Downsizing Assistance			
6a. Planning Layoff Response			

## The GOALS of WIOA Common Measures



- Improve **accountability and transparency** within the workforce system
- Measure key **employment and educational outcomes** of our customers
- Measure the **VR program's effectiveness** using a variety of approaches
- Apply to all WIOA core programs, are **customer-focused**, and support an **integrated service delivery model**

## Synchreon Talent Academy The Carlisle Distribution Center L&I Registered Pre-Apprenticeship- Example of Cross System Collaboration



## Competitive Integrated Employment



WIOA places heightened emphasis on the achievement of **competitive integrated employment**.

To satisfy the definition of “competitive integrated employment,” the employment must satisfy the requirements for all three components:

- Competitive earnings;
- Integrated Location; and
- Opportunities for advancement.

This means that if an individual’s employment fails to satisfy any one of the above components, the employment will not meet the definition of “competitive integrated employment.”

## Section 511: Purpose



- Prohibits an “entity” that holds a special wage certificate under section 14(c) of the FLSA from compensating an individual with a disability at a subminimum wage unless certain conditions are met; and
- Focuses on the payment of subminimum wage, not the nature of the work setting.

Section 511 does not—

- Change the purpose of the Rehabilitation Act;
- Promote subminimum wage employment;
- Eliminate sheltered workshops; or
- Eliminate subminimum wage and section 14(c) of the FLSA.

## Section 511's Provisions



- Requires youth with disabilities to satisfy certain service-related requirements prior to starting work at subminimum wage;
- Requires individuals of any age to satisfy certain service-related requirements in order to continue work at subminimum wage;
- Requires VR agencies and LEAs to document the provision of the requisite services; and
- Permits VR agencies to review whether entities holding special wage certificates are maintaining the required documentation.

**Implementation:** OVR has 3 VR Specialists in Central Office conducting information and referral sessions with sub-minimum wage participants regarding the availability of OVR services and the benefits of Competitive Integrated Employment (CIE).

For the 2017-2018 program year, OVR staff completed sessions and met with more than 9,000 individuals who are getting paid at sub-minimum wage.

## Assistive Technology



The Workforce Innovation and Opportunity Act (WIOA) of 2014, which reauthorizes the Rehabilitation Act of 1973, places emphasis on the importance of **assistive technology** (AT) and state programs carried out under section 4 of the Assistive Technology Act of 1998.

Assistive technology devices and services are tools that empower people to control their lives and their futures.

[Jason Tweed's story](#) in OVR's Annual report showcases the role assistive devices play in expanding a person's independence.

# Recent PA Legislation empowers individuals with disabilities

Act 26  
and  
Act 36

## PA Disability Legislation – Act 26

On May 17, 2016 the General Assembly of the Commonwealth of Pennsylvania enacted **PA State Act 26, *the Work Experience for High School Students with Disabilities Act***, legislation designates the Department of Labor and Industry's Office of Vocational Rehabilitation (OVR) as the lead agency for developing connections between local education agencies (LEAs) and public and private employers to promote the successful transition from school to competitive integrated employment.

Act 26 charges the OVR, in collaboration with Pennsylvania's Department of Education (PDE), to collect and report data related to special education students with transition plans and with facilitating the process of job and career development between local education agencies (LEAs) and public and private employers, focusing on job skills training; job coaching; competitive integrated work based learning experiences; and counseling on opportunities for enrollment in comprehensive transition or post-secondary education programs at institutions of higher education.

No additional funding was appropriated to implement Act 26.

## Act 26 data collection



As required by Section 3 (5) of Act 26, OVR will provide the following information on its publicly available website 45 days after the end of each calendar quarter for the prior calendar quarter for each county in the Commonwealth:

- i. the number of Individualized Education Program (IEP) meetings attended by OVR staff,
- ii. the number of IEPs that include new or significantly modified goals and specific steps toward the attainment of competitive integrated employment,
- iii. the number of job referrals made to employers on behalf of students with disabilities while still in high school,
- iv. the number of high school students with disabilities working in part-time or summer jobs as a result of referrals made by OVR staff,
- v. the number of high school students with disabilities working in part-time or summer jobs who are receiving job coaching services, and
- vi. the number of high school students with disabilities who enter competitive integrated employment within three months of their graduation.

## PA Disability Legislation – Act 36



On March 10, 2016 Governor Wolf signed Executive Order 2016-03, entitled “Establishing Employment First Policy and Increasing **Competitive Integrated Employment** for Pennsylvanians with a Disability”.

**Governor Wolf signed the Employment First Act (Act 36 of 2018) on June 19, 2018,** where as competitive integrated employment is the first consideration and preferred outcome of publicly-funded education, training, employment and related services, and long-term supports and services for working-age Pennsylvanians with a disability.

The new law creates:

- **Governor’s Cabinet for People with Disabilities** that will review existing regulations and policies to recommend changes to laws, regulations, policies, and procedures that ensure implementation of the Act, and the
- **Employment First Oversight Commission** that will establish measurable goals and objectives to guide agencies and report annual progress.

No additional funding was appropriated to implement Act 36.

## PA Office of Vocational Rehabilitation (OVR)

### Order of Selection(OOS) Changes

## What is an Order of Selection?

- If a vocational rehabilitation agency is unable to serve all eligible individuals, that state must put into place an order of selection (OOS)
- In an order of selection, individuals with the most significant disabilities will be selected first for the provision of vocational rehabilitation services
- Individuals are placed into one of three categories on the OOS

- **Individual with the Most Significant Disability (MSD):** The physical, mental, or sensory impairments must seriously limit three or more of the individual's functional capacities, and the individual must be expected to require multiple vocational rehabilitation services, defined as two or more services, that are expected to last six months from the date of the IPE or be needed on an ongoing basis to reduce an impediment to employment
- **Individual with a Significant Disability (SD):** The physical, mental, or sensory impairments must seriously limit one or more of the individual's functional capacities, and the individual must be expected to require multiple vocational rehabilitation services, defined as two or more services, that are expected to last six months from the date of the IPE or be needed on an ongoing basis to reduce an impediment to employment.
- **Individual who is Not Significantly Disabled (NSD):** The individual has a physical, mental, or sensory impairment that does not meet the definitions for MSD or SD.

- OVR has operated under an OOS since March 1994
- The order of selection currently limits VR services to customers with a Most Significant Disability (MSD)
- OVR has not been able to serve new customers in other priority categories, which are Significant Disability (SD) and Non-Significant Disability (NSD) due to fiscal constraints. These categories remain closed to all new customers
- For historical context, additional federal funding was provided by the American Recovery and Reinvestment Act (ARRA), which enabled OVR to expand the OOS to include individuals in the SD category, from October 18, 2010, to April 23, 2012

## How will this work?



- The waiting list for services will be effective July 1, 2019
- Existing customers who have an individualized plan for employment (IPE) completed by June 30, 2019 will continue to receive services
- OVR will continue to meet with new customers to complete an application, determine if they are eligible for OVR services and assign them to a category on the OOS
- With all categories closed, all customers will be put on the wait list for vocational rehabilitation (VR) services
- This change only pertains to the VR program within PA OVR, all other programs are not impacted (ILOB, BEP, Specialized services for Adults and Specialized Services for children)

## When will customers come off the wait list?



- OVR will evaluate its ability to serve customers on a quarterly basis
- When financial resources are available, first priority will be given to customers with an MSD, second priority to customers with an SD, and third priority to customers with an NSD
- This ensures that services are prioritized for individuals with the most significant disabilities
- Customers in the MSD category who have been placed on a wait list will be released based on the date they applied, with the oldest application dates being released first

## I am a CareerLink, what is the impact?



- Individuals who are put on the waiting list for OVR services must be referred to services provided through the PA CareerLink
- You may see more people with disabilities accessing CareerLink services for job search assistance
- Remember: OVR can meet with the person to determine their eligibility and place them on a category on the OOS but with all categories closed, OVR will not be able to provide further services immediately
- If you need further assistance on serving people with disabilities, OVR staff can provide training

## I am an employer, what is the impact?



- OVR Business services staff will continue to provide business services activities such as:
  - Outreach **and consultation on disability work related topics**
  - Job Development (For customers who have an individualized plan for employment in place)
  - Job Placement (For customers who have an individualized plan for employment in place)
- For an employee who needs assistance but is not a current OVR customer with an individualized plan for employment in place, information and referrals will be provided ~~for~~ **to** other community **providers and** resources who may be able to assist



## Contact Information

**Ralph Roach M.S., CRC, PA-LPC** | Division Chief  
Business Services and Outreach Division  
Office of Vocational Rehabilitation | Bureau of Central Operations  
Pennsylvania Department of Labor and Industry  
1521 North 6th Street | Harrisburg, PA 17102  
717.787.3940 | 717.705-9345 Fax  
[rroach@pa.gov](mailto:rroach@pa.gov)

## **Career Pathways and Apprenticeships Committee**

### **Quarterly Update**

August 13, 2019

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

#### **Career Pathways Definition and Infographic**

Feedback from the committee membership was compiled and used to develop PA's overall career pathway's Definition. The committee came to agreement and finalized the definition. The definition will be used to shape upcoming research on career pathways.

The career pathways infographics are still being developed. The committee membership has agreed to put these on hold until the career pathways research is complete.

#### **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 will provide ongoing updates to the committee membership. Several the committee members have offered to be part of the research and be interviewed by the vendor. In addition, members of the Youth Committee have also been invited to take part in these interviews.

#### **Cross-Committee Collaboration**

The Career Pathways and Apprenticeships Committee Chair, Julene Campion and Youth Committee Chair, James Kunz, continue to recognize the significant overlap in issues between their respective committees and will continue to partner moving forward, wherever appropriate.

#### **WIOA State Plan Development**

##### **Broad Goal 1: Career Pathways and Apprenticeship**

The committee has been engaged in development of the WIOA State Plan and has provided feedback on broad goal 1 of the state plan.

#### **Career Pathways and Apprenticeship Committee Next Steps**

The committee will be provided with ongoing updates regarding the career pathways research. Interested committee members will be interviewed by the selected vendor. The committee membership will use the result of this research to inform and update the career pathways infographics.

Julene Campion, Chair  
Career Pathways and Apprenticeships Committee

## Continuous Improvement Committee

### Quarterly Update

August 13, 2019

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.

#### **WIOA Combined State Plan Implementation Dashboard**

The committee is evaluating other state's dashboards measuring progress on activities related specifically to WIOA implementation, and those tracking more general indicators. The top priority for the committee is to publish metrics related to workforce system performance and outcomes of participants; both employers and businesses.

#### **WIOA Combined State Plan Goal Development**

The committee has evaluated and provided feedback to sub-goals related to Pennsylvania's WIOA Combined State Plan proposed broad goal on continuous improvement to the workforce development system.

#### **Next Generation Industry Partnership Dashboard**

This dashboard development is moving forward, incorporating feedback from committee members and additional stakeholders, including partnership conveners. Action items for this quarter have been site improvements to increase mobile accessibility. Incorporating the tableau dashboard into the overall Next Generation Industry Partnership web site is the next action item.

#### **Medical Marijuana Guidance Development for Employers**

Continuous Improvement committee members have identified a lack of clear guidance related to employees and job applicants who have been prescribed medical marijuana as a workforce issue. The committee is currently researching if and how other states with similar programs have handled this situation, especially considering marijuana's prohibited status at the Federal level.

#### **Continuous Improvement Committee Next Steps**

- Identify additional metrics for WIOA Combined State Plan implementation dashboard
- Update and finalize Next Generation Industry Partnerships dashboard

Brian Funkhouser, Chair  
Continuous Improvement Committee

## Industry Partnerships and Employer Engagement Committee

### Quarterly Update

August 13, 2019

#### **Employer Engagement Surveys**

The employer engagement surveys were distributed and open for feedback from 6/10 – 6/28. The convener survey was very successful, with a majority of the Industry Partnership conveners participating. The business member survey, however, had a very low response rate. The committee membership agreed to reopen the business member survey in attempt to get a better response. The business member survey was reopened for two weeks. The committee membership will review the new responses at the next monthly meeting.

The committee membership agreed, that to increase employer engagement, it would be helpful to have a list of all the business members involved in the various partnerships, along with contact information for them. The committee has asked Industry Partnership Conveners to provide contact information for all the business members involved in their partnerships.

#### **Next Generation Industry Partnership Dashboard**

The committee membership reviewed and provided detailed feedback regarding the Dashboard. The committee asked that the Dashboard be “mobile friendly” and embedded into the Next Gen website. The feedback has been provided to the development team and the Dashboard should go live soon.

#### **WIOA State Plan Development**

##### **Broad Goal 2: Sector Strategies and Employer Engagement**

The committee has been engaged in development of the WIOA State Plan and has provided feedback on broad goal 2 of the state plan.

#### **Industry Partnerships and Employer Engagement Committee Next Steps**

The committee will touch base approximately every 6 months to review the purpose and goals of the committee to ensure they are still relevant and clear. At the end of each monthly call the committee membership will have the opportunity to provide feedback on what can be done better or differently.

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

## Youth Committee

### Quarterly Update

August 13, 2019

The Youth Committee continues to support all youth-related goals of Pennsylvania's current WIOA Combined State Plan.

#### **Career Readiness**

To address goal 1.10 of the state plan, the committee's final draft career readiness definition was submitted to, and approved by, the full PA WDB membership during the May 1<sup>st</sup> quarterly meeting.

#### **WIOA Combined State Plan Process**

The committee is engaging in the new WIOA Combined State Plan process, reviewing the newly proposed draft youth-related sub-goals, initially developed by the PA WDB Interagency Workgroup and the Youth broad goal sub-group, for on-going recommendations and feedback.

#### **Cross-Committee Collaboration**

Members of the Youth Committee are making themselves available to be interviewed for the Career Pathways and Apprenticeships Committee's statewide study on career pathways. The PA WDB has contracted with Keystone Research Center (KRC) to conduct the study.

#### **Youth Committee Next Steps**

- Finalize Youth sub-goals for next WIOA Combined State Plan
- Finalize next priority(ies)

James Kunz, Chair  
Youth Committee

## Healthcare Workforce Ad Hoc Committee

### Quarterly Update

August 13, 2019

The Healthcare Workforce Ad Hoc Committee is continuing its efforts to address the overall workforce issues in the healthcare sector through the development of a crisis statement to be considered by the full PA Workforce Development Board membership.

#### Committee Activity and Next Steps

- The committee continues to convene regularly and has also begun to identify a small sub-group of committee members to take on various responsibilities related to the development of the crisis statement.
  - Host a 2-hour in-person meeting of the full committee membership, immediately following the August 13<sup>th</sup> quarterly board meeting, to further discuss and prioritize any other committee recommendations.
  - Develop a timeline and associated benchmarks toward completion of the crisis statement.
- For greater impact, the committee is also exploring expansion of the original scope of its crisis statement to potentially include the shared challenges of others in the caregiving continuum, such as childcare workers.
  - Committee will continue to gather and compile relevant data to illustrate and amplify the crisis statement, including consultation with the Department of Labor & Industry's Center for Workforce Information and Analysis (CWIA).

Matt Yarnell, Chair  
Healthcare Workforce Ad Hoc Committee

## **Reentry Ad Hoc Committee**

### **Quarterly Update**

August 13, 2019

The Pennsylvania Workforce Development Board's, Reentry Committee, is refocusing its efforts to identify strategies and priorities to support Returning Citizens entering the workforce, addressing barriers to employment, and engaging employers around hiring Re-Entrants.

#### **PA Comprehensive Inventory Survey**

While there are currently many great Reentry programs operating across the Commonwealth, there is not a resource cataloging these programs. The Reentry Committee seeks to create an inventory of Reentry services conducted across Pennsylvania. The purpose of this Inventory is to provide information, and a forum for organizations and practitioners to share best practices, learn from others in the field, and seek partnerships. This inventory will highlight best practices, identify gaps and duplications of Reentry services across the Commonwealth.

#### **Roundtable Listening Sessions**

The Reentry Committee will collaborate with Pennsylvania Reentry Council (PARC), with the Attorney General's Office, to plan regional roundtables across the Commonwealth. The purpose of these roundtables is to hear directly from Returning Citizens, Employers, and HR Professionals around issues related to reentry. This information will be used as an opportunity to address barriers for Employers and Re-Entrants entering the Workforce.

#### **PA Employer Toolkit**

The Reentry Committee recognizes the obstacles that Re-Entrants have to face when returning to their communities and have identified them as a list of priorities to removing stigmas and barriers to employment. The purpose of the planned Employer Toolkit is to provide Employers, Human Resources professionals and the general public with practical resources and strategies to encourage the hiring of Reentrants.

#### **Next Steps:**

- Drafting a Mission Statement
- Procurement of a Vendor (ReEntry Inventory Survey)
- Roundtable planning

Jeff Brown, Chair  
Reentry Committee

# Adult Basic and Family Literacy Education in Pennsylvania

August 13, 2019

8/2/2019



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## Statutes

- Adult Education and Family Literacy Act, Title II of the Workforce Innovation and Opportunity Act (WIOA)
  - One of the six core WIOA programs
  - Same performance indicators
- Pennsylvania Adult and Family Literacy Education Act (Act 143 of 1986)

8/2/2019



2

## Purpose

- Assist adults to become literate and obtain the knowledge and skills necessary for employment and economic self-sufficiency;
- Assist adults who are parents or family members to obtain the education and skills that
  - are necessary to be full partners in the educational development of their children; and
  - lead to sustainable improvements in the economic opportunities for their family;
- Assist adults in attaining a secondary school diploma and in the transition to postsecondary education and training, including through career pathways; and
- Assist immigrants and others who are English language learners in
  - improving their reading, writing, speaking, and comprehension skills in English; and mathematics skills; and
  - acquiring an understanding of the American system of government, individual freedom, and the responsibilities of citizenship.



8/2/2019

3

## Services

- 43 grantees
  - Adult Basic/Secondary Education
  - High School Equivalency Test Preparation
  - Family Literacy
  - English Language Acquisition
  - Integrated English Literacy and Civics Education
  - Workforce Preparation Activities
  - Integrated Education and Training



8/2/2019

4

## Collaboration: Local

- Adult education representative on local board
- PA CareerLink® infrastructure costs
- Referrals to and from system partners
- Standardized assessments
- Co-enrollment
- Adult education sites as location for one-stop services



8/2/2019

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## Collaboration: State

- Support during grant competition
- Ongoing communication for planning
- Training for assessments
- State workgroup on cross-training
- Workforce System Liaison Project



8/2/2019

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## ▶ Collaboration: Business/employers/training

- Employees attend adult education/family literacy services
- Workplace adult education
- Integrated education and training activities
  - Adult basic education + workforce preparation activities + occupational training
  - Full integration of adult basic education and occupational training



8/2/2019

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## ▶ Eligibility for services

- Eligibility
  - Age: 16 (federal) or 17 (state) and up
  - Not enrolled in secondary school
  - PA resident (for state funded classes)
  - Basic skills need as determined by an approved standardized test
  - No upper age limit
  - No income requirement



8/2/2019

8

## Expectations of participants

- Expectations of participants
  - Complete intake and orientation
  - Take standardized assessment(s)
  - Regular attendance
  - Complete assignments

8/2/2019



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## Finding a program

- Finding a program
  - Services in all local workforce areas
  - [Statewide Distance Learning Project](#)
    - [www.padistancelearning.org](http://www.padistancelearning.org)
  - [Pennsylvania Adult Education Resources](#) website>Find an Adult Education Program
    - [www.paadulthoodresources.org](http://www.paadulthoodresources.org)
  - No fee for students

8/2/2019



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## High school equivalency options

- High school equivalency options in PA
  - GED® test
  - HiSET® exam
  - 30 College Credit option
  - Credential: Commonwealth Secondary School Diploma
  - Transcript and diploma through DiplomaSender ([www.diplomasender.com](http://www.diplomasender.com))



8/2/2019

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For more information on adult basic and family literacy services, please visit PDE's website at [www.education.pa.gov](http://www.education.pa.gov) under Instruction > Adult Basic Education.

*The mission of the Department of Education is to ensure that every learner has access to a world-class education system that academically prepares children and adults to succeed as productive citizens. Further, the Department seeks to establish a culture that is committed to improving opportunities throughout the commonwealth by ensuring that technical support, resources, and optimal learning environments are available for all students, whether children or adults.*



8/2/2019

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2017 Population		
Total Population	12,790,505	100.0%
Female	6,530,345	51.1%
Male	6,260,160	48.9%

Population by Race		
White	10,378,174	81.1%
Black	1,417,611	11.1%
Hispanic Ethn	874,833	6.8%
Other	994,720	7.8%

Population by Age		
Ages 0 to 17	2,688,917	21.0%
Ages 18 to 24	1,215,635	9.5%
Ages 25 to 34	1,649,488	12.9%
Ages 35 to 44	1,501,781	11.7%
Ages 45 to 54	1,770,235	13.8%
Ages 55 to 64	1,783,427	13.9%
Ages 65 to 74	1,195,873	9.3%
Ages 75 and Older	985,149	7.7%
Median Age	40.7	

Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,605,814	45.6%
Some College or Associate Degree	2,674,621	26.5%
Bachelor's Degree	1,759,082	17.4%
Graduate or Professional Degree	1,062,071	10.5%

Source: U.S. Census-2017 ACS 5-Year Estimates - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
June 2019	June 2018	Volume Change	Percent Change
305,465	304,443	1,022	0.3%

Source: The Conference Board Help Wanted OnLine™

U.S. Veterans		Median Income	
Total	Unemployment Rate	Veteran	Non-Veteran
803,420	6.4%	\$35,981	\$28,833

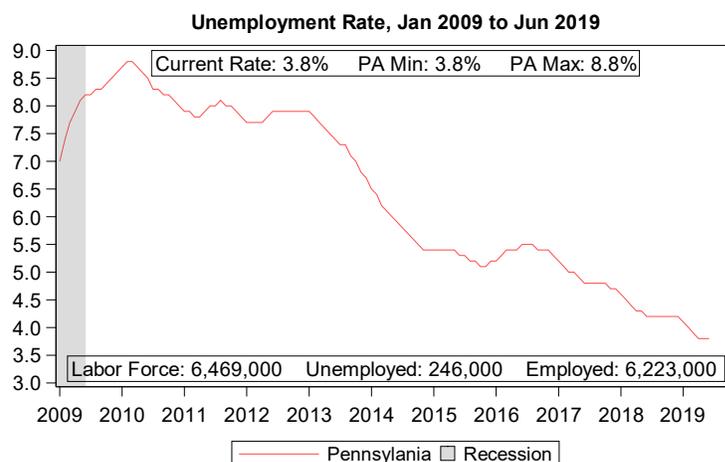
Source: U.S. Census 5-Year Estimate 2012-2016 (Table: S2101)

Income Measures			
Per Capita	Total Personal	Median Household	Median Family
\$53,300	\$682,533,744	\$56,951	\$72,692

Note: Total Personal Income is displayed in thousands.  
Note: Median Incomes are in 2017 adjusted dollars.

Source: Personal Incomes - Bureau of Economic Analysis (BEA) - 2017

Source: Median Incomes - U.S. Census 2013-2017 (Tables: B19013 & B19113)



### Top 25 Employers by Employment in Q4 of 2018

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Jun 2018 to May 2019		May 2019 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	720	0.9%	527	1.0%	4,183	1.1%
Construction	9,270	11.3%	8,858	16.9%	53,992	14.4%
Manufacturing	9,340	11.4%	6,376	12.2%	45,822	12.2%
Trade, Transportation & Utilities	16,530	20.2%	6,470	12.4%	70,094	18.7%
Information	1,340	1.6%	378	0.7%	5,755	1.5%
Financial Activities	4,890	6.0%	949	1.8%	18,207	4.9%
Professional & Business Services	15,410	18.8%	6,191	11.8%	64,434	17.2%
Education & Health Services	13,380	16.3%	4,848	9.3%	57,019	15.2%
Leisure & Hospitality	6,160	7.5%	7,249	13.9%	31,625	8.4%
Other Services	2,300	2.8%	835	1.6%	9,017	2.4%
Government	830	1.0%	276	0.5%	3,335	0.9%
Info Not Available	1,830	2.2%	435	0.8%	2,524	0.7%
<b>Total</b>	<b>82,000</b>	<b>100%</b>	<b>52,268</b>	<b>100%</b>	<b>374,386</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	356,800	5,867,726	100.0%	\$55,629	
11	Agriculture, Forestry, Fishing and Hunting	2,305	24,751	0.4%	\$36,188	
21	Mining, Quarrying, and Oil & Gas	1,301	27,958	0.5%	\$86,482	
22	Utilities	1,393	34,978	0.6%	\$100,616	
23	Construction	29,043	264,020	4.5%	\$66,393	
31-33	Manufacturing	14,432	570,413	9.7%	\$62,579	
42	Wholesale Trade	23,639	217,402	3.7%	\$80,071	
44-45	Retail Trade	41,363	624,398	10.6%	\$29,152	
48-49	Transportation and Warehousing	11,257	305,129	5.2%	\$49,360	
51	Information	5,006	89,392	1.5%	\$85,618	
52	Finance and Insurance	18,273	263,309	4.5%	\$95,378	
53	Real Estate and Rental and Leasing	10,668	65,008	1.1%	\$60,962	
54	Professional and Technical Services	41,238	360,715	6.1%	\$94,554	
55	Management of Companies and Enterprises	4,578	136,850	2.3%	\$129,250	
56	Administrative and Waste Services	18,139	318,562	5.4%	\$36,829	
61	Educational Services	9,007	484,624	8.3%	\$57,065	
62	Health Care and Social Assistance	53,659	1,068,523	18.2%	\$50,742	
71	Arts, Entertainment, and Recreation	5,248	100,493	1.7%	\$32,704	
72	Accommodation and Food Services	28,485	474,640	8.1%	\$18,745	
81	Other Services (Except Public Administration)	32,665	201,356	3.4%	\$34,094	
92	Public Administration	5,103	235,204	4.0%	\$61,665	

Company Ownership						
Total, All Ownership		356,800	5,867,726	100.0%	\$55,629	
Private Ownership		343,486	5,193,917	88.5%	\$55,293	
Federal Ownership		2,707	96,947	1.7%	\$76,983	
State Ownership		1,453	130,700	2.2%	\$62,352	
Local Ownership		9,154	446,162	7.6%	\$52,928	

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.

**120,865**  
employers  
registered in  
PA CareerLink<sup>®</sup>

**289,447**  
candidates  
available to  
employers

**622,208**  
total site  
visits

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

**202,976**  
site visits  
from a  
mobile  
device

**204,703**  
average job  
openings

**958,541**  
job searches

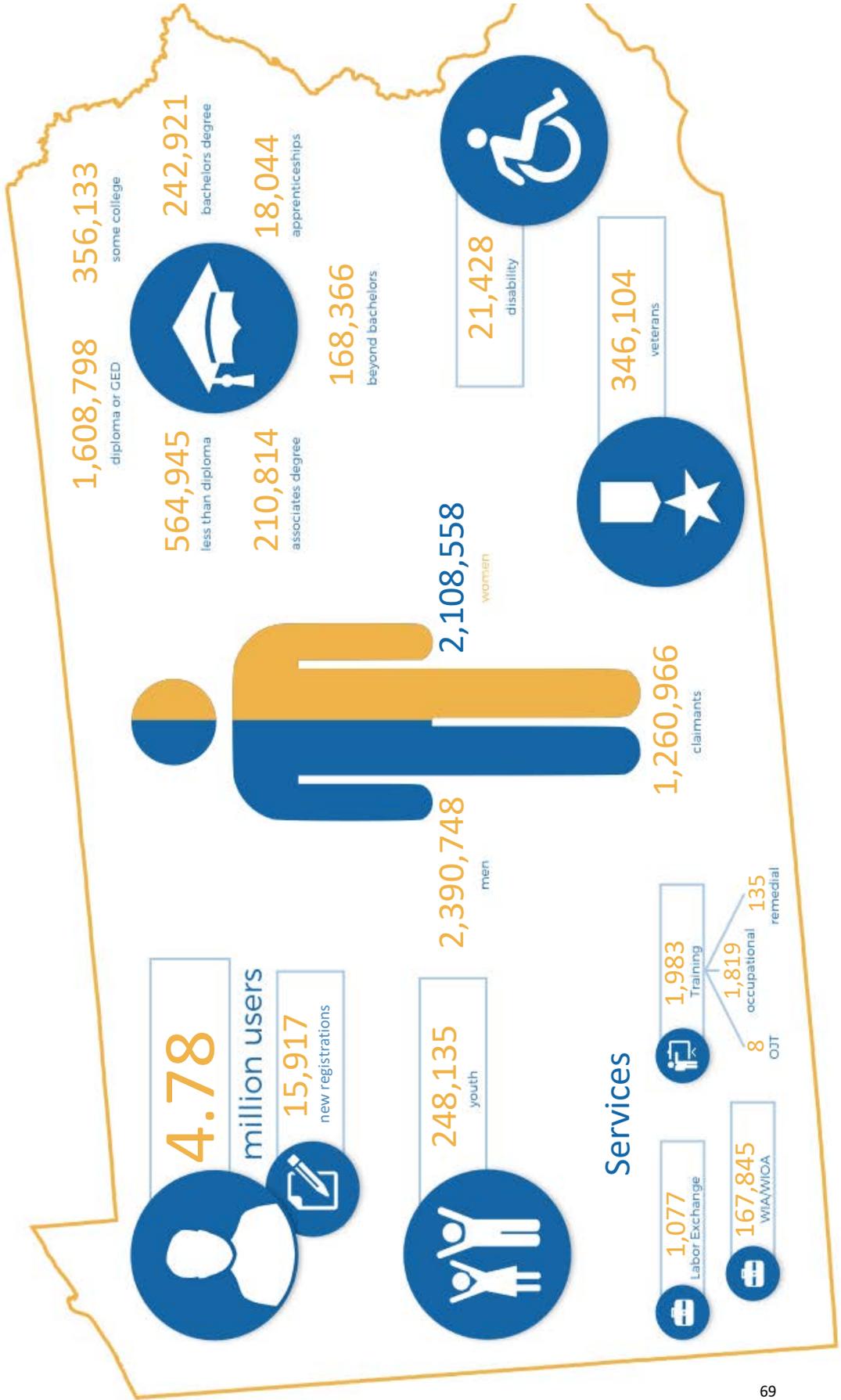
**2,575**  
new jobs posted  
per day

**274,074**  
job referrals  
submitted

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



# 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	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: Visits
4	Visitors new to the site	New visitors to PA CareerLink®	Per month	Google Analytics	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: New Visitor
5	Visitors are returning at least each month	Returning visitors to PA CareerLink®	Per month	Google Analytics	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: Returning Visitor
6	Total mobile site visits	Number of times PA CareerLink® mobile was visited (includes new and return visits)	Per month	Google Analytics	JobGateway Mobile for Job Seekers: All Web Site Data: Dashboards: Private: JobGateway 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	JobGateway: Dashboards: Private: JobGateway InfoGraphic Data: Pageviews by Page Title: JobGateway - 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



**Tom Wolf**  
Governor

**Jeff Brown**  
Chair